

Community Input Meeting Notes

For the Police Chief Recruitment

West Evergreen NAC Meeting

OB Whaley Elementary School, 2655 Alvin Avenue, San Jose, 95121

Monday, September 27, 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 West Evergreen Neighborhood Association Coalition (NAC) Meeting for the Police Chief recruitment held on September 27, 2010 at 6:30pm at OB Whaley Elementary School, 2655 Alvin Avenue, San Jose 95121. 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 6:30 pm

Executive Analyst Ernest Azevedo opened the meeting to welcome attendees, provided an overview of the process and Community outreach strategy. Mr. Azevedo informed attendees the purpose of the meeting and announced the various ways that the Community can submit input (attendance at Community meetings, email recruiter and fill out online survey). Mr. Azevedo gave a short presentation regarding the recruitment timeline, introduced the five questions and lead a facilitated discussion on each of the questions.

Question #1 – What are the most important issues that you would like the new Police Chief to address?

Communication with Bilingual Communities: Police Chief should be familiar with the City of San Jose's diverse communities along with having a track record of working successfully with multi-lingual communities and sensitive to their views/interactions with Police Departments in general.

Gang Issues: Police Chief should understand the special needs of communities impacted by gangs but also have that is focused simply on suppression methods. The Police Chief should be aware of the existing Mayor's Gang Prevention Task Force model balancing prevention, intervention and suppression efforts.

Education and Partnerships with Schools: The Police Chief should have a strong sense of the existing educational system in San Jose along with having the ability to build strong relationships with the administrators so that they may work together to deal with issues both on and off campuses.

Panhandling and other crimes: The Police Chief should have a plan to respond equally to community priorities or activities that impact the neighborhoods, even if they are not considered high level crimes. Dealing with the low level crimes earlier will make the neighborhoods safer.

Social Services: The Police Chief should be someone that collaborates with other agencies and groups in connecting services that can help the community and individuals.

Racial Profiling: The Police Chief will need to listen to the community concerns about racial profiling and acknowledge residents that have stories of harassment from the Police Department. From there, the Police Chief will need a plan to address future incidents and concerns immediately so that there can be trust.

Community Policing: The Police Chief will need a strategy to hear the community's concern over the union's concerns for the 6 month rotation because the community appreciates officers that are familiar with the neighborhood and interact with the community every day. Additionally, the community expressed satisfaction with their recent interactions with patrol officers because they have spent time getting to know the children and neighbors. At the least, Officers have been waving to them as they drive through the neighborhoods.

Question #2 –What experience and track record should the new Police Chief have?

The following are the experience and track record that community shared that the next Police Chief should have:

- Must be very experienced and respected in the field not just in their department.
- Must come from a City which is comparable in size and population to San Jose.
- Prefer an internal candidate because they are familiar with the City of San Jose and Police workforce.
- Experience and success with labor unions, including working out issues such as rotations.
- Known for implementing community policing models where officers are in the neighborhoods more frequently than driving through them or just to responding to calls for service.
- Experience working with apartment complexes and landlords who are not invested into their communities.

Question #3 – What are the most important skills and characteristics that the new Police Chief should have?

The following are the skills and characteristics that the community shared that the next Police Chief should have:

- Strong values.
- Tolerant and respectful of people.
- Budget management and ability to work under difficult budget situations but have strong problem solving experience.
- Personnel and Operations management and experience working successfully with the Police Officers Association.
- Great Communicator.

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

- Visionary, but can implement projects and willing to admit mistakes.
- Ability to define success and challenges from current position.
- A vision and plan to work with community and how they will engage with residents.
- Chief should be more involved with schools and attend meetings on campuses.
- Police Chief should have a strong strategy to be more involved in higher lever crime areas and clean them up in his/her first year.

Question #5 – What are you willing to do or contribute to help the new Police Chief?

The following are the contributions that the group shared that they would be willing to do to help the new Police Chief:

- Volunteer.
- Share knowledge of neighborhoods with new Police Chief.
- Invite the Police Chief to Neighborhood Association meetings.
- Give the new Police Chief the chance to set to listen to the community.