

New Police Chief Community Forum

May 23, 2019

The goal of the Community Forum was to provide an opportunity for members of the Vallejo community to interact directly with the recruiter and provide input on the ideal candidate characteristics for the next Chief of Police. The feedback from the Community Forum was consolidated and integrated into the recruitment brochure and will advise the community, panelists, recruiter, and City Manager in the selection of the next Chief. Complete notes from the meeting are as follows:

What is it about Vallejo you are proud of?

Diversity

Creative/artistic

Engaged

Good weather

EMS quick response

Central location

Strong sense of community

Rich history

Programs for youth

Serve

Culture

Culinary

Ferry

Great place to raise a family

People are: authentic, honest, hardworking, entrepreneurial, apprentice, connectivity

History of firsts

Great minds that can come up with alternatives

Opportunity to right the wrongs from over the years

Community that would be supportive of young officers admitting mistakes

Inter-generational

Community consensus

Gateway community
Good retirement package and pay
Opportunity to make a very special name for themselves
Ferry to SF & Oak
Diversity, which leads to ingenuity
Connectivity-sense of community
Tough Community- Spirit of redemption
Opportunity to learn from mistakes
Diversity = Proud
Resilient
Art Walk-Georgia St
Mare Island Preserve
Growing Community
Artistic
Pretty location
Central
Good weather
Community with roots
Active faith community
People are proud
Sense of volunteerism
Potential for growth

What do you believe are the challenges in the police department?

Opportunity to implement new ideas
Testing to ensure accountability
Fixing broken trust
Councilmember and officer assigned to community
Mental health help from officers
Stop dehumanizing police officers

Trauma

Lack of trust

Health

Increased stress

No community policing or lots of POSITIVE contact

Disproportionately impacts black/brown people in community

Police assigned to districts/community

Community police in tune with one another

Trauma

Broken community

Held accountable

Fear

Issues of implicit bias

Lack of humility

Mutual trust between police and community

Diversity because of hiring system

Recruit officers that want to be the change

Forced OT

Don't let outside influences control the narrative

Making excuses

Funding for training of new recruits

De-escalation training

Councilmember and Officer paired by district

Continuous training- especially more positive policing

Support

Denial (lack of accountability) in culture

Renegade dept. (wild wild west)

This isn't new, it's been building for years

Culture of police violence

Not isolated incidents, not frequently reported

Community engagement not consistent/meaningful
Intimidation of people who speak out against the police
Officers are tired and overworked
Need to restore trust
Not enough staff
Antagonizing community
People are afraid
Voices that want to be heard but are intimidated
Children being traumatized
No trust
Some people in department need to go
Change how they recruit
De-escalation training
Implicit bias to use force in training
Officers need to be held accountable
Chief with experience with reform
Process for review is not transparent
Staff does not reflect the community
Lack of diversity
Lack of trust
Fear of community
Understaffed
Recruits should be from the community or invested in the community
Cultural change that HAS to happen
Need people who are willing to come in and listen and work with the community
Community is haunted, concerned about calling things in because they may be escalated
Community does not trust, holds perception of current administration
Not enough social services for COV
Language barriers
Culture of vigilantism in City and PD

Difficulty finding qualified and QUALITY candidates
Stigma in community re social issues such as homelessness, etc.
VPOA should not have decision making; not connected to community
Lack of citizen review board- independent oversight
VPOA lack of accountability
Lack of police Chaplain Program- interfaith
Lack of transparency
Go after money with DOJ, grants
Public is watching
Re-establish contract with the police department
VPOA is strong and will push back on culture change
Resentment
City is unstable: too much attrition with City Manager and Police Chief
Pay Issues for Safety: Community feels like Safety is treating them like an ATM-resentment

What Qualities do you want to see in the next police Chief?

VPOA has too much power!
Create an atmosphere where people will want to come in and work
Heal community (deeply-not superficial)
Experience with diverse community
Proactive training
Innovative ideas to bridge PD & Community
Involving community in ideas
Hire more officers in place of OT
Willing to bring in the community for ideas

Willing to look at officers harassing community members

Accountability of managers and supervisors

Someone from outside will have suspicion

We need to work together

Officers need to be honest about mistakes

Need real reformer who can say what they did was wrong

100 day execution plan on what they are going to fix.

Annual mental health assessments

Interface w/s

Leadership skills

Not just coming to build their retirement

Strong, willing to do the right thing, not their friend

Demonstrated effective experience with community policing

Know ins and outs of the organization/city

Integrity

Ability to communicate in both sides of the line

Look at best practices for neighboring cities (City of Richmond)

Experience with community policing

Experience with recruiting

Transparent

Able to speak with the public

Accountability of chief with holding officers accountable

Truly brings people together

Someone who loves the community; been there and done that

Real reform

Mistakes are acceptable when you don't take a life

Instill an environment where people can make mistakes and not have it held against them forever

Implicit bias training

Female police chief

Fairness

Honesty

Transparency

Enact systemic changes

From community/Solano County

Been there done that attitude- skepticism

Enforcing body camera footage

Preservation of life

Need to listen to and understand- inform decisions & actions

Honesty

Willingness to step over the blue line

Referrals from previous job

Real connection to communities who are impacted the most by violence

Leadership and integrity that surpasses outside pressure

Sociology

Crisis intervention training

Mentally strong

Ongoing community engagement & Oversight

Evolve & Adapt

Resourceful

Celebrate the value in diversity and inclusion

Taskforce driven by the community

True love for community and people

Chief in Richmond- Lived in Community

Grew up in diverse community

Not afraid to live in Vallejo

Not afraid of union and not part of it

Zero tolerance for police harassment

Values and experience with community policing

Experience with LGBT, Deaf, Homeless, Etc.

Define problem; create a task force to determine what needs change & make it ongoing and driven by the community

Visible Police Chief

Ensure citizens things happening will not keep happening

Holds a record of speaking up against mistakes

Positive can-do attitude

Multi lingual sensitivity

Worked in extremely diverse community

Will fire when necessary

Inclusivity of all levels of the City of Vallejo not a relative of prior PC

Experience reforming toxic culture

Open minded to new ways of policing

Prioritizing all of these things before new building

Willing to admit mistakes of individual/department as a whole

Not shrouded in controversy

Prioritize all before new headquarters

Committed to max transparency

Clean Slate

Capability to design high performance system

Relate to the community most impacted

Shift systems that perpetuate violence

Experience working with toxic culture.

Mental health

Innovative/ nontraditional

Community Builder

Live in Vallejo/Connect with community

Change leader

Creative

Service as core value

Familiar w/ I-80 Corridor

Comment Cards (Not expressed on share out post its)

From the families directly impacted by the Vallejo PD's culture and history of Violence:

A chief dedicated to the preservation of human life as a number one priority

A chief dedicated to community policing

A chief willing to supervise and discipline

A chief willing to implement body camera auditing

A chief willing to end the long standing culture of violence

A chief that understands liability and risk management

A chief that has no ties to Vallejo and the good old boys club

A chief willing to disperse truthful information re critical incidents

A chief willing to ensure that when officers kill citizens, the family member/next of kin are notified.

Open to start in an office of Neighborhood Training model

Familiar with Cease Fire

Open PD to public, Lobby hours

Don't need officers to be first contact, volunteers could do it

Hiring Jordan @ 80k as a special consultant is wrong

VPOA celebrated Howard Jordan's selection; VPOA & allies recruit applicants who will protect the status quo. Jordan cannot be the guide

We want the State DOJ to investigate, not the US DOJ Community Relations. We don't have a community relations problem; fix the violent bullying VPD and the community relations will fix themselves.

Before the start of the process of recruiting we would like to say that we would like an independent investigation conducted by the CA state DOJ so that applicants for Chief can address the issues which the DOJ lists. (We are confident the DOJ will find issues).