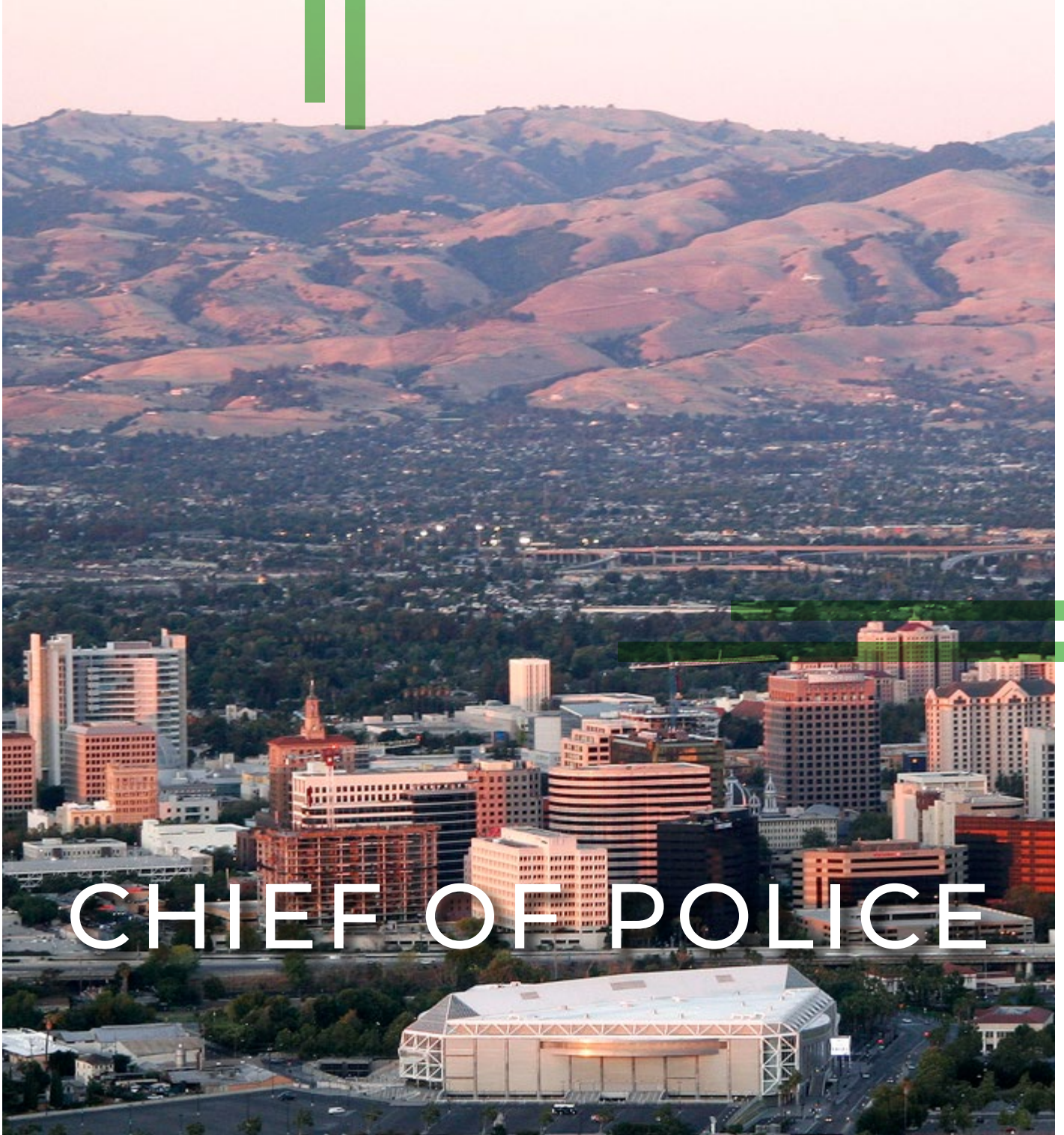


**A NATIONAL  
SEARCH IS**  
underway for a  
new Police Chief.

**SAN JOSÉ, CA**



**CHIEF OF POLICE**



# 01.

## AN EXCITING OPPORTUNITY

A national search is underway to attract a community minded, reform-oriented Police Chief to lead the San José Police Department (SJPD). This is an incredible opportunity to build on initiatives implemented in recent years, which help build community trust, increase transparency, and embrace fair, impartial, and constitutional policing while maintaining a proactive approach to reducing crime.

Specifically, the department successfully reformed its use of force policy, increased department diversity through innovative recruitment efforts, and increased community engagement to improve public safety.

While this is an opportunity to lead one of the nation's top law enforcement agencies, this moment comes at a time of historic social awakening about systemic racism, protests, political unrest, and segments of the community questioning the role of police in public safety.

THE CITY OF  
San José, CALIFORNIA



Like many cities, San José experienced challenges during the recent anti-police sentiments that swept through the country. San José has a robust police reforms work plan and is poised to begin reimagining community safety through a public discourse that will include many voices from the community, public health, non-profits, advocacy groups, police, fire, and those who have been historically marginalized. San José seeks to develop collaboratively crafted and strategic reforms that impact how public safety services are delivered. The selected candidate must be open-minded and ready to engage in a dialogue that challenges conventional wisdom and embraces new approaches to public safety. The Chief will also be expected to help advance a racial equity framework that will examine and improve the Police Department's internal policies, practices, and systems to eradicate any structural and/or

institutional racism that may exist. Successful candidates will have an exceptional career history in a major metropolitan area and will be known for being a reformer, who is engaging, inclusive, insightful and adaptable. The Police Chief will continue working with the community, city leadership, and stakeholders to create a new vision for public safety in San José.

# 02. CITY GOVERNMENT

**The City of San José is a full-service Charter City and operates under a hybrid Council-Manager form of government. The City Council consists of 10 Council Members elected by district and a Mayor elected at-large. The City Manager, who reports to the Council, and the executive team provide strategic leadership that supports the policy-making role of the Mayor and the City Council and motivates and challenges the organization to deliver high-quality services that meet the community's needs.**

The Chief of Police reports directly to the City Manager. The City actively engages with the community through Council appointed boards, commissions, and project specific engagement opportunities. In addition to providing a full range of municipal services including police and fire, San José operates an international airport, municipal water system, a regional wastewater treatment facility, over 200 neighborhood and regional

parks, an accredited zoo, and a library system with 24 branches.

The City also oversees convention, cultural, and hospitality facilities that include the San José McEnery Convention Center, Center for the Performing Arts, California Theater, Mexican Heritage Plaza, and the SAP Center at San José –home of the National Hockey League's San José Sharks.

City operations are supported by 6,592 full-time equivalent positions and a total budget of \$4.8 billion for the 2020-2021 fiscal year. San José is dedicated to maintaining the highest fiscal integrity and earning high credit ratings to ensure the consistent delivery of quality services to the community. Extensive information regarding San José can be found on the City's website at [www.sanjoseca.gov](http://www.sanjoseca.gov).





# THE COMMUNITY 03.

**Known as the “Capital of Silicon Valley,” the City of San José plays a vital economic and cultural role anchoring the world’s leading region of innovation. Encompassing 178 square miles at the southern tip of the San Francisco Bay, San José is Northern California’s largest city and the 10th largest city in the nation.**



With more than one million residents, San José is one of the most diverse large cities in the United States. San José’s transformation into a global innovation center has resulted in one of the largest concentrations of technology companies and expertise in the world, including major tech headquarters like Cisco, Adobe, Samsung, PayPal, and eBay, as well as start-ups and advanced manufacturing.

San José’s quality of life is unsurpassed. Surrounded by the Diablo and Santa Cruz mountain ranges and enjoying an average of 300 days of sunshine a year, residents have easy access to the beaches along the California coast including Santa Cruz, Monterey, and Carmel; Yosemite and Lake Tahoe in the Sierra Nevada; local and Napa Valley wine country; and rich cultural and recreational life of the entire Bay Area region.



San José has received accolades for its vibrant neighborhoods, healthy lifestyle, and diverse attractions from national media including Business Week and Money magazines. The downtown area is home to high-rise residential projects, theaters, museums, and diverse entertainment attractions such as live music, live theater, cafes, restaurants, and nightclubs. Inquiring minds are served by the Tech Museum of Innovation, the San José Museum of Art, and many local galleries and venues.



Sixteen public school districts and over 300 private and parochial schools provide residents with a range of educational choices. Universities in and near the city include San José State University, Santa Clara University, Stanford University, and three University of California campuses.

In 2011, the City adopted Envision San José 2040, a long-term growth plan that sets forth a vision and a comprehensive road map to guide the City's anticipated growth through the year 2040. The Plan proactively directs significant anticipated growth in new homes and workplaces into transit-accessible, infill growth areas and supports evolution toward a more urban landscape and lifestyle. The San José area is powered by one of the most highly educated and productive populations in America. More than 40% of the workforce has a bachelor's degree or higher, compared with 25% nationally, while 40% of San José residents are foreign born, and 50% speak a language other than English at home.



**San José is proud of its rich cultural diversity and global connections, and the essential role the City plays in connecting residents and businesses to the nation and the world.**

# 04.

## THE POLICE DEPARTMENT



With a 2020-2021 budget of \$471.5 million, the San José Police Department is known for being one of the leanest and most efficient major city police agencies in the country. Extensive information about the Department, its resources and activities, including case and crime data, can be found on the SJPD website at [www.sjpd.org](http://www.sjpd.org). The Department employs 1,157 sworn officers and 558 civilian employees working in the Office of the Chief of Police or one of four Bureaus, each managed by a Deputy Chief or a Civilian Director. see: [SJPD Org chart 2020](#)

- The **Office of the Chief of Police** is led by the police chief and managed by a deputy chief, who is the Executive Officer primarily responsible for research & development, budget/personnel, crime intelligence data center, cannabis regulation and secondary employment. The Office of the Chief of Police also includes an Assistant Chief responsible for all departmental operations.
- **The Bureau of Investigations** provides a management system for assigning, coordinating, directing, and monitoring many types of criminal investigations.

- **The Bureau of Field Operations** is the primary provider of police services and deploys 980 officers over 178 square miles on a 24-hour basis. Four police captains each manage a patrol division comprised of four patrol districts and Special Operations. The bureau also manages support services and bureau administration.
- **The Bureau of Administration** is responsible for the police academy, external training, backgrounds/recruiting, operational support and communications.
- **The Bureau of Technical Services** maximizes the department's operational efficiency through the use of technology. This Bureau is responsible for the body camera administrative unit, interoperability, crime analysis and other technology initiatives. analysis and other technology initiatives.



# 05.

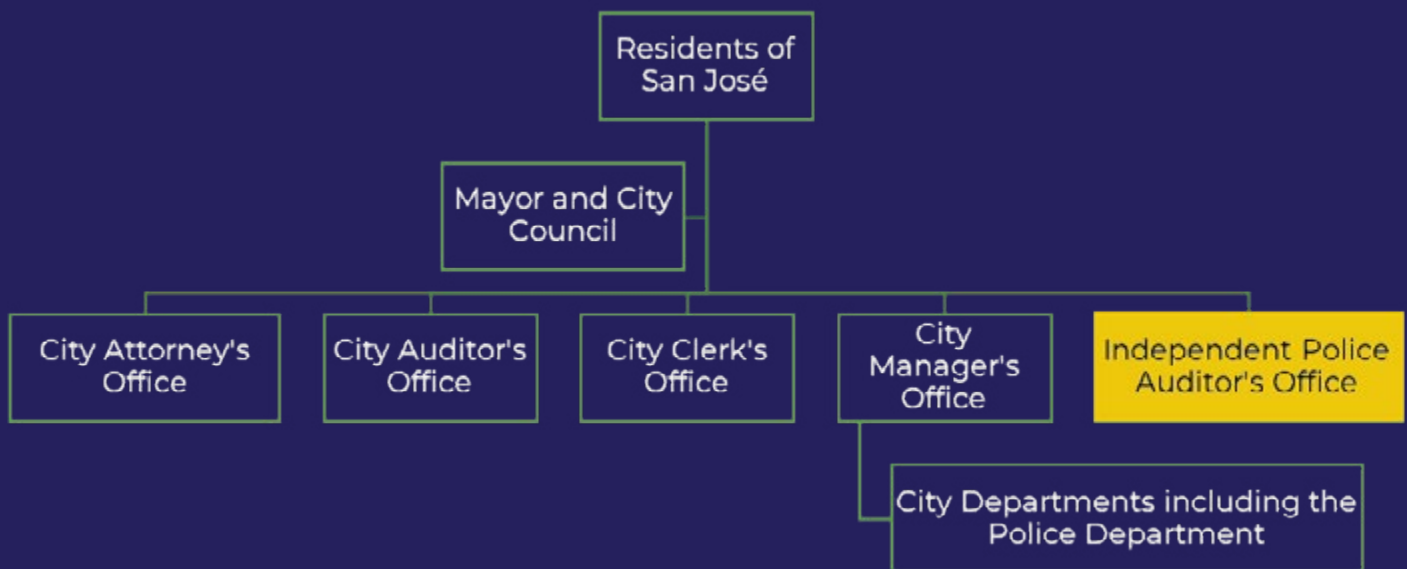
## THE OFFICE OF THE INDEPENDENT POLICE AUDITOR (IPA)

The Office of the Independent Police Auditor (IPA) was established in 1996 and is purposely separate from the police department. The IPA's mission has been to provide oversight of and instill confidence in the complaint process through the objective review of police misconduct investigations.

By providing outreach to the San José community and making thoughtful policy recommendations to the City Council, the IPA works to promote accountability and to strengthen the relationship between the SJPD and the community it serves. The IPA reports directly to the Mayor and City Council.

In the recent election, San José voters approved Measure G, a Charter Amendment, expanding the independent police auditor's role by authorizing their right to review reports and records related to officer-involved shootings and uses of force that result in death or injury in order to make policy recommendations.

### City of San José Organizational Chart





# 06. THE IDEAL CANDIDATE



**The Chief of Police will be forward-thinking, focused, and driven to ensure department policies and actions are consistent with the progressive policing practices and new innovative approaches appropriate in today's world. The Chief will represent continued progress and positive movement toward better service delivery to all neighborhoods.**

## STRATEGIC

The ideal candidate will play a significant role in all police reforms and, in particular, reimagining public safety by providing expertise and insight from the police executive perspective. The Chief will evaluate the department's operations and work to operationalize new initiatives to improve how services are delivered. The ideal candidate will maximize the department's capabilities to advance community policing and crime reduction strategies while emphasizing accountability and transparency. The selected candidate will have a track record of promoting diversity within the department and demonstrate a genuine cultural competency that will allow the chief to navigate issues while respecting individual differences. The Chief will have experience with restorative justice programs but will balance the need to address community safety in all neighborhoods with the ideal to advance such programs.

## INSPIRATIONAL

The Chief of Police for the SJPD will be both an inspirational leader and an experienced executive who will inspire confidence and trust from the community and earn the respect of both sworn and civilian employees. The top candidate will be an individual who is empathetic, compassionate, respectful, honest, and ethical. The ability to build strong and genuine connections with an engaged community and department is essential for a candidate's success. The selected candidate will be a good listener and will be approachable, responsive and open to feedback.

## ENGAGING

The new Chief of Police will proactively address internal and external challenges and make tough decisions while advocating for department members and the community. The Chief will always be transparent, valuing trust over any short-term gain in public perception or image. The Chief will embody the philosophy of openness and expect the same of his/her command staff. The Chief will set the example for the command staff by being visible and engaging all segments of the community.

# 07. QUALIFICATIONS

**Experience** – At least five years of command experience at the highest levels in a large municipal police department is required. Candidates must have a proven and demonstrated track record of working effectively in a culturally and ethnically diverse community. Experience should also include developing and implementing innovative crime reduction and community policing strategies. Candidates must be able to effectively interact with the media, community stakeholders and elected officials.

**Education** – A Bachelor's degree from an accredited college or university with major course work in criminal justice, law, public administration, political science, or a related field is required. A Master's degree in public administration or a related field is highly desirable. Advanced training such as the FBI National Executive Institute, FBI National Academy, Southern Police Institute or Police Executive Research Forum (PERF) – Senior Management Institute for Police (SMIP) is considered a plus, as is the ability to speak another language.





## 08. COMPENSATION & BENEFITS

The current salary range for this at-will position is \$184,468 to \$288,326 annually and placement within the range will be based on the selected candidates' qualifications. This position also qualifies for 5% non-pensionable pay, 4% non-pensionable retention pay, and 3.75% non-pensionable Crisis Intervention Training pay.

**The City provides an excellent array of benefits, including:**

- Retirement – Competitive defined benefit retirement plan with full reciprocity with CalPERS; defined contribution plan available as an option.
- Health Insurance – The City contributes 85% towards the premium of the lowest cost non-deductible plan. There are several plan options.
- Dental Insurance – The City contributes 100% of the premium of the lowest priced plan for dental coverage.
- Personal Time – Vacation is accrued initially at the rate of three weeks per year with amounts

increasing up to five weeks after 15 years of service. Executive Leave of 40 hours is granted annually. Sick Leave is accrued at the rate of approximately 8 hours per month.

- Holidays – The City observes 14 paid holidays annually.
- Deferred Compensation – The City offers an optional 457 Plan.
- Flexible Spending Accounts – The City participates in Dependent Care Assistance and Medical Reimbursement Programs.
- Insurance – The City provides a term life policy equal to two times annual salary. Long-term disability and AD&D plans are optional.
- Employee Assistance Program - The City provides a comprehensive range of services through the EAP

For more information on employee benefits, visit [the City's benefits Website](#).

# TO BE CONSIDERED

# 09.



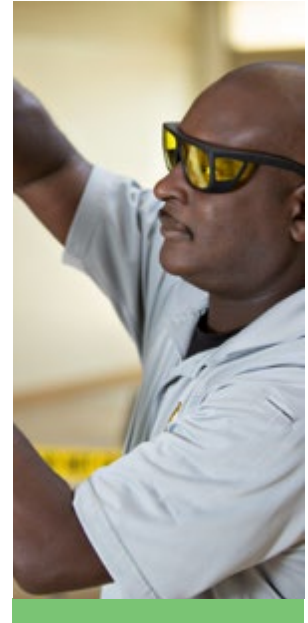
## APPLY TODAY!

Candidates are encouraged to apply immediately by submitting a comprehensive resume, compelling cover letter, and list of professional references via email to

[apply@publicsectorsearch.com](mailto:apply@publicsectorsearch.com).

References will not be contacted until mutual interest has been established. Candidates are asked to apply by December 31, 2020. This position will be considered open until a final selection is made.

Public Sector Search & Consulting will conduct preliminary interviews as applications are received. Only the most highly qualified candidates will be invited to participate in the selection process in early January 2021. After a selection has been made, an offer will follow, contingent on the successful completion of the remainder of the City hiring process. It is anticipated the selected candidate will join the City of San José in late January 2021 or a mutually agreeable date.



## APPLY WITH CONFIDENCE

Candidates should direct inquiries and questions regarding this position or the recruitment process to:

### Public Sector Search & Consulting, Inc.

**Gary Peterson (Chief of Police, Ret.)**  
**President / CEO**

[gary@publicsectorsearch.com](mailto:gary@publicsectorsearch.com)

Mobile: (916) 622-5323 | Office: (916) 789-9990



# Raising the bar for Public Sector Search

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