



THE CITY OF SAN DIEGO

M E M O R A N D U M

DATE: September 19, 2017

TO: Council President Myrtle Cole and Members of City Council

FROM: Scott Chadwick, Chief Operating Officer

SUBJECT: Police Chief Recruitment Process – Update

As part of my ongoing commitment to keep you informed regarding the recruitment and selection of the next Chief of Police, the following is an update on activities and a preview of the scheduled community conversation workshops.

The RFP for a recruiting firm closed on September 18, 2017. City staff will review all proposals and make an award recommendation based on the best value to the City. If there are no protests filed during a mandatory 10-day period, the selected firm will be retained to begin assisting in the recruitment process. We estimate the executive recruiting firm will start work the week of October 2, 2017.

The online survey has been developed by the City's Performance and Analytics Department and will be live on the City's website this Wednesday, September 18, 2017. The survey has been created in a format which provides means to translate into different languages. The survey will be live through Friday, October 13. This timing will allow anyone who could not make it to the final workshop on October 10 to provide input prior to the recruiting firm developing its summary report on the input received for use throughout the selection process.

The first community conversation workshop will be held on Saturday, September 23, 2017 at 1:00 p.m. at the Jacobs Center for Neighborhood Innovation, located at 404 Euclid Ave. There will be five additional workshops held throughout the City over the next three weeks. The full details remain available at www.sandiego.gov/nextchief and are attached for your reference. These workshops will be structured similarly to successful workshops held by other cities, including Seattle, in their police chief recruitment. The workshops will have a facilitator leading discussions with small groups and provide an opportunity for input from all interested attendees.

We will promote the survey, workshop schedule and the format starting this week. I ask you and your teams to assist in publicizing the workshops to help encourage every San Diegan to participate and provide critical input at this stage of the process.

Lastly, the City Attorney's office has provided guidance on the participation at the workshops by City Councilmembers, their staff members and members of City boards and commissions. Because the City Council will consider confirmation of the selected candidate

for Chief of Police, the City Attorney has advised that members of the City Council or City Council staff members who choose to attend any of the workshops only observe and not participate in the conversation. Further, there cannot be a majority of Councilmembers present or a combination of Councilmembers and staff members totaling representation from five or more districts at any single workshop. Additionally, any officially recognized City board or commission should not have a quorum of members in attendance at any single workshop.

The City's retained recruiting firm will be meeting with the City Councilmembers at date(s) to be determined to solicit input.

I continue to look forward to working with you on this important endeavor.

Scott Chadwick
Chief Operating Officer

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Attachment: Community Conversation Calendar - Police Chief Recruitment

cc: Mayor Kevin L. Faulconer
Mara Elliott, City Attorney
Andrea Tevlin, Independent Budget Analyst
Aimee Faucett, Chief of Staff, Office of the Mayor
Stacey LoMedico, Assistant Chief Operating Officer
Ronald Villa, Deputy Chief Operating Officer, Internal Operations
Judy von Kalinowski, Human Resources Department Director
Katie Keach, Communications Department Director
Brian Marvel, President, San Diego Police Officers Association
Michael Zucchet, General Manager, San Diego Municipal Employees
Citizens Advisory Board on Police/Community Relations
Citizens Equal Opportunity Commission
Commission on Gang Prevention and Intervention
Community Planners Committee
Community Review Board on Police Practices
Human Relations Commission
Park and Recreation Board