

Memorandum

TO: HONORABLE MAYOR
AND CITY COUNCIL

FROM: David Sykes

SUBJECT: CHIEF OF POLICE RECRUITMENT DATE: January 25, 2021
PROCESS UPDATE - FINALISTS

INFORMATION

As part of my commitment to update the City Council and community on the progress of the Chief of Police recruitment this memorandum announces the six final candidates who will participate in the Police Chief Candidate Forum scheduled for Saturday, January 30th and the subsequent Community Interview Panels. The previously released [Police Chief Recruitment Process Update Information Memo](#) outlines the community feedback efforts and recruitment process to date.

Applicant Pool

The initial recruitment phase ended on January 14, 2021. Public Sector Search and Consulting, an executive recruitment firm experienced in police chief searches for cities including San Francisco and Seattle, vetted eighteen total applicants from across the United States. Of those applicants, fourteen identify as male and four as female. Eight of the candidates identified as White, seven as Black or African American, two as Hispanic or Latino, and one as Asian-American.

I selected seven finalists to be interviewed for the Chief of Police position based on a review of the qualifications, screening interview by the recruiter, and an evaluation of the candidates resumes against the skills and knowledge outlined in the recruitment brochure. One female finalist withdrew from the application process the morning of Monday, January 25, 2021.

Finalists

Medaria Arradondo – Chief of Police, Minneapolis, MN



Chief Arradondo has served as the Chief of Police for the Minneapolis Police Department for more than three and a half years. He has held operational and administrative positions at all sworn ranks and has been member of the Minneapolis Police Department's Executive Team since 2013. Chief Arradondo created a full-time Procedural Justice Unit, Homeless and Vulnerable Populations Unit, and a dedicated U- Visa Liaison. Chief Arradondo earned a M.A. in Human Services from Concordia University and a B.S. in Criminal Justice from Metropolitan State University, both in St. Paul, Minnesota. He also attended the Police Executive Research Forum's (PERF) Senior Management Institute for Police and graduated from the FBI National Academy.

Jeremy Bowers – Chief of Police, Piedmont, CA



Chief Bowers became Chief of Police for Piedmont, CA in 2016. Prior to becoming Piedmont's Chief, he was a Police Captain for two years. Chief Bowers started his policing career in 1996 with the San Jose Police Department. He served as a Police Lieutenant for nearly three years and four years as a Sergeant. While in San José, Chief Bowers managed training for 1,000 police officers. He was also the Chief's Adjutant for both Chief Davis and Moore. Chief Bowers holds a M.A.S. in Criminology Law and Society from the University of California, Irvine and a B.S. in Criminal Justice Administration from San José State University. Chief Bowers also attended PERF's Senior Management Institute for Police.

Anthony Mata – Deputy Chief of Police, San Jose, CA



Deputy Chief Mata serves as the San Jose Police Department's Executive Officer and has thirty years of police experience. Deputy Chief Mata has been a Deputy Chief for over four years and oversees several Regulatory Units and the Crime Data and Intelligence Unit. Deputy Chief Mata managed patrol operations for over two years prior to his current role. As a Captain, he spent time running a patrol division and a unit within the Bureau of Investigations. As a Lieutenant, he worked in patrol, administration, research and development. Mata is bilingual (Spanish) and holds a M.A. in Public Administration from San Jose State University and a B.A. in Criminal Justice from the University of Illinois, Chicago. Deputy Chief Mata also attended the Police Executive Leadership Institute Alumni Series through the Major Cities Chiefs Association and PERF's Senior Management

Institute for Police.

Heather Randol – Deputy Chief of Police, San Jose, CA



Deputy Chief Randol has twenty - three years of experience with the San Jose Police Department. She currently leads the Bureau of Field Operations, which includes the Airport Division, and previously led the Bureau of Investigations. Deputy Chief Randol was the Police Captain of the Western Division for a year and a half. As a Lieutenant, Randol spent time as the night watch commander before leading the department's recruiting efforts. Randol has significant experience as a Police Sergeant with relevant assignments in media relations, Internal Affairs Unit, and Vice/Special Investigations. During and after college, Randol worked with children with autism. She holds a B.S. in Psychology from the University of California, San Diego.

Jason Ta – Police Captain, San Jose, CA



Captain Jason Ta has twenty years of experience with the San Jose Police Department. For the past twenty months, Ta has provided leadership to the Foothill Division in the Bureau of Field Operations. He previously spent nine years as a Police Lieutenant in various units including the Traffic Enforcement Unit, Sexual Assaults Investigations Unit, Juvenile/Missing Persons Unit, and as the Area Patrol Commander for the Western Division. Ta was a Sergeant for five years in the Robbery and Performance Analysis Detail. Captain Ta holds an M.B.A. with a focus on Strategic Leadership from Amberton University in Garland, Texas, and a B.S. in Administration of Justice from San Jose State University. Captain Ta is a graduate of the FBI National Academy.

David Tindall – Acting Chief of Police, San Jose, CA



Acting Chief Tindall has twenty – six years of experience with the San Jose Police Department. For the past six months, Tindall has served as the Acting Assistant Chief of Police and was recently named Acting Chief of Police. In his previous role, he was the Deputy Chief of the Bureau of Field Operations (BOF). At the Police Captain rank, he managed the BOF and spent more than two years leading the Bureau of Investigations. Tindall has served on the board of the California Homicide Investigators Association since 2011 and is currently the President. He is also a member of International Association of Chiefs of Police (IACP) and PERF. Acting Chief Tindall holds a B.A. in Public Administration from the University of San Francisco.

Recruitment Process – Next Steps

Police Chief Candidate Forum – January 30, 2021, 10:00 a.m.

The next stage in the recruitment process is the Police Chief Candidate Forum (Forum). The Forum will be broadcasted live on the [City's YouTube](#) and City-operated streaming video sites and facilitated by Mr. Peterson and City staff. Candidates will make brief opening remarks and will then be asked a series of questions. The community is encouraged to submit questions that may be asked of the candidates during the Forum via a surveys in [English](#), [Spanish](#), and [Vietnamese](#). City staff will compile the results of the survey into questions that will be asked. The Forum is expected to last approximately three hours. The web calendar invite for the [Police Chief Candidate Forum](#) is now live.

Community Interview Panels

More than fifty participants representing Neighborhood and Business; Faith Based and Non-Profit; Police Oversight and Cultural Diversity; Law Enforcement Partners; and San Jose Police

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Department Employees will be invited to participate in community panel interviews starting the week of February 1. Based on feedback from these discussions, I will select final candidates for interviews with the City's Senior Staff and myself.

I will continue to keep the City Council and community informed as the selection process for the next Chief of Police progresses. I look forward to the continued feedback from the community regarding this important position.

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

David Sykes
City Manager

For questions, please contact Lee Wilcox, Chief of Staff for the City Manager's Office, at Leland.Wilcox@sanjoseca.gov.