



THE CITY OF SAN DIEGO

M E M O R A N D U M

DATE: December 11, 2017
TO: Honorable Councilmember Christopher Ward
FROM: Ronald H. Villa, Deputy Chief Operating Officer, Internal Operations
SUBJECT: Transparency in the Police Chief Recruitment Process – Update

Thank you for your inquiry regarding the Police Chief Recruitment process. Please see below for responses to your questions. Some questions have been paraphrased for brevity.

1. **Disclosure of law enforcement experts participating in the interview process:** When and how will the names of law enforcement professionals be disclosed?

The identities of the law enforcement professionals participating in the interview process will be disclosed prior to the interviews via a memo to all Councilmembers.

2. **Community panels:** Who will comprise the community interview panels? Will the Mayor have full decision making power over who fills these positions, or could councilmembers have a say in determining these representatives?

The Mayor will decide who will fill the community interview panel positions. As a reminder, the primary reason for convening the community interview panels is to ensure that a broad representation of the San Diego community has input in this critical process.

Councilmembers may encourage community groups to apply for consideration on <https://www.sandiego.gov/police/about/next-police-chief#interview>. The deadline to submit nominations for community panel members is December 15, 2017.

The identities of the organizations participating in the interview process will be disclosed prior to the interviews via a memo to all Councilmembers.

3. **Utilization of community feedback when the field of candidates is reduced to finalists:** Will there be an opportunity to process feedback from community representatives before finalists are selected?

Feedback from the community interview panels will be provided to all subsequent interview panels via Bob Murray and Associates.

4. **Community panel participation in deliberations to reduce the field of candidates to finalists:** Can representatives of the community panels be included in the deliberations which will reduce the field of candidates to three finalists?

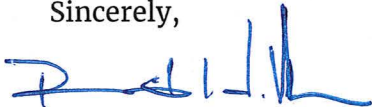
Community panel feedback will be provided to all subsequent interview panels as described in the answer above. This feedback from the Community Panels and the Professional Panel will contribute important information in the deliberations about the candidates.

5. **Finalist identities, councilmember, and public comment:** Will the identities of the finalists be made public, and if so, when? Will these finalists be available to councilmembers and/or the public prior to a nominee being selected by the Mayor?

As with any personnel action, the City must ensure that the applicants' right to privacy under article 1, section 1 of the California Constitution is protected. Therefore, the Mayor will honor potential candidates' contextual expectation of privacy. Names will not be released out of respect to these individuals' personal and professional lives. Should names be discovered through any means, candidates will be discouraged from engaging in conversation with any City officials or citizens outside of the Mayor's current recruiting efforts.

Finally, San Diego citizens elected the Mayor to manage all City operations including the Police Department. Although the Police Chief has a responsibility to work with individuals throughout the community, ultimately the Police Chief reports to and is accountable to the citywide elected Mayor. Feedback from the community will be assessed during the final determination. However, there is no plan to include additional vetting through other processes.

Sincerely,



Ronald H. Villa

cc: Honorable Mayor Kevin L. Faulconer
Honorable Mara Elliott, City Attorney
Members of the City Council
Aimee Faucett, Chief of Staff, Office of the Mayor
Scott Chadwick, Chief Operating Officer
Stacey LoMedico, Assistant Chief Operating Officer
Judy von Kalinowski, Director, Human Resources Department
Regan Williams, Bob Murray & Associates