

TO: HONORABLE MAYOR
AND CITY COUNCIL

FROM: David Sykes

SUBJECT: CHIEF OF POLICE RECRUITMENT
PROCESS UPDATE – ADDITIONAL
FINALISTS

DATE: February 9, 2021

INFORMATION

Applicant Pool Update

On January 25, 2021, I released the names of the six candidates for the position of the City of San José's Chief of Police in an [Information Memo](#). After the release of the memo, one of the six finalists decided to withdraw from consideration. As a result, I made the decision to pause the recruitment process for two weeks. The goal of this recruitment has always been to find a diverse candidate pool that includes internal and external perspectives. While the internal pool of candidates is very strong, I wanted to see if the external candidate pool could be bolstered to make sure that external perspectives were included in the community process.

I have selected 2 additional finalists to be interviewed for the Chief of Police position. These applicants were selected based on a review of their qualifications, a screening interview by the recruiter, and an evaluation of the candidates resumes against the skills and knowledge outlined in the recruitment brochure.

Finalists

Justin Doll – Chief of Police, Anchorage, AK



Chief Justin Doll proudly serves the Anchorage Police Department (APD) in Anchorage, Alaska. He was promoted to Chief in June 2017 from his position as the Crime Suppression Division Commander.

Chief Doll served in the U.S. Marine Corps Reserves until 2001. He joined APD as a recruit in 1996 and over the course of his career, he held command positions in the Patrol Division, Traffic, Homicide and Robbery/Assault Units, and the Crime Suppression Division. He also spent time as a member of the Bomb Squad and SWAT Units and at the police academy as an instructor. Chief Doll is a graduate of the FBI National Academy and the FBI National Executive Institute.

He is a lifelong Alaskan with close ties to the community having moved there with his family when he was young. Chief Doll attended the University of Alaska - Anchorage receiving a Bachelor of Arts in Economics and a Master of Public Administration from the University of Alaska Southeast. Chief Doll is a member of several professional organizations including the

International Association of Chiefs of Police (IACP), the FBI National Academy Associates (FBINAA), the National Executive Institute Associates (NEIA), and the Alaska Police Standards Council (APSC).

Larry Sciroto – Retired Assistant Chief, Pittsburgh, PA



Retired Assistant Chief Larry Sciroto served with the Pittsburgh Bureau of Police for 23 years. An accomplished and highly dedicated police executive with 14 years of management and executive leadership with the Pittsburgh Bureau of Police, which has an authorized sworn staff of 950 police officers.

Assistant Chief Sciroto was one of three assistant chiefs and the youngest assistant chief in the history of the department. He began his executive leadership as the commander of Zone 3, the city's well-known entertainment district, then was tasked with leading the Major Crimes Division which included all violent crimes against persons.

Assistant Chief Sciroto ascended to lead the Professional Standards Branch and was responsible for internal affairs, training education, officer wellness & safety, and policy oversight.

Assistant Chief Sciroto holds a Bachelor in Criminal Justice from Ashworth University and a Master of Science in Organizational Development and Leadership from Saint Joseph's University. He is a graduate of the Northwestern University School of Police Staff & Command. Assistant Chief Sciroto is a member of the National Organization of Black Law Enforcement Executives.

Recruitment Process – Next Steps

Police Chief Candidate Forum – February 13, 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. Candidates will make brief opening remarks and will then be asked a series of questions submitted by the community. City staff are in the process of categorizing the over 570 responses that were received to the English, Spanish, and Vietnamese surveys. The surveys were promoted through the City and Council member's social media accounts. Additionally, the media was advised of the survey links, and many outlets included the surveys in their stories related to this recruitment. The SJPD Workforce survey received 55 questions to be asked during the Forum. The Forum is expected to last approximately three hours. The web calendar invite for the [Police Chief Candidate Forum](#) is now live.

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Community Interview Panels

As previously mentioned, the City has invited over fifty participants representing Neighborhood and Business; Faith Based and Non-Profit; Police Oversight and Cultural Diversity; Law Enforcement Partners; and San Jose Police Department employees to participate in community panel interviews starting the week of February 15. 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 Police Chief Candidate Forum to learn more about each of the candidates.

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

David Sykes
City Manager

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