

Summary of Input Gathered from the City Manager's Coffee Talk with School District Superintendents

On August 12, 2010, the City Manager announced the three part Police Chief Recruitment outreach strategy: (1) Citywide Community Meetings (2) Workforce; and (3) Targeted Stakeholder Outreach. The following is a summary of the comments from a coffee talk meeting with a group of randomly selected members of the Police Department Workforce held on September 10, 2010 in the City Manager's Conference Room at City Hall. Approximately 25 attendees participated. The summary is compiled from recorder's notes that were captured during the meeting. It is not a verbatim account of all discussions that occurred at the meeting.

City Manager Debra Figone opened the meeting to welcome attendees, provided an overview of the process and community outreach strategy. Ms Figone informed attendees about the purpose of the meeting, and facilitated the discussion using the five questions below. Ms. Figone observed the group's dialogue and answered questions throughout.

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

- Background in sustaining a collaborative environment as it currently exists in its format today.
- Accessible and attends meetings on school campuses in multiple school districts.
- Maintain strong relationships with each Superintendent and other campus administrators.
- Diversity; sensitive to the multi-culture issues that exist on each campus and community; understand that each campus, community, and district is different and unique.
- Communication; a multi-lingual candidate is important, however, it is more critical for the Police Chief and Department to have the ability to communicate with all resident and student groups.
- Gang and Crime Intervention knowledge will be critical; it will be important for the next Police Chief to transition and build upon the existing format of the Mayor's Gang Prevention Taskforce.
- Bridge builder; since there are currently 19 school districts, the next Police Chief will have to strategies on working with each Superintendent and campus staff.

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

- Track record of quality relationship building with schools.
- Understands how to deal with gangs and manage violent issues on or nearby campuses.
- Be firm and tough on crimes on school campuses but balance the approach of prevention, intervention and suppression.
- Understands the proactive work with the task force along with the group's history of success and challenges.
- Police Chief should have a strong background with multi-cultural communities and campuses along with the experience of implementing multi-cultural programs.
- Charter Schools: Police Chief should make a strategic effort to be connected to these campuses and accessible to the students, families and administrators.
- Change Agent: Police Chief will need a strong background in organizational development in order to transmit values and make changes to the culture where necessary.

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

- Thinks and acts proactively.
- Forward thinking and understands the importance of early care education as crime prevention strategy.
- Police Chief values and strategies should be different on elementary and middle schools. Police Officers should be seen as Peace Officers and be models of potential career opportunities for younger students.
- Police Chief should be willing to make hard decisions and have the ability to leverage resources in a time where resources are very limited for both schools and local government.
- Recruitment of next Police Chief should be gender neutral, recognizing some of the best candidates may not be a current Police Chief for a large city.
- Should be courageous in their decision making but also very thoughtful in their evaluation of each issue and their decision.

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

- Appreciate how the current Police Chief is available to the Superintendents and communicates to them when there is a decision that may impact the Schools.
- Very critical for the next Police Chief to be sensitive to what is currently in place between the partnership of the Schools and City, therefore, strategically making contributions that build upon existing format.
- Police Chief will need strategically consider and put forward alternatives to the existing police rotation format because it is important for school officials to have continuity with the officers around their school campuses.
- Workforce Development; Police Chief and department should be strategic on capitalizing the potential for working with schools to prepare a pipeline for them to work towards a career in law enforcement.

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

- Strategically coordinate and organize meetings on campuses to allow the Police Chief to visit each diverse community.
- Provide support for outreach on upcoming Community Workshops.
- Be available to the Police Chief throughout their transition into the new position.
- To act as diligent partner to the next Police Chief and City of San Jose officials.