

**University City Community Forum  
Chief of Police Search and Hiring  
Tuesday, November 1, 2016 (7:00 to 9:00 pm)  
Heman Park Community Center**

More than 50 UCity residents attended a public forum about the hiring of a new police chief and our expectations for him/her and the police force in general. The forum was co-sponsored by UCity and UCity Action Network (UCAN).

Jessica Perkins Facilitated. City Manager Lehman Walker was present. Human Resources Manager Elaine Williams made a presentation about the hiring process.

Here is a summary of the testimony and discussion.

**Meeting Goals**

- Provide an opportunity for University City to explain the search and hiring process for the new chief of police; and
- Provide an opportunity for University City's residents to voice their expectations for the ideal chief of police to lead the department.

**Hiring and Selection Presentation**

**Questions asked of the UCity HR Director Elaine about the hiring process**

- Who is on the interview panel?
- How have the position requirements changed since the last police chief hiring?
- Did the letter from the police union influence how the job description was changed prior to it being posted on the website and distributed to other entities?
- Have you sought outside expertise from police chiefs in surrounding municipalities, police chiefs in similar size cities and/or from an executive search firm that specializes in police chief recruitment?
- What is the timeframe for hiring a police chief?
- With the selection criteria and qualities presented tonight, will the job description be revised to reflect some of our suggestions?

**Recommendations made by the attendees about the hiring process**

- Revise the job description to reflect additional qualities expressed during the community forum;
- Consider engaging a professional search firm to assist with the recruitment, hiring and selection of the police chief;
- Consider adding residents, representing all three wards, to the interview panel;
- Conduct proactive recruiting by looking for ideal candidates and encouraging them to apply for the position; and
- Require all candidates to read Forward Through Ferguson, especially "Justice for All" section.

**Resident Feedback on the qualities we are looking for in a police chief and a police department**

The ideal police chief candidate has:

- A Master's Degree in Criminal Justice or related field;
- Demonstrated quality improvements and implementation of best practices;
- Worked in a similar sized community, with broad diversity (socio-economic, ethnicity, gender, religious);
- Expertise and/or training in finance, budgeting, community policing, use of force, racial inclusion, implicit bias and community engagement;
- Strong communications skills and maintains a climate of transparency;
- Developed and implemented youth-based engagement and leadership program or has worked with external youth development programs;
- The desire to set aside time to meet with and engage residents in a transparent manner;
- Worked with or is willing to work with a citizen's review board or similar entity;
- Strong references and a background free from questionable law enforcement practices; and
- Experience with monitoring and tracking pedestrian stops and use of force policies, procedures and data.

The ideal police department has:

- Tenured officers who are equitably paid internally and competitively paid externally;
- A strong professional development program that is available and used by all officers, regardless of rank;
- Mutual respect for residents
- Been trained and executes cutting edge racial inclusion and implicit bias techniques and tools;
- International accreditation;
- “Beat” officers to connect to residents;
- Opportunities to build strong relationships with young people, especially through formal and informal interactions; and
- A database of pedestrian stops and use of force information.

The top priorities for the new police chief:

- Engage the community;
- Engage the officers and understand how the City can improve its retention of officers (if retention is a real issue for the department);
- Assess how the department is meeting the Forward Through Ferguson, Justice for All recommendations; and
- Implement policies to ensure the department is at the forefront of best practices.

You can contact UCity Action Network at [blmusp@gmail.com](mailto:blmusp@gmail.com) or learn about us at <https://blacklivesmatteryardsignproject.wordpress.com/>