

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

This document provides a summary of key issues raised from the Coffee talk meeting held with City Manager Debra Figone and representatives from the Coalition for Justice and Accountability on Friday, September 17, 2010. The meeting was a follow up from an earlier meeting with the City Manager and the full CJA group on August 23, 2010.

As part of the City Manager's efforts and commitment to provide open communication and maximize the community's ability to provide input on the ideal qualities of the Police Chief, small group discussions have been set up to provide individuals and stakeholders the opportunity to share their opinions and perspectives on the ideal characteristics and needed skills/qualifications of the next Police Chief.

Information collected will help to inform the process and evaluation of candidates.

Stakeholder Attendees: Richard Konda, Sam Ho, Pete Carrillo, Raj Jayadev, Bea Mendez, and Reverend Jeff Moore.

City Manager's Office Attendees: City Manager Debra Figone, Deputy City Manager Deanna Santana, Human Resources Director Mark Danaj, Dr. Shawn Spano, Alexandra Orologas, and Ernest Azevedo

Major Themes mentioned include:

Timeline of Recruitment

Participants expressed concerns about the timeline and recommended extending it to a 6-9 month process for the following reasons:

- Concerned that the recruitment and selection process is too short and occurring during the holiday period and the November elections.
- Concerned that the new Council members from District 5 and District 9 will not be able to participate in the selection process, therefore, not being accountable for the decision or enabling voters in those districts to select Council members who will represent them in the selection and confirmation process.
- Recommended that the City Manager consider following the San Francisco and Seattle process and timeline.

Transparency in the Candidate Selection

Participants made some of the following recommendations and suggestions to ensure transparency in the process of selecting the next Police Chief:

- Recommend that the process be open and transparent to the community including the selection of the community representatives participating on the panel.
- Recommend having the panelist sign a Confidentiality Agreement prior to participating on the panel, similar to the model used for Grand Juries.

- Recommend releasing the names of the final candidates so they can participate in a community forum with the public. The forum is an opportunity for community members to learn more about the values, leadership and principles of the final candidates, and provide buy-in and support for the candidate selected to be the new Police Chief.

Other Recommendations and Comments

Participants shared some additional suggestions to consider in selecting the most ideal Police Chief:

- Consider reviewing the open forum model followed by the San Jose Unified School District in previous years, along with the recent Police Chief Recruitment from cities such as Seattle.
- The community conversation that was initiated by the City Manager last month is still underway, and will continue until the new Chief is selected. It is important to ensure that community members understand and support the process.
- Given the concerns expressed by individuals, groups, organizations, and media reports about police practices over the past few years, it will be critical for the community to be able to know and engage with the final candidates.