

*Community Input Meeting Notes  
For the Police Chief Recruitment  
Mexican Heritage Plaza, Pavilion –  
Monday, October 4, 2010*

*On August 12, 2010, the City Manager announced the three part Police Chief Recruitment outreach strategy: (1) Citywide Community Meetings (2) Police Department Workforce and Labor; and (3) Targeted Stakeholder Outreach. The following is a summary of the comments from the fourth Community Input Meeting for the Police Chief recruitment held on October 4, 2010 at 7:00pm at the Mexican Heritage Plaza, Pavilion, 1700 Alum Rock Avenue, San Jose, CA 95116. The summary is compiled from the facilitator's notes that were captured on flip chart paper during the public meeting. It is not a verbatim account of all discussions that occurred at the public meeting.*

Meeting opened at 7:05 pm

City Manager Debra Figone opened the meeting to welcome attendees, provided an overview of the process and Community outreach strategy and introduced the evening's facilitator Dr. Shawn Spano. Dr. Spano informed attendees the purpose of the meeting, announced the various ways that the Community can submit input (attendance at Community meetings, email recruiter and fill out online survey) and introduced the Executive Recruiter, Teri Black-Brann. Ms. Black-Brann gave a short presentation regarding the recruitment timeline and made herself available for questions throughout the meeting. Dr. Spano introduced the five questions and lead a facilitated discussion on each of the questions. Ms. Figone and Ms. Black-Brann were observing the group's dialogue.

**Question/Comment #1: What are the most important issues that you would like the new Police Chief to address?**

- Negative perception, issues of trust with community; know how to handle in a positive manner
- Comfortable with the complaint process without fear of retaliation from public
- Image of SJPD--
  - o Media
  - o Relations with minority community
  - o Racial profiling
- Goal: Safest Big City in the U.S. (citywide)
- Difficult budget situation—workforce reductions reality but ensure public safety
- SJPD strategy to have PD Officers live closely to San Jose to provide adequate coverage (begin talks)

**Question/Comment #2: What experience and track record should the new Police Chief have?**

- Experience in a large city, diverse community—comparable to San Jose
- On street experience in Police operations as a patrol officer—help to manage rank and file
- Communications with neighborhood, residents
  - o Open, listening—“not closed”
  - o Community engagement
- Experience in handling crisis; how do they respond in an emergency?

- Natural Disasters
- Racial Issues
- Track record of reforming a troubled department (through changing the culture, procedures)
- Look at community perspective as a whole, not just special interests. Go out to community to receive input

**Question/Comment #3: What are the most important skills and characteristics the new Police Chief should have?**

- Knowledge and familiarity of the Constitution and civil rights (upholds)
- Holds a post-graduate degree
- Pragmatic Problem Solver
  - Proactive communicator
  - Ability to follow through and respond
- Proven leadership skills—team builder within command staff and rank and file
- Elicit diverse views and be open to these views
- Communicate proactively
  - Officers, community, special interests
- Build leadership in others
  - Diverse staff—challenge one another privately for better result
- Need Political Skills
  - Work with competing interests
    - Mayor, POA, City Manager
- Integrity, Honesty
- Respected by others in Department, not just looking “good on paper”

**Question/Comment #4: Is there anything else you would like the City to consider when selecting the new Police Chief?**

- Public participation in revising the Duty Manual
- Diversity (racial, gender, culture, religion, sexual orientation)
- Consider the investment in the department (at least 3 years)
- Set the tone from the top → down
- New PD Chief should go on patrol
- PD Chief should be ethical, knowledgeable and respectful of laws and make decisions based on law

**Question/Comment #5: What are you willing to do or contribute to ensure the success of the new Police Chief?**

- Not committing crime
- 6 month community poll/engagement
- Invite to community activities so that PD Chief can be proactive, visible and accessible to community
- Get word about Chief Recruitment
- Go on “ride a-longs” citywide