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City Manager's Office

# Memorandum

**TO: HONORABLE MAYOR  
AND CITY COUNCIL**

**FROM: Debra Figone**

**SUBJECT: San José Police Chief  
Search Confidentiality**

**DATE: November 27, 2012**

## INFORMATION

Several news media outlets have recently reported specific speculations about potential candidates for the next San José Police Chief. I wish to confirm clearly with the City Council, news media, our community, our workforce, and applicants that we are conducting this recruitment with the utmost professionalism, which includes 100 percent confidentiality about the identities of actual and potential candidates for the position.

There is a fundamental reason regarding the public benefit of our commitment to the confidentiality of the recruitment process. Our mutual goal is to find a candidate who will be a good match for our community and our department, and who has the appropriate experience, skills, and vision to lead the San José Police Department during these challenging times. We must therefore respect the sensitivity of potential candidates in their current positions. This is especially important if rumors, speculation, or premature disclosure of our City's interest in possible candidates could cause them difficulties in their current positions, or could discourage them or others from actually applying.

When individual Councilmembers might be aware of potential candidates for the recruitment, I strongly encourage them to bring those suggestions directly to Teri Black & Associates, the executive search firm that is handling the recruitment. The position of Police Chief is a City Manager appointment, and like all our department directors, my appointment for our next chief will come in due course to the City Council for ratification. Until that point, it is both inappropriate and counterproductive to our principal goal to be discussing or speculating about specific candidates outside of the recruitment process.

We had our first of four community outreach meetings last night, and the interest and feedback from our residents at this session was positive, reflecting the good foundation of community relationships we have built in recent years. We also have already held a series of meetings with members of the Police Department. It is vital for the success of this recruitment and for the start of our next chief's tenure that we continue to respect the value of listening to our workforce and to community voices so that we can achieve the goal we all share: finding the best chief for San José. Unprofessional speculation, rumor, or breach of confidences can damage our ability to obtain this result.

Debra Figone, City Manager