

Memorandum

**TO: HONORABLE MAYOR
AND CITY COUNCIL**

FROM: Norberto Dueñas

**SUBJECT: Retirement of Larry Esquivel,
San José Chief of Police**

DATE: July 22, 2015

INFORMATION

San José Police Chief Larry Esquivel has informed me that he intends to retire effective January 16, 2016, after 30 years of dedicated service to the Department, the City, and the people of San José. Larry has served as our Chief since January 2013.

The past several years have been among the most challenging in the Department's history, and Chief Esquivel has provided strong and collaborative leadership to guide the men and women who serve and protect our community to achieve greater stability for the Department in the face of daunting difficulties. Although our most pressing challenge has been to strengthen SJPD's ongoing ability to retain officers and attract recruits, Larry has demonstrated outstanding creativity and effective partnerships with his officers and entire staff, the San José Police Officers Association, and community stakeholders to ensure that San José remains one of the safest large cities in the nation.

For the past three decades Chief Esquivel has grown up professionally with SJPD and has served in almost every function of law enforcement as he was promoted through the ranks. He was hired as a police reserve officer in 1984 and was appointed as a sworn police officer in January 1986. Over his career he has worked in patrol, narcotics enforcement, Special Operations - MERGE Unit, investigations, field training, internal affairs, and administration.

During his career, and especially during his time as Chief, he has earned the respect and trust from his fellow officers and command staff, law enforcement and City peers, and our community. He has opened productive communications channels both inside and outside the Department that are essential for its success, encouraged new ideas and inspired top performance, and has served as an excellent role model.

In addition, I want to commend Larry and his SJPD team for the many recent initiatives and accomplishments of the San José Police Department under his leadership over the past three years. Among these include:

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- **Establishment and expansion of the Community Service Officers Program**, which created a new civilian classification and an entire program from the ground up to assist sworn officers by responding to and investigating lower priority calls for service, so police officers are available to respond to higher priority emergency calls and have more time for proactive enforcement.
- **Expansion to Three Annual Police Academies.** The Department began a new service delivery model for recruit training by partnering with the South Bay Public Safety Regional Training consortium to provide a POST-certified Academy, and starting this year three academies will occur annually.
- **Repurposing and opening of the South San José Police Substation** to address operational needs of the Department and reduce costs by relocating the Training Unit, provide space for the additional Police Academy and the new Community Service Officer program, and facilitate Department fleet needs.
- **Launch of the Residential Security Camera Registry** that enables residents and business owners to register the locations of their private video surveillance systems so that when a crime occurs, police can identify the locations of nearby cameras and enlist community assistance to help officers collect video evidence and follow up on leads.
- **Development of the Body-Worn Camera Pilot Program** in collaboration with the San José Police Officers Association to prepare comprehensive body-worn camera policies and procedures, and to evaluate equipment and systems leading to possible grant funding, procurement and implementation in the coming year.
- **Adoption of a Language Access Plan** that guides the Department in providing reasonable steps for working with persons with limited English proficiency and providing timely and meaningful access to available programs, services and benefits.
- **Creation of the first Youth Leadership Academy** to provide San José teens with skills necessary to prepare them to become leaders within our community and teach them valuable lessons for working with the community and the criminal justice system.
- **The TEAM Kids Program also was created** for elementary schools to build positive relationships among police officers, students, staff, and parents. The primary goal of the program is to support crime prevention and youth safety with an emphasis on gang prevention education.
- **Formation of the Gang Suppression Unit** staffed with highly trained officers that focuses enforcement efforts on criminal gang violence while collaborating with community and the Mayor's Gang Prevention Task Force stakeholders.

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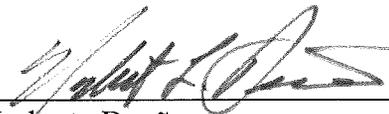
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- **Re-established the SJPD Internship Program** that provides the opportunity for college students to personally grow and gain an understanding of the law enforcement profession with San José Police Department. The program complements the SJPD Community Policing Strategy, and currently more than 30 interns are serving throughout the Department and are receiving training and exposure to many facets of law enforcement.

As we look ahead to the change in leadership in the Chief's Office, I have asked Assistant Chief Eddie Garcia to serve as Interim Chief after Larry steps down next January. Chief Garcia has served with the Department since 1992, and he has been Assistant Chief since January 2013. During his career in SJPD, Eddie has worked in the Patrol Division, Narcotics Enforcement, and Special Operations/MERGE. As sergeant he worked as a night detective and homicide investigator; as lieutenant he commanded the Community Services Division and the Vice and Criminal Intelligence Units in Special Operations; and as captain he served as commander of the Bureau of Field Operations/Central Division and Bureau of Investigations. He became Deputy Chief in 2011 and led both the Bureau of Investigations and Bureau of Administration. Eddie was born in Puerto Rico and at a young age moved with his family to San José, and he has a bachelor's degree from Union Institute and University.

I am confident both Larry and Eddie and their management team will provide stability, continuity, and effective leadership to guide the Department effectively during this transition.

On behalf of the City and the San José Police Department, I thank Larry for his significant contributions that have helped make San José a better and safer place for our residents and businesses. Please join me in wishing him the best upon his retirement and his future endeavors, and I look forward to your continuing support for the Department as we enter this period of transition.



Norberto Dueñas
City Manager