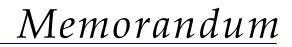
COUNCIL AGENDA: 1/26/21 ITEM: 3.4





то:	HONORABLE MAYOR AND CITY COUNCIL	FROM:	Vice Mayor Chappie Jones
SUBJECT:	STATEMENT OF POLICY AND QUESTIONS FOR THE PROSPECTIVE CHIEF OF POLICE	DATE:	January 25, 2021

APPROVED: Chappie Jones DATE: 1/26/21

RECOMMENDATIONS

Accept the recommendation to adopt a Statement of Policy and City Council Questions related to the selection of a prospective Chief of Police in compliance with City Charter Section 411.1, and support the following amendments:

- 1. Add the following questions to the list of questions to be used during the Closed Session confirmation process for the new Chief of Police:
 - a. Police departments throughout the country are evaluating significant cultural and operational changes. Provide us with an example of when you acted as a change agent, and what were the outcomes?
 - b. Provide an example of when you realized that a long-held policy or practice should be re-evaluated, potentially changed and why?
- 2. Delete Question 7 (How would you ensure a safe and productive work environment for all police staff?). The essence of this question is found in the core of several of the other questions and seems repetitive.
- 3. Modify Question 16: How does systemic racism **[and racial bias]** affect policing? What role do you feel you have in addressing it? How would you go about engaging in systems-change racial equity work as the San Jose Police Chief?