

Community Input Meeting Notes

For the Police Chief Recruitment

Blackford NAC Meeting

West San Jose Community Center, 3707 Williams Avenue, San Jose, 95117

Thursday, October 7, 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 Blackford NAC Meeting Neighborhood Association Coalition (NAC) for the Police Chief recruitment held on October 7, 2010 at 6:30pm at West San Jose Community Center, 3707 Williams Avenue, San Jose, 95117. 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?

The following are the most important issues that the participants shared that the next Police Chief should address:

- **Neighborhood Safety:** Participants expressed that it would be important the that next Police Chief focus on safety in the many neighborhoods throughout the City of San Jose and the Police Chief should build upon existing relationships with neighborhood leaders.
- **Organizational Culture:** Participants commented that the Police Chief will need to review, update and improve the culture, habits, and procedures.
- **Communication:** Several participants shared that it will be important that the next Police Chief has past experience working with the Labor Unions, City Administration, City Council, Community and the Independent Police Auditor.

- **Culturally Sensitive:** Participants agreed that it was important that the Police Chief was bilingual and had past successes working with multi-cultural communities.
- **Mayor's Gang Prevention Task Force:** Participants agreed that it would be important that the Police Chief was familiar with gang trends and strategies to work with youth.
- **Schools and Education:** Participants expressed that it was important for the Police Chief to have experience working with school officials and have a strategies to address crime on campuses— such as drug sales along with providing resources to students.
- **Police Workforce:** Participants shared that they felt it was important that the Police Chief immediately work with their leadership cabinet and establish an open/honest culture of communication.
- **Additional Issues:** Participants expressed that some other important issues included:
 - Awareness of recent parolees in the neighborhood.
 - Exam the use of tasers and consider alternative methods.
 - Ability to express and understand how decisions, such as closing youth centers, could impact public safety.
 - Absentee Landlords.
 - Effect of Proposition 19, if marijuana is legalized.
 - Cracking down on drug activity and trafficking.

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

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

- Innovative in working with Budget and managing limited resources.
- Ability to adapt to new situation and has experience rebuilding a Police Department, meaning leaving places better off than when they were when they got there.
- Experience working with multicultural City and communities.
- Track record of addressing issues strategically or before they get out of hand.
- Very active in previous community.
- Experience in developing procedures that help the Department to collaborate and build stronger relationships with the community.

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 personality and very approachable.
- Adaptable to all situations.

- Consensus Building.
- Experience with Conflict Resolution.
- Transparent and Open.
- Humility and Ability to follow through with commitments.
- Track Record of success with gangs and drug trafficking.

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

The following are additional comments expressed by participants for the City to consider when selecting the new Police Chief:

- More transparency with the recruitment process or opportunities for the community to provide feedback in the final selection.
- Ability to remove gender barriers.
- Would like the Police Chief to utilize the SJPD You Tube Channel and provide further updates to the community.
- Provide more training to the community.
- Ability to engage community of current crimes and offer tips on how they may be aware of activity to support officers.
- Police Chief should be a good listener.

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:

- Invite the Police Chief to attend the CNAC and Neighborhood Commission meetings.
- Volunteer.
- Help with transition.
- Shadow the Police Chief.
- Communicate residents issues to the patrol officers.