

**TO:** HONORABLE MAYOR  
AND CITY COUNCIL

**FROM:** Jennifer A. Maguire

**SUBJECT: CHIEF OF POLICE  
RECRUITMENT AND  
SELECTION PROCESS UPDATE #1**

**DATE:** March 22, 2024

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## INFORMATION

On February 2, 2024, I released an information memorandum announcing the Administration's plans for the recruitment and selection of a new Chief of Police following Chief Anthony Mata's recent announcement of his intention to retire at the end of March 2024. This information memorandum announces an Acting Chief of Police to lead the Police Department until a candidate is selected and provides an update on the Administration's progress on the recruitment.

### *Acting Chief of Police*

The Administration is grateful to Chief Mata for his 28 years of service to our community — he has been an extraordinary leader, police officer, and public servant for our City. On behalf of the City Administration, I wish him well as he continues his career in public service as Investigations Bureau Chief for the Santa Clara County District Attorney's Office.

It is my great privilege to appoint Assistant Chief Paul Joseph as the Acting Chief of Police for the City of San José effective March 31, 2024. Acting Chief Joseph joined the San José Police Department in 1994 after serving as a City of San Mateo Police Officer for two and a half years. He has a Juris Doctor degree from the University of California College of Law San Francisco and a Bachelor of Arts degree in political science from California State University Northridge. Acting Chief Joseph has served as the City's Assistant Chief of Police since March 2021.

We will keep the Assistant Chief of Police position vacant during this time and add an additional temporary Deputy Chief to support Acting Chief Joseph to manage the workload across the Police Department in the interim.

### *Recruitment Update*

#### Executive Recruiter Selection

Following a competitive selection process, the Administration selected Public Sector Search & Consulting, Inc. to serve as the executive recruiter for this process. Public Sector Search & Consulting brings a wealth of experience handling high-profile Chief of Police recruiting

searches. The executive recruiter’s duties will include, but will not be limited to, launching the recruitment brochure, advertising the position, conducting a nationwide search for exceptional candidates, targeted candidate outreach, and conducting an initial screening for the most qualified candidates. The Administration expects the executive recruiter to begin advertising the position in early to mid-April 2024.

**Stakeholder Outreach and Engagement**

To inform the recruitment and selection process, the Administration is using a variety of outreach and engagement methods to seek input from community members, key stakeholders, Police Department employees, and the Mayor and City Council. Outreach and engagement methods include a citywide online survey, community meetings, key stakeholder focus groups and one-on-one sessions, Police Department employee online survey and meetings, and Mayor and City Council meetings.

- **Citywide Online Survey** - The Citywide online survey was launched on February 27, 2024 and will now stay open until May 3, 2024 (the online survey was originally set to close on March 22, but has been extended to ensure all community members can participate if they so desire). The survey can be found on the [City’s Police Chief Recruitment website](#) and is available in English, Spanish, Vietnamese, Simplified Chinese, and Traditional Chinese.
- **Community Meetings** – Five in-person and one virtual community meetings have taken place. The in-person meetings were co-hosted with City Council Districts and held in locations distributed throughout the City, with the last one occurring last night. Spanish and Vietnamese interpretation services were available at all community meetings.

DATE	LOCATION	TIME
<b>Thursday, March 7</b>	Edenvale Community Center 330 Branham Lane, 95111	6 p.m. to 8 p.m.
<b>Wednesday, March 13</b>	Bascom Community Center 1000 S. Bascom Ave., 95128	6 p.m. to 8 p.m.
<b>Thursday, March 14</b>	Kirk Community Center 1601 Foxworthy Ave., 95118	6 p.m. to 8 p.m.
<b>Saturday, March 16</b>	School of Arts & Culture 1700 Alum Rock Ave., 95116	10 a.m. to 12 p.m.
<b>Wednesday, March 20</b>	Virtual (Zoom)	6 p.m. to 8 p.m.
<b>Thursday, March 21</b>	Leininger Community Center 1300 Senter Rd., 95112	6 p.m. to 8 p.m.

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- **Key Stakeholder Focus Groups and One-on-One Sessions** – The Administration will be holding key stakeholder meetings over the next several weeks.
- **Police Department Employee Online Survey and Meetings** – A department-wide online survey was distributed to all employees on February 27, 2024 and will close on May 3, 2024. Six meetings with the Police Department workforce, including both sworn and non-sworn employees within various job classifications, were held between March 12, 2024 and March 21, 2024 at the Police Station at times selected to maximize employee participation.
- **Mayor and City Council Meetings** – One-on-one meetings with the Mayor and City Councilmembers began on March 15, 2024 and will be complete by April 12, 2024.

### Next Steps

In accordance with the recruitment process outlined in my previous Information Memorandum,<sup>1</sup> over the coming months the Administration will take the following steps:

- Conduct a nationwide search for qualified candidates;
- Bring forward for City Council review and approval in a City Council meeting the Statement of Policy and City Council Questions for the Prospective Chief of Police;
- Select candidates to proceed to the interview process and convene interview panels consisting of a mix of panelists;
- Conduct final interviews; and
- Bring forward my recommended candidate for City Council confirmation in a Closed Session with the City Council. Pending identification of a suitable candidate, the current timeframe for confirmation is estimated to be in August or September 2024.

I want to extend my sincere appreciation to the community, Police Department employees, and the Mayor and City Council for their constructive engagement in this process to date. I will continue to keep all stakeholders informed as the recruitment and selection process continues for the next Chief of Police.



Jennifer A. Maguire  
City Manager

For questions, please contact Tom Westphal, Deputy Director, City Manager's Office, at [thomas.westphal@sanjoseca.gov](mailto:thomas.westphal@sanjoseca.gov).

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<sup>1</sup> <https://www.sanjoseca.gov/home/showpublisheddocument/108769/638424707856000000>