

# Memorandum

**TO:** RULES AND OPEN  
GOVERNMENT COMMITTEE

**FROM:** Mayor Chuck Reed  
Councilmember Nora Campos  
Councilmember Sam Liccardo

**SUBJECT:** CONSORTIUM FOR POLICE  
LEADERSHIP IN EQUITY (CPLE)

**DATE:** March 18, 2009

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Approved *Chuck Reed* Date *3/18/09*  
*Sam Liccardo/RO* *Nora Campos*

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## RECOMMENDATION:

1. Recommend that the Rules and Open Government Committee coordinate with the Administration to place an item on a future City Council agenda to initiate a process with the Consortium for Police Leadership and Equity (CPLE). The Council agenda item should include recommendations to:
  - a. Direct the City Manager to execute an agreement between the Police Department and the CPLE to engage the consortium to conduct a study of select practices and procedures that will help inform equity issues within the Department;
  - b. The proposed action must not have any impact to the City's General Fund other than staff support of this effort; and
  - c. Direct the City Manager to report quarterly to the Public Safety, Finance, and Strategic Support Committee on the status of the process. Ideally, the City Manager should work with CPLE to be available to the Committee for updates.
2. Direct the City Manager to draft a proposed timeline for such a process and to work with the CPLE to develop a community engagement process specifically tailored to the City of San José and return to the City Council for a review of both items.

## ANALYSIS:

The City Administration has issued an information memorandum detailing the letter of intent that has been signed between CPLE and the City of San José. This effort is extremely timely given that the Public Intoxication Task Force (PITF) has raised several larger issues relating to police practices and procedures during the course of their work. The PITF was developed with a limited scope and timeline and was never envisioned as a vehicle to address the larger issues that have been raised. We see the letter of intent signed with CPLE as an opportunity to address issues that have been raised by the Task Force.

The stated goal of the CPLE is to "simultaneously aid police departments to realize their own equity goals as well as advance the scientific understanding of issues of equity within organizations and policing." Given that CPLE's efforts work to ensure accountability and transparency for police departments, we are in agreement with the City Administration's efforts

to attract CPLE to conduct work in the City of San José and see this as a timely effort given the issues that have been raised at the PITF.

While CPLE members are intended to act primarily as researchers, the process needs to reflect community involvement. We are pleased that the CPLE has stated that the process is intended to be inclusive, open and transparent. We look forward to discussing the methodology with the City Manager and CPLE.

Attachment: City Manger's Information Memorandum entitled "Consortium for Police Leadership in Equity", dated March 17, 2009