

A NATIONAL SEARCH
is underway for a new Chief of Police

San José, CA



CHIEF OF POLICE

SAN JOSÉ, CA



01.

THE OPPORTUNITY



A national search is underway to attract a strategic, engaging, and seasoned police executive with advanced leadership skills to serve as the next Police Chief for the City of San José.

This is an incredible opportunity for a collaborative leader who engages and partners with a diverse community to advance public safety and improve community and departmental relationships.

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 members elected by district and a Mayor elected at-large. The City Manager, who reports to the Mayor and Council, and her 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 City actively engages with the community through Council-appointed boards and commissions.

In addition to providing a full range of municipal services, including police and fire, San José operates an international airport, a municipal water system, a regional wastewater treatment facility, over 200 neighborhood and regional parks, 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 7,040 full-time equivalent positions and a total budget of \$6.1 billion for the 2023-2024 fiscal year. Extensive information regarding San José can be found on the City's website at www.sanjoseca.gov.





03. THE CITY OF SAN JOSÉ

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 181 square miles at the southern tip of the San Francisco Bay, San José is Northern California’s largest city and the 12th largest city in the nation. With approximately 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, and eBay, as well as start-ups and advanced manufacturing. The City of San José has twice been named “The Most Innovative Large City in America” by the Center for Digital Government.

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 in Business Week and Money magazines, and was named one of the best places to live for quality of life in 2023-2024 by U.S. News and World Report. For more information about the unparalleled quality of life in San José, please visit <https://www.sjeconomy.com/why-san-jose>.

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. Forty-one percent of San José residents are foreign-born, and approximately 57% speak a language other than English at home.



04. THE SAN JOSÉ POLICE DEPARTMENT

With a 2023-2024 budget of \$530.6 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 and its resources and activities—including case and crime data—can be found on the SJPD website at www.sjpd.org. The Police Department employs 1,173 sworn officers and 577 civilian employees who are responsible for delivering five core services to our community: Crime Prevention and Education, Investigative Services, Regulatory Services, Respond to Calls for Service and Patrol Support, and Department Strategic Support. These services are delivered through the Office of the Chief of Police or one of four Bureaus, each managed by a Deputy Police Chief or a Civilian Director.

- The **Office of the Chief of Police** is led by the police chief and managed by a deputy chief (the Executive Officer (EO)). The EO is primarily responsible for Research & Development, Cannabis Regulation Permits, and the Secondary Employment Unit. The EO also oversees Gaming Control, Internal Affairs, LGBTQ Community Liaison, Media Relations, the Special Investigations Unit, and the Strategic Plan. 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 a total of 773 sworn officers and civilians over 181 square miles on a 24-hour basis. Four police captains each manage a Patrol Division comprised of four patrol districts. The Bureau also manages the Airport Division and Special Operations.
- The **Bureau of Administration** is responsible for the Police Academy, Communications-Dispatch, Operations Support Services Division, Personnel Unit, Background Inquiries Unit, and the Property & Evidence Warehouse.
- The **Bureau of Technical Services** maximizes the department's operational efficiency through technology. This Bureau is responsible for the body camera administrative unit, interoperability, crime analysis, and other technology initiatives.

Department Mission

The San José Police Department is dedicated to providing **public safety** through community partnerships and 21st Century Policing practices, ensuring equity for all. The Department is committed to treating all of San José's diverse community members with **dignity, fairness, and respect**, while protecting their rights and providing **equal protection under the law**.



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 promotes accountability and strengthen the relationship between the SJPD and the community. The IPA also reviews reports and records related to officer-involved shootings and uses of force that result in death or injury to make policy recommendations. The IPA reports directly to the Mayor and City Council.



Stakeholder Engagement

San José hosted six facilitated community listening sessions in March 2024 to seek input on the qualities, characteristics, and experience the community desires in a police chief candidate. Community feedback was also collected through an online community survey. Similarly, the recruitment team sought input from San José Police Department employees by holding a series of listening sessions and circulating a department-wide survey. The recruitment team also received direct feedback from the Mayor, City Councilmembers, and local community leaders and organizations. The feedback received is reflected in the "Ideal Candidate." The City will continue to engage local stakeholders and residents in the recruitment process.

06.

THE IDEAL CANDIDATE

Reporting to the City Manager, the ideal candidate is a proactive, inclusive, and innovative leader who is ready to contribute to the San José Police Department's mission to promote public safety, engage with the community, and foster an environment of continuous improvement and collaboration. The next Chief is not just a law enforcement executive but a skilled communicator and systems thinker who is genuinely empathetic, engaged, collaborative with, and responsive to the community.

It is expected that the ideal candidate has demonstrated a strong ability to:

- Recruit, hire, and retain a diverse workforce committed to maintaining the highest standards in professional law enforcement;
- Engage, build trust, and sustain working relationships with a wide range of partners, including residents, businesses, and community-based organizations;
- Collaborate with City Leaders to implement meaningful reforms, including—when appropriate—alternatives to policing and co-response models;
- Build strong partnerships with law enforcement partners and Santa Clara County agencies to facilitate a unified and effective response to community safety concerns;



Department Vision

The San José Police Department will build community relationships and deliver exceptional service at all levels, so every member of our community has the highest trust in the Police Department.

Values

Integrity: We are truthful and honest, acting with moral courage, always striving to do what is right.

Accountability: We take responsibility for our conduct, communicating transparently with the community about our actions, motives, plans, and programs.

Collaboration: We work together with the community and within the Department, engaging with each other cooperatively in order to solve problems and achieve shared goals.

- Communicate effectively and transparently with residents, businesses, Police Department employees, the City Manager, and the Mayor and City Council;
- Work as One Team with City leaders and staff to provide our residents excellent customer service and promote accountability, racial equity, budget stewardship, professionalism, and community engagement;
- Promote community-based and 21st century policing strategies that allow officers to build transformational relationships that build trust, improve safety, and address systemic inequities;
- Implement creative strategies to improve Police Department visibility in the community;
- Build on existing efforts to ensure positive outcomes in the community—especially for historically underserved and marginalized communities;
- Efficiently manage limited staff and fiscal resources by:
 - Continually evaluating staffing needs and overtime use;
 - Making greater use of professional staff; and
 - Pursuing grants and cost-sharing opportunities with other agencies.
- Develop comprehensive strategies to address enduring crime trends, including the drug and fentanyl crises, organized retail theft, human trafficking, and gang-related violence;
- Acquire and use technology to enhance efficiency, effectiveness, and inform decision-making in a way that maintains individual privacy;
- Improve nighttime safety in downtown areas; and
- Promote safety, emotional and physical wellness, and a sense of belonging among all Police Department employees through professional development, continuous training, and career growth opportunities for both sworn and civilian employees.



07.

QUALIFICATIONS

Education & Experience

Any combination of training and experience equivalent to successful completion of two (2) years of post-graduate course work from an accredited college or university in Public Administration, Police Administration, or closely related field, plus five (5) years as a supervising law enforcement officer at the level of captain or above is qualifying. Candidates must have a proven and demonstrated track record of working effectively in a culturally and ethnically diverse community. Advanced training such as the FBI National Executive Institute, FBI National Academy, Southern Police Institute or the Police Executive Research Forum's Senior Management Institute for Police is considered desirable, as is advanced training in relationship-based and/or community-based policing. The ability to speak another language prevalent in the San José community, such as Spanish, Vietnamese, or Chinese, is also considered desirable.

Compensation and Benefits

The annual salary range for this at-will position is \$237,300 to \$370,903. Placement within the range will be based on qualifications. This position also qualifies for five percent (5%) non-pensionable pay, four percent (4%) non-pensionable retention pay, and 3.75% non-pensionable Crisis Intervention Training pay. The City provides an excellent array of benefits. For more information on employee benefits, visit the City's benefits website: <http://www.sanjoseca.gov/index.aspx?NID=707>.



08.

NOMINATION AND APPLICATION PROCEDURES



APPLY TODAY!

Candidates are encouraged to apply immediately by emailing a comprehensive resume, compelling cover letter, and list of professional references to apply@publicsectorsearch.com.

References will not be contacted until mutual interest has been established.

Candidates should apply by June 7, 2024.

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 late June 2024. 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 August or early September 2024, or a mutually agreeable date after City Council confirmation.

APPLY WITH CONFIDENCE

Confidential inquiries and questions regarding this career opportunity should be directed to:

Public Sector Search & Consulting, Inc.

(916) 789-9990

www.publicsectorsearch.com

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