

TO: James L. App, City Manager

FROM: Meg Williamson, Assistant City Manager

SUBJECT: Police Chief Selection - Confirmation of Citizen Panelists

DATE: March 19, 2013

Needs: For the City Council to confirm their past appointments of citizens to participate in Police Chief candidate interview panels.

Facts:

1. The application filing period for Police Chief has closed. Over 40 resumes have been received.
2. Avery & Associates is conducting preliminary screening interviews. It is estimated that a final group of candidates will be presented for consideration within two weeks.
3. A tentative date to interview top candidates has been set for April 5, 2013.
4. In the previous recruitment, the City used a multi-panel process that included citizens, outside agency police professionals, city management and Police Officer's Association representatives.
5. The multi-panel process worked very well. The same process is intended for this recruitment.
6. In October 2012 the City Council formally made citizen appointments to those panels as follows:

Ed Bedrosian	Al Garcia
Dennis Cassidy	Matt Masia
Armando Corella	Vivian Robertson
7. Each panelist who previously participated has indicated their interest and willingness to serve on a panel again.

Analysis & Conclusion: The multi-panel group selection process is an effective method to interview and screen the final group of candidates. The interview panels are an opportunity to benefit from citizen, expert and employee involvement in the screening process. The City Council's confirmation of their previous citizen appointments will enable the implementation of the next stage in the Police Chief selection.

Policy Reference: Avery & Associates scope of Police Chief Search Services.

Fiscal Impact: Avery & Associates is conducting the second Police Chief search at no additional service charge. The cost for the day of the panel interviews is estimated at approximately \$200 for participant lunch and refreshments.

Options:

1. For the City Council to reaffirm the list of citizen appointments to the Police Chief interview panels
2. Amend, modify, or reject the foregoing option.