

Police Chief Recruitment Themes from Community Meetings

Themes from Questions 1, 2 & 3

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

What experience and track record should the new Police Chief have?

What are the most important skills and characteristics the new Police Chief should have?

1. Works with and Respects Diverse Communities
2. Demonstrates Cultural Competence
3. Engages with the Community
4. Promotes Community Policing
5. Works with Vulnerable Members of the Community
6. Record of Crime Prevention and Suppression
7. Effective Communicator
8. Courageous Leadership
9. Honest, Ethical and Fair
10. Holds the Workforce Accountable
11. Innovative, Resourceful and Creative
12. Effective Administrator/Management Skills
13. Works Collaboratively with Different Agencies, Organizations and Groups
14. Supports and Practices Transparency
15. Experience with Policing Issues and Environment Similar to San José

Themes from Question 4:

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

1. The New Police Chief is an Opportunity
2. The Recruitment Process should be Transparent and Thorough

Themes from Question 5:

What are you (residents) willing to do or contribute to help the new Police Chief?

1. Residents as Cultural Bridges to Police
2. Residents Active in Crime Prevention and Reporting
3. Residents Reach Out to Police
4. Residents Engaged in the Community
5. Residents Support the New Police Chief