

Memorandum

TO: HONORABLE MAYOR
AND CITY COUNCIL

FROM: David Sykes

**SUBJECT: CHIEF OF POLICE
RECRUITMENT PROCESS
UPDATE – FINAL ROUND
FINALISTS**

DATE: February 22, 2021

INFORMATION

On February 17 and 18, 2021, over 50 community members interviewed 7 different finalists for the City of San Jose's Chief of Police position. I want to thank the community members who gave the City their full day to participate in the community panel interviews. Their input is crucial to the success of this recruitment process.

We asked each panel to summarize what they heard throughout the day, and we listened to what they were looking for in the next Chief of Police. The panels focused their feedback on leaders who they found to be engaging, inspiring, and strategic. We heard from many panelists that they are looking for a Chief of Police that understands the needs of the community as it relates to advancing a racial equity framework, and who has the transformative leadership capability to ensure that current policies and procedures see continued change. We also heard that the Chief of Police needs to have a broad depth of experiences with the types of incidents that happen in our City and be someone who can deliver innovative responses to our most crucial challenges. We asked panel members to recommend their top candidates. Perspectives on this varied significantly among panels and panel members, however certain candidates received more recommendations than others.

Based on this feedback from the community interview panels and the candidates' answers during the Police Chief Candidate Forum held on February 13, 2021, we have selected 4 finalists to advance to the second round of interviews:

- Deputy Chief Anthony Mata, San Jose, CA
- Deputy Chief Heather Randol, San Jose, CA
- Ret. Assistant Chief Larry Sciroto, Pittsburgh, PA
- Interim Chief of Police David Tindall, San Jose, CA

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These candidates will be interviewed by members of my Senior and Executive Staff team. After these interviews, I will be making the final decision of who I will be forward for confirmation by the City Council. I expect the confirmation to occur in mid-to-late March

I would also like to thank the three other candidates that participated in the Police Chief Candidate Forum and interviews. They made this choice incredibly difficult because of their strong credentials and thorough answers to the many questions they were asked. I wish them the best in their future endeavors.

A handwritten signature in black ink that reads "D. Sykes". The signature is stylized with a large, sweeping "D" and a long horizontal line extending from the end of the "s".

David Sykes
City Manager

For questions, please contact Lee Wilcox, Deputy City Manager, at leland.wilcox@sanjoseca.gov.