

Community Input Meeting Notes

For the Police Chief Recruitment

McKinley/Bonita NAC Meeting

McKinley Neighborhood Center (Cafeteria), 651 Macredes Avenue San Jose, 95116

Thursday, October 13, 2010

****Meeting was conducted in Spanish*

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 McKinley/Bonita NAC Meeting Neighborhood Association Coalition (NAC) for the Police Chief recruitment held on October 13, 2010 at 6:30pm at McKinley Neighborhood Center (Cafeteria), 651 Macredes Avenue San Jose, 95116.

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

Deputy City Manager Norberto Duenas opened the meeting to welcome attendees, provided an overview of the process and Community outreach strategy. Mr. Duenas 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. Duenas gave a short presentation regarding the recruitment timeline, introduced the five questions and led 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 for next Police Chief work with residents to focus on various safety issues impacting their neighborhoods, such as Gang Activity and Violence. Additionally, residents expressed that they were concerned and aware of approximately 5-6 gangs in their neighborhood.

- **Schools and Education:** Participants expressed that it was important for the Police Chief to have experience working with school officials and have strategies to address issues such as truancy, security and crime on campuses (such as drug sales). Additionally, residents mentioned that they felt it was important that Police Officers on campus work through parents and school officials to provide resources to youth.
- **Community Policing:** Participants commented that the Police Chief will need to address the 6 month rotation given that Police Officers are able to connect and become more familiar with neighborhoods when they stay in them for longer period of times. Additionally, they expressed that they heard from some of Police Officers that they would also like to stay in their assigned neighborhood beyond 6 months. Because of these comments, residents recommended that the Police Department consider a pilot program extending 6 month rotations.
- **Mayor's Gang Prevention Task Force:** Participants expressed that the next Police Chief will need to be engaged with models and trends that are preventative for youth. Also, they commented that the Police Chief and department should change their outreach to parents so that they can be educated on the issues and trends impacting their children. Finally, the group felt that it was very critical that the Police Chief and department be involved with younger youth and have a positive presence on elementary campuses such as programs or presentations or offering parenting classes.
- **Culturally Sensitive:** Participants agreed that it was important that the Police Chief is bilingual and have past successes working with multi-cultural communities. Also, speakers mentioned that it will be important for the Police Chief to establish a culture where residents have positive interaction with the police department and feel respected in each encounter—especially when it is not an incident related to a crime.
- **Budget and Department Administration:** Participants acknowledged that the City has limited resources and a budget deficit and expressed that the next Police Chief will need to be a good manager and have strategies that will still keep the City and residents safe.
- **Organizational Culture:** Participants commented that the Police Chief will need to be open to listening to the community concerns and recommendations for department improvements along with delivering that message to the Police workforce and administration.
- **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.
- **Additional Issues:** Participants expressed that some other important issues be included:
 - Sensitivity training for all Police Officers when communicating with diverse communities.
 - Immigration trends and monitoring alternatives to federal and ICE rules.
 - Traffic Safety and Patrol in neighborhoods.
 - Customer Service focus when addressing concerns and complaints from community.
 - Core Values expectation is that all residents should feel a sense of respect.

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:

- Good Listener.
- Panelist and City Manager should have a strong sense of where the new Police Chief stands on immigration issues in San Jose.
- Track record of listening and then implementing.
- Community Oriented.
- Success working with Youth programs.
- Ability to address communities fears of immigration and improve relations in this area.
- Bilingual and strong communicator.
- Establish relationships with businesses especially in the downtown area.

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:

- Trustworthy .
- Able to connect the bridge between the Police Department and community in sensitive issue areas.
- Community focused and willing to establish relationships with the many neighborhood groups.
- Transparency and has a strategy to outreach to the large diverse population of San Jose.
- Open and Accessible to the community.
- Be Genuine and Approachable.
- Build confidence in department internally and externally.

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:

- Police patrol should be more present in the community or areas of higher crime.

- Maintain positive labor and union relationships.
- Encourage Police Officers and be a good example of leadership to them.

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:

- Community should not be afraid to report crime to the Police or local Neighborhood Watch programs.
- Attend workshops on Neighborhood Watch or other crime prevention strategies.
- Volunteer and be involved in neighborhood committees or associations.
- Be proactive and know neighborhood issues and problems so that that residents communicate to Patrol Officers.