



# Memorandum

**TO:** HONORABLE MAYOR AND  
CITY COUNCIL

**FROM:** Councilmember Esparza

**SUBJECT:** SEE BELOW

**DATE:** 1/26/2021

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Approved: *Maya Esparza*

Date: 1/25/2021

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**SUBJECT: STATEMENT OF POLICY AND QUESTIONS FOR THE PROSPECTIVE  
POLICE CHIEF**

## **RECOMMENDATION**

1. Direct the City Manager to include the following questions to each candidate for Police Chief:
  - a. Often times, promotions and assignments seem to not to be widely inclusive. How will you break down those barriers: What have you done, and what will you do, to ensure that the process of hiring, assignments, and promotions reflects the diversity of San José?
  - b. A few months ago, racist Facebook posts made by current and former SJPD Officers were exposed by the media. What will you do to weed out this type of racism and xenophobia so that it never happens again?