

Community Input Meeting Notes  
For the Police Chief Recruitment  
Oakgrove School District Offices, Board Room –  
Wednesday, September 20, 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 sixth Community Input Meeting for the Police Chief recruitment held on September 20, 2010 at 6:30pm at the Oakgrove School District Offices, Board Room 6578 Santa Teresa Blvd., San Jose, CA 95119. 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

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). Dr. Spano introduced the five questions and lead a facilitated discussion on each of the questions. Ms. Figone was observing the group's dialogue.

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

- Budget—doing more with less
- Working with low-income communities
- Police Brutality—addressing issue within Department
- Elimination of gang task force in SJPD
- Gang Activity
- Targeted Profiling from SJPD and from gangs themselves
- Crime Prevention
- Illegal immigration → two opposing opinions
  - o Should not be a priority for SJPD
  - o SJPD should arrest and deport illegal immigrants
- Internal Candidate preferred/others: Choose the best person regardless of internal or external
- Transparency/Sunshine
- Bi-lingual preferred
- Traffic Enforcement/Control/Calming

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

- Strong experience in beat patrol, administration, working through the ranks, across department bureaus and with other City departments
- Experience working in a large City/Bureaucracy, similar to SJ
- Knowledge and awareness about SJ issues on the street
- Has a track record of crime suppression
- Educated and Aware of Harm Reduction programs. Should be at the forefront of these types of innovative programs.

- Track record working with troubled at risk teens (gang activity) and engaging/educating families in prevention
- Engaged in/supports community involvement, using the community as a resource; leveraging community resources
- Community Policing—Community more informed with community watch
- Chief and Officers need to be visible and engaged with the community
- Track record working on mental health issues (e.g. incident at Starbucks involving a Officer and a mentally ill individual)
- Experience working with a diverse community/city/regions
- Person who has work life balance, and holds this as a central part of their character

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

- Firm but understanding
- Responsive
- Fair, proactive in addressing issues or working across different individuals
- Follows up with what they say they are going to do
- Leadership that sets the culture and tone around compassion—promotion of this
- Not compassionate, but rather intelligent
- A Chief who has “people smarts”
- Innovative/Problem Solving Skills

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

- Not a candidate from New York City (e.g. Officer involved shootings in NYC)
- PD Chief could be male or female
- Would like more Officers living in San Jose
- The areas of Oakridge and Gunderson should have community meetings on Police Chief recruitment; unbalanced locations
- More participation/collaboration with the IPA for information
- IPA needs more authority to look into complaints

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

- Strong communication from the Community to Police Chief and Officers
- Participation in being in a active role within community
- Reach out/promote awareness of programs that promote multi-age activities that parents can do with children (e.g. Police Activities League)
- If there is an issue, start your own organization. Participation in issues and thinking outside of the box will help the Police Chief
- Will continue dialogue with School Superintendents and Police Chief (City Schools Collaborative)