

## ***City of Oakland Community Input Meeting Notes*** ***Police Chief Recruitment Input Session—NCPC Leaders Meeting***

The following is a summary of the comments from the NCPC Leaders Meeting for the Police Chief Recruitment. The summary is compiled from staff notes. It is not a verbatim account of all discussions that occurred at the public meeting.

### **Question #1: What are the most important issues/priorities that you would like the new Police Chief to address?**

- Focus on burglaries and robberies, not just homicides.

### **Question #2: What experience and track record should the new Police Chief have?**

- Be a strong leader who runs the department, puts the elected officials, community, and City Administrator in their place when necessary.
- Be someone with a vested interest in Oakland but not from OPD—be someone with no ties to the union and doesn't owe favors within OPD.
- Be a strategic thinker with a plan that considers the City as whole, not certain parts of it, and is flexible to changing when necessary.
- Live in Oakland and push for recruits from Oakland.
- Be without any brewing scandal—young and upcoming.
- Be consistent, culturally competent, motivational, and willing to take hits (criticism) publicly.
- Be able to stop the revolving door in staffing.

### **Question #3: What skills and characteristics are the most critical for a new Police Chief to succeed in Oakland?**

- Have experience working under a Negotiated Settlement- type agreement, have experience standing up to unions, and with a track record of making a city safer.
- Must be Community Policing oriented—not militaristic in thinking.
- Have street experience and credibility, not just desk jobs, in order to have credibility in inspiring the staff.
- Be willing to really work with the youth in the community.
- Be able to work with the school district.
- Be able to acknowledge young people's fear of police, and be willing to work with them

### **Question #4: Is there anything else you would like the City to consider when selecting the new Police Chief?**

- Support consistency in deployment of officers so they become one with the community.
- Stick to a strategy that acknowledges the shortage of resources instead of no strategy because resources are scarce.
- Able to work with other Bay Area jurisdictions in strategic planning like the criminals do.
- Recruitment process one year too early—should wait until out from under Federal oversight. The new Chief will have no authority until such time.

### **Question #5: What are you willing to do or contribute to help the new Police Chief?**

Question not addressed in forum.