

Summary of Input from Meeting with the Coalition for Justice & Accountability regarding Police Chief Recruitment Process

This document provides a high-level summary of key issues raised at meeting held by the Coalition for Justice and Accountability on Monday, August 23, 2010. The topic of discussion focused on the Police Chief Recruitment Process and Outreach Plan. Approximately 20-25 attendees were present at the meeting. City Manager Debra Figone provided a 15 minute overview of the process and community outreach strategy and made herself available to respond to questions and comments.

Major themes mentioned include:

Timeline of Recruitment

(e.g. several participants expressed concerns about the recruitment timeline given the holiday season and transition of new Councilmembers in office. They suggested that the timeline be revised or retain some flexibility)

Community Outreach

(e.g. attendees suggested that the City should their targeted outreach to specific stakeholders and community groups most impacted by the actions of the Police Department. They suggested that the City reach out to victims of Police misconduct, those who are currently incarcerated, those who do not have email access and to current and past Police Chiefs of San Jose)

Transparency in Candidate Selection

(e.g. several participants noted that the community has a strong interest in being knowledgeable about the complete background of potential candidates and finalists. They suggested that the candidates for the Police Chief position should be disclosed publically to let the community do their own research on the candidates)

Stakeholder Involvement in Recruitment Process

(e.g. attendees generally felt strong that community members should have the ability to be a part of the complete process from beginning to end. They suggested that the community would like to hold a forum so that candidates can hear the community)

Some additional comments shared by the audience were:

- “Ensure that the City is not short sighting the process by taking less than 6 months to complete the process.”
- “City should provide an opportunity for newly elected Councilmembers in January to have the ability to provide input on the process and the candidates.”
- “City should have a definition for success in the City’s Community Outreach Strategy (qualitative vs. quantitative).”
- “City should define Community’s role in the Oral Board.”
- “City should maintain the balance of transparency and inclusion in the decision making process of candidates.”
- “City should incorporate the input from community to shape the process.”