



# Memorandum

**TO:** 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

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**APPROVED:** *Chappie Jones*

**DATE:** 1/26/21

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## 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?