



## The City of San Diego

### Staff Report

DATE ISSUED: January 30, 2018

TO: City Council

FROM: Human Resources

SUBJECT: Confirming the appointment of the Chief of Police for the City of San Diego, assuming office on March 2, 2018

Primary Contact: Ronald H. Villa Phone: (619) 236-7080

Secondary Contact: Marshall Anderson Phone: (619) 235-5295

Council District(s): Citywide

#### OVERVIEW:

Confirmation of the Chief of Police for the City of San Diego, in accordance with San Diego Charter section 57 and City Council Policy 300-08.

#### PROPOSED ACTIONS:

At the Council Committee of the Whole meeting:

1. Conduct the public hearing to seek community comment on the Chief of Police appointee, in accordance with City Council Policy 300-08.

At the City Council meeting:

1. Consider the confirmation.

#### DISCUSSION OF ITEM:

San Diego Charter section 57 states that the Police Department consists of a Chief of Police and such other officers, members, and employees as the City Council prescribes by ordinance. This section further states that the Chief of Police has charge of the property and equipment of the Police Department and exercises all powers and duties provided by general laws or by Council ordinance. The Chief of Police has all power and authority necessary for the operation and control of the Police Department. The Chief of Police, with the approval of the Mayor, appoints, directs, and supervises

the personnel in the Police Department, in accordance with Civil Service Rules and personnel and administrative regulations.

San Diego Chief of Police Shelley Zimmerman is retiring on March 1, 2018, leaving a vacancy in the office that must be filled.

The Chief of Police is appointed by the Mayor, in accordance with San Diego Charter sections 57, 260, and 265. The Mayor's appointment must be confirmed by the City Council. See the attached memorandum from the Mayor regarding Police Chief Appointment, dated February 1, 2018.

City Council Policy 300-08, adopted by San Diego Resolution R-214906 (Dec. 17, 1975) and amended by San Diego Resolution R-271694 (Aug. 8, 1988), sets forth the confirmation process for the Chief of Police. The City Council has determined that the following criteria will be used during the confirmation process for a Chief of Police appointee:

- A. Employment history, including, but not limited to, the appointee's responsibilities and accomplishments.
- B. Education qualifications.
- C. Affirmative action record.
- D. Innovative operational programs.
- E. Community involvement
- F. Administrative skills.
- G. Employee-employer relations, skills, and experience.
- H. Philosophical approach to law enforcement.
- I. Personal integrity.
- J. Experience in the development and administration of an effective police training program.
- K. Budgetary and financial experience.

To identify a candidate who meets these criteria, the Mayor engaged in a formal recruitment for the City's next Police Chief with the goal of selecting and confirming via the City Council a qualified candidate prior to Chief Zimmerman's retirement.

A highlight of the process steps to meet this goal includes the following:

1. Selection of a Recruiting Consultant - The City issued a Request For Proposals (RFP) on September 4, 2017, to solicit a professional recruiting firm to assist in a nationwide search for qualified Police Chief candidates. On September 20, 2017, consistent with the San Diego Municipal Code Bob Murray & Associates (BM&A) was selected as the successful proposer to assist the City in recruiting efforts.
2. Community input – Between September 23, 2017 and October 10, 2017, six community workshops were held throughout the City, facilitated by Dr. Danell Scarborough. Dr.

Scarborough is the former Executive Director of the City's Human Relations Commission. A total of 340 community members participated in the six community workshops.

3. Online Survey – The City of San Diego hosted an online survey for community input for a period of 28 days in September and October 2017. The survey asked participants to respond to 13 questions, and nearly 2,000 responses were received.
4. Recruitment – Open recruitment for the Police Chief position occurred from mid-November 2017 to mid-December 2017. Under the direction and guidance of BM&A, City staff compiled the feedback from the online survey, the community workshops, and from representatives from the San Diego Police Officers Association and the San Diego Municipal Employee Association. BM&A analyzed the data and incorporated it into the recruitment profile which was used to solicit interest in the Police Chief position. Candidates were assessed by BM&A for qualifications that matched the criteria set forth from all internal and external input. Six candidates were identified by BM&A and City staff as having the highest qualifications. Consistent with the City's practice for all job applicants, the identities of the six candidates have been kept confidential.
5. Community Panel Interviews – On January 16, 2018, representatives from the following boards and organizations met with each of the six candidates during their Community input portion of the candidates' interview process:

Anti-Defamation League
Asian Pacific American Coalition
Citizens Equal Opportunity Commission
Community Advisory Board on Police/Community Relations
Community Review Board on Police Practices
Downtown San Diego Partnership
Earl B. Gilliam Bar Association
Gang Prevention and Intervention Commission
Human Relations Commission
LGBTQ Latino Coalition of San Diego County
Mexican American Business & Professional Association
Mid-City CAN
Municipal Employees Association
Park & Recreation Board
Police Officers Association
San Diego County Bicycle Coalition
San Diego LGBT Pride
San Diego Regional Chamber of Commerce
San Diego Unified School District
San Diego Workforce Partnership
Tourism Authority
United African American Ministerial Action Council

6. Professional Panel Interviews – On January 17, 2018, a panel consisting of three law enforcement professionals and three members of City of San Diego management conducted the professional interview portion of the candidates' interview process.
7. Confirmation Process – As outlined in Council Policy 300-08, the following will occur:
  - a. The Mayor will provide written notification of his appointment of a Police Chief to the City Council (see Police Chief Appointment Memo, dated February 1, 2018).
  - b. The City Council Committee of the Whole will initiate, in addition to any other meetings it deems necessary, at least one public hearing in the City for the purpose of seeking community comments on the Police Chief appointment. Per San Diego Municipal Code §22.0101, Rules of the Council, Rule 6.11.2, "the Committee of the Whole shall be composed of all members of the Council."
  - c. The City Council Committee of the Whole will report its findings and recommendations to the City Council.
  - d. Following receipt of the Committee report, the Council will consider the confirmation of the Police Chief appointee.

On February 1, 2018 Mayor Faulconer appointed David S. Nisleit to San Diego's next Police Chief. Below is how he meets the criteria outlined in Council Policy 300-08:

- A. Employment history.  
David S. Nisleit has served the San Diego Police Department for 30 years as an Officer, Sergeant, Detective Sergeant, Lieutenant, Captain, and as the Assistant Chief of Police. He currently leads the Patrol Operations Command consisting of 1,150 sworn, 20 civilian, and 250 volunteer personnel.
- B. Education qualifications.  
M.A., Business Management, University of Redlands, Redlands, CA  
B.S. Business Management, University of Phoenix, San Diego, CA  
FBI National Academy, Class 258
- C. Affirmative action record.  
Assistant Chief Nisleit aims to make SDPD more ethnically diverse in order for it to better reflect the neighborhoods it serves. As a Captain and Lieutenant, he has worked in some of the most diverse communities in San Diego and served as the department's Indo-Chinese and Somali liaison.
- D. Innovative operational programs.  
Assistant Chief Nisleit played a key role in the creation of several programs including Teen Night in the Park, a comprehensive violence reduction plan to decrease violent crime and gun-related offenses, and the Community Action Support Team (CAST), which joins community activists and police officials to respond to gang violence and threats of gang retaliation.
- E. Community involvement.  
Aside from his focus on community outreach through monthly "knock and walks" as a Captain for the Mid-City Patrol Division, developing weekly neighborhood crime briefings as a Lieutenant, and his continued commitment to attending numerous community events each month, Assistant Chief Nisleit currently serves as a member of the San Diego Police

Historical Association, the President of the San Diego SWAT Officers Association and sits on the Regional Task Force on the Homeless. He has also coached baseball and basketball in Carmel Mountain Ranch.

F. Administrative skills.

Assistant Chief Nisleit is an organized problem-solver. He has been responsible for the planning and operational safety of more than 1,000 special events, including Comic-Con, professional sporting events, San Diego LGBT Pride and the Women's March.

G. Employee-employer relations, skills, and experience.

Assistant Chief Nisleit has mentored numerous officers through promotional processes and career advancement as it pertains to specialty assignments. He has sat on promotional boards both internally and nationwide.

H. Philosophical approach to law enforcement.

Assistant Chief Nisleit is an inclusive leader who focuses on how he can work in collaboration with community members.

I. Personal Integrity.

Assistant Chief Nisleit is an ethical, energetic and approachable leader who has taken significant steps to collaborate with community members at each stage of his career.

J. Experience in the development and administration of an effective police training program.

Assistant Chief Nisleit is a Professor of Criminal Justice at the University of San Diego and Alliant International University. He is a leadership instructor at the Southern California Intergovernmental Training and Development Center's Regional Training Center.

K. Budgetary and financial experience.

Assistant Chief Nisleit has experience in providing cost estimates and billing for numerous special events to include professional sporting events (NFL, MLB), Comic-Con, San Diego LGBT Pride, Rock 'N' Roll Marathon, December Nights, Earth Fair and many more. Assistant Chief Nisleit also worked closely with the Financial Management Department in preparing a budget in response to the Hepatitis A emergency.

The staff recommendation is to confirm the appointment of David S. Nisleit as the next Chief of Police.

City Strategic Plan Goal(s)/Objective(s):

Goal #2: Work in partnership with all of our communities to achieve safe and livable neighborhoods.

Objective #1: Protect lives, property, and the environment through timely and effective response in all communities.

Fiscal Considerations: N/A

Environmental Impact:

This activity is not a project as defined by the California Environmental Quality Act Section 21065 and State CEQA Guidelines Section 15378(b)(5), as it is an organizational or administrative activity of government that will not result in direct or indirect physical changes in the environment. The

determination that this activity is not subject to CEQA, pursuant to Section 15060(c)(3) and is not appealable.

Equal Opportunity Contracting Information (if applicable): N/A

Previous Council and/or Committee Actions:

November 16, 2017 – an informational item was presented to the Public Safety & Livable Neighborhoods Committee to provide an update on the hiring process.  
This item will be heard by the Council Committee of the Whole prior to Council.

Key Stakeholders and Community Outreach Efforts:

All City of San Diego residents and communities.

Ronald H. Villa

Deputy Chief Operating Officer,  
Internal Operations



**Kevin L. Faulconer**  
**Mayor**

**M E M O R A N D U M**

**DATE:** February 1, 2018  
**TO:** Honorable City Councilmembers  
**FROM:** Mayor Kevin L. Faulconer  
**SUBJECT:** Appointment of Chief of Police

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Following a national search for candidates, I am pleased to appoint San Diego Police Department Assistant Chief David Nisleit as the City's next Chief of Police, per San Diego City Charter Section 57. He will succeed Chief Shelley Zimmerman who is retiring March 1 after a distinguished 35 year career.

Assistant Chief Nisleit, a 30-year veteran of the department, was the overwhelming recommendation of community and law enforcement/professional staff interview panels, which took place following a months-long selection process. Nisleit has held leadership roles in the Western, Northern and Mid-City Patrol divisions; SWAT; the Gang Unit; and the Centralized Investigations Unit. He currently oversees nine patrol commands, the Homeless Outreach Team and the Watch Commander's Office.

In addition to taking part in hundreds of investigations throughout his career, Assistant Chief Nisleit spearheaded the department's violence reduction plan aimed at decreasing gun-related offenses and violent crime, which decreased by 2.1% in 2017 and is at its lowest since 1973. He also led the department's involvement in the formation of the Community Action Support Team and worked with the community to address gang violence, which decreased by 15% in 2017.

Nisleit has been responsible for the planning and operational safety of more than 1,000 special events, including Comic-Con, professional sporting events, San Diego LGBT Pride and the Women's March. As a lifelong San Diegan, Nisleit is well known as someone who works closely with community members, often hosting monthly problem-solving meetings and neighborhood crime briefings.

I would like to thank the more than 2,000 individuals who participated in six community forums and online survey, as well as the community representatives and law enforcement officials who participated in the interview process.

I have complete confidence in Assistant Chief Nisleit's knowledge and ability to lead the San Diego Police Department and look forward to his confirmation. Please do not hesitate to contact me or my staff should you have any questions.

KLF:ma

cc: Honorable City Attorney Mara Elliott  
Scott Chadwick, Chief Operating Officer  
Shelley Zimmerman, Chief of Police  
Andrea Tevlin, Independent Budget Analyst  
Elizabeth Maland, City Clerk

1401 Broadway  
San Diego, CA 92101

**dnisleit@pd.sandiego.gov**

## OBJECTIVE

**To be the Chief of Police for the City of San Diego.**

## SUMMARY

- Outstanding motivator, leads by example and is decisive and personable.
- Energetic, approachable leader with excellent community collaboration skills.
- Organized municipal executive with excellent personnel and budgetary skills.

## WORK HISTORY

**SAN DIEGO POLICE DEPARTMENT**

*Assistant Chief of Police*

October 2016 to Current

Leads Patrol Operations Command consisting of 1150 sworn, 20 civilian and 250 volunteers, providing quality law enforcement services to a community of 1.3 million residents and visitors.

## Key Accomplishments

Assistant Chief of Police.

October 2016 to Current.

- Overall command of nine (9) patrol commands, Watch Commanders Office, Field Lieutenants, Homeless Outreach Team (HOT) and headquarters front counter.
- September 2017- Chief of Operations for border wall contingency. Partnered with San Diego Sheriffs, CHP, CBP and numerous other agencies.
- August 2017- Collaborated with City Attorney's Office on Gun Violence Restraining Order (GVRO) trial project.
- August 2017 - Incident Commander for incident involving an off-duty officer being shot in the downtown area.
- April 2017 – Worked with Park and Recreation Director to create Teen Night in the Park. 15 locations.
- January 2017- Led contingency plan for numerous protests and rally's surrounding presidential inauguration to include Women's March.
- November 2016 – Led contingency plan for numerous protests following presidential election.

## Captain - Centralized Investigations

**March 2015to October 2016**

- July 2016- Led homicide and Officer Involved shooting investigation in which one officer was killed and another critically injured.
- April 2016 – Created additional Gang Intervention Officer.
- January 2016 – Collaborated with the FBI, District Attorney’s Office and US Attorney’s Office on new protocol for officer involved shooting investigations.



- April 2015 - Led a comprehensive “violence reduction plan” aimed at redeploying law enforcement resources, and partnering with regional agencies to decrease violent crime and gun related offenses.
- Led more than 100 critical and highly sensitive criminal investigations 2015-2016, and performed as the department’s media spokesperson on all homicides.
- Achieved an 80% homicide clearance rate during this 1 ½ year period.

**Captain – Mid City Patrol Division March 2014 to March 2015**

- Lead law enforcement professional responsible for all police services provided to approximately 180,000 residents in a 13-square mile operational area. Fulfilled the critical role as the community’s “Chief of Police.”
- Law enforcement liaison with the Indo-Chinese and Somali community.
- Incorporated monthly walk and knock program throughout the command.

**Captain – Western Patrol Division November 2013 to March 2014**

- Lead law enforcement professional responsible for all police services provided to approximately 130,000 residents in a 23-square mile operational area. Fulfilled the critical role as the community’s “Chief of Police.”
- Law Enforcement Liaison with United States Navy - Submarine Base.

**Lieutenant – Gang Unit**

**March 2013 to November 2013**

- Directed and supervised all investigative operations of 7 Gang teams.
- May 2013 - Led the San Diego Police Department’s involvement in the formation of the Community Action Support Team (CAST), whereupon community activists join with police officials in response to gang violence and threats of gang retaliation.
- Reduced gang related homicides 75% during my tenure.

**Lieutenant – Special Operations**

**March 2011 to March 2013**

- Responsible for the planning and operational safety of approximately 1000 special events throughout the city. This includes Comic Con, San Diego Chargers, San Diego Padres, Pride, December Nights, Earth Day and many others.
- Responsible for billing and budget oversight for police services rendered to a third party.

**Lieutenant – Mid City Patrol Division**

**July 2009 to March 2011**

- Responsible for ½ of all police services in this high crime and low-income neighborhood. Area incorporates the city’s most diverse communities.
- Created weekly neighborhood crime briefing. Shared with community members.
- Created a monthly community problem solving meeting.

**Lieutenant – Watch Commander**

**August 2008 to July 2009**

- Responsible for managing critical incidents throughout the city.
- Incident commander for over 100 critical incidents.

## **Lieutenant – Northern Patrol Division      February 2008 to August 2008**

- Responsible for all police services in the beach communities.
- Received Congressional Recognition for outstanding customer service.

### **Detective Sergeant**

- Internal Affairs, Sex Crimes and Narcotics. February 2003 to February 2008

### **Patrol Sergeant and Swat Sergeant over seven years.**

- Swat Executive Officer of the Year.                      2000, 2003

I also worked patrol and Swat as an officer over eight years.

## **FORMAL EDUCATION**

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UNIVERSITY OF REDLANDS  
*Master of Arts Degree, April 2003*

UNIVERSITY OF PHOENIX  
*Bachelor of Science Degree, September 2000*

## **OTHER EDUCATION**

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- Counter Terrorism symposium, Tel-Aviv, Israel. March 2017.
- Center for Creative Leadership, San Diego. October 2015.
- FBI National Academy, Class 258, Quantico, VA. Oct. 2014
- P.O.S.T. Command School, Monterey. December 2008 - February 2009

## **PROFESSIONAL AFFILIATIONS**

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- FBI National Academy Associates.
- International Association of Chiefs of Police.
- Professor of Criminal Justice - University of San Diego.
- Professor of Criminal Justice – Alliant International University.
- Leadership Instructor, San Diego Regional Training Center.
- Police Memorial Committee- Current.
- Pan Pacific Officers Association.

## **COMMUNITY SERVICE**

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- San Diego Police Historical Association 2016 – Current.
- President- San Diego Swat Officers Association 2012 – Current.
- Baseball Coach, Carmel Mountain Ranch, 1999 to 2005.
- Basketball Coach, Carmel Mountain Ranch, 2006.

## San Diego Police Chief Interview Rankings

	David S. Nisleit	Candidate 2	Candidate 3	Candidate 4	Candidate 5	Candidate 6
Community Panelist 1	1	4	5	2	6	3
Community Panelist 2	1	4	3	2	6	5
Community Panelist 3	2	1	5	3	4	6
Community Panelist 4	1	2	3	4	5	6
Community Panelist 5	1	2	3	5	6	4
Community Panelist 6	5	3	2	1	6	4
Community Panelist 7	1	5	4	6	3	2
Community Panelist 8	1	4	3	2	5	6
Community Panelist 9	1	2	4	6	5	3
Community Panelist 10	2	1	5	6	4	3
Community Panelist 11	5	4	2	3	1	6
Community Panelist 12	1	2	4-5	3	6	4-5
Community Panelist 13	1	4	3	2	6	5
Community Panelist 14	1	3	2	6	4	5
Community Panelist 15	1-2	3-5	1-2	6	3-5	3-5
Community Panelist 16	3	5	2	6	1	4
Community Panelist 17	2	5	3	4	1	6
Community Panelist 18	4	1-2	6	3	5	1-2
Community Panelist 19	1	4	2	6	5	3
Community Panelist 20	2	5	3	6	1	4
Community Panelist 21	1	2	3	5	4	6
Community Panelist 22	1	2	4	3	5	6
Grand Total	39	68	72	90	92	95

Candidates were ranked 1-6 in order of preference, 1 being top choice.

**City of San Diego, California**  
**Chief of Police - Professional Panel**  
Ranking Matrix

	David S. Nisleit	Candidate 2	Candidate 3	Candidate 4	Candidate 5	Candidate 6
Panelist 1	1	5	2	6	4	3
Panelist 2	3	5	1	6	4	2
Panelist 3	3	5	1	6	4	2
Panelist 4	1	5	2	6	4	3
Panelist 5	1	5	2	6	3	4
Panelist 6	1	5	3	6	4	2
Total	10	30	11	36	23	16

Candidates were ranked 1-6 in order of preference, 1 being top choice

Community and professional officials who participated in the interview process were:

- Laura Baeza, Mid-City Community Advocacy Network
- Jaymie Bradford, San Diego Regional Chamber of Commerce
- Josie Calderon, Mexican American Business and Professional Association
- Peter Callstrom, San Diego Workforce Partnership
- Ronald Cho, Park and Recreation Board, Asian Pacific Islander Association
- Taura Gentry, Community Review Board on Police Practices
- Tammy Gillies, Anti-Defamation League
- San Diego Sheriff Bill Gore
- Stephen Groce, Human Relations Commission
- Andy Hanshaw, San Diego County Bicycle Coalition
- Rodney Hood, Gang Prevention and Intervention Commission
- Susan Jester, Citizens Equal Opportunity Commission
- Mitz Lee, Asian Pacific American Coalition
- Fernando Lopez, San Diego LGBT Pride
- Cindy Marten, San Diego Unified School District
- Nicole Murray Ramirez, LGBTQ Latino Coalition of San Diego County
- Barry Pollard, Community Advisory Board on Police/Community Relations
- Robert Pope, United African American Ministerial Action Council
- Jack Schaeffer, San Diego Police Officers Association
- Andrea St. Julian, Earl B. Gilliam Bar Association
- Joe Terzi, San Diego Tourism Authority
- La Mesa Police Chief Walt Vasquez
- Alonso Vivas, Downtown San Diego Partnership
- Phoenix Police Chief Jeri Williams
- Michael Zucchet, Municipal Employees Association



**OFFICE OF COUNCIL PRESIDENT MYRTLE COLE  
CITY OF SAN DIEGO**

**M E M O R A N D U M**

**DATE:** February 5, 2018  
**TO:** Honorable City Councilmembers  
**FROM:** Council President Myrtle Cole *Myrtle Cole*  
**SUBJECT:** Special Meeting of the Council Committee of the Whole

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The City Council's Committee of the Whole will convene for a Special Meeting for purposes of discussing and reviewing the following item. The Special Meeting of the Committee of the Whole will be held on Monday, February 12, 2018 at 6 p.m.

ITEM-1: Public Hearing regarding the Mayor's Appointee to Chief of Police for the City of San Diego, in accordance with City Council Policy 300-08

The meeting will be held in Council Chambers, 202 C Street, 12<sup>th</sup> Floor, San Diego, 92101.

If you require additional information or have any questions or concerns, please contact Erin Demorest, Director of Legislative Affairs, at 619-533-3920 or [edemorest@sanidiego.gov](mailto:edemorest@sanidiego.gov).

cc: Honorable Mayor Kevin Faulconer  
Honorable City Attorney Mara Elliott  
Andrea Tevlin, Independent Budget Analyst  
Liz Maland, City Clerk

**COUNCIL POLICY****CURRENT**

SUBJECT: PROCEDURE FOR CONFIRMATION OF APPOINTMENT OF  
CHIEF OF POLICE  
POLICY NO.: 300-08  
EFFECTIVE DATE: August 8, 1988

**BACKGROUND:**

The City Council of The City of San Diego is charged by Section 57 of the City Charter to confirm the appointment by the City Manager of a Chief of Police. The Council currently has no adopted procedure by which it shall confirm that appointment.

**PURPOSE:**

It is the intention of the City Council to establish a uniform procedure for the confirmation of the Chief of Police. It is further the intention of the City Council to establish criteria for confirmation of a Chief of Police appointee.

The Council finds that it is in the best interests of the City that citizens be afforded maximum access to the Council's confirmation process and should have the opportunity to make comments on the qualifications of the appointee.

**POLICY:**

The Council Committee of the Whole shall develop and recommend for Council adoption criteria to be used by Council during the confirmation process for a Chief of Police appointee. Public testimony will be invited by the Council Committee of the Whole in the development of that criteria. The criteria that is adopted by Council shall become a part of this Council Policy and shall be incorporated by reference as Attachment A.

Upon notification by the City Manager in writing of his appointment of a Chief of Police designate, the Council Committee of the Whole shall, no later than one week after said notification, initiate, in addition to any other meetings it deems necessary, at least one public hearing in the City for the purpose of seeking community comments on the Chief of Police designate. The Committee shall promulgate any rules and regulations it deems necessary and proper to carry out the purpose and intent of this policy, provided that testimony shall be limited to the appointee's qualifications in terms of the established criteria. The applicant shall appear before the Council at its request, but he shall not be required, nor shall the Committee request, that he appear at any of the Committee's public hearings. The Committee shall report its findings and recommendations to the Council no later than one week after its first public hearing.

Upon receipt of the Committee report, the Mayor shall call a special meeting of the Council for the purpose of considering the confirmation of the Chief of Police designate. Said meeting shall be held no later than seven days after receipt of the Committee's report.

All proceedings by the Council Committee of the Whole and the Council relative to confirmation proceedings shall be public.

CITY OF SAN DIEGO, CALIFORNIA  
**COUNCIL POLICY**

**CURRENT**

HISTORY:

Adopted by Resolution R-214906 12/17/1975

Amended by Resolution R-271694 08/08/1988



CITY OF SAN DIEGO, CALIFORNIA  
**COUNCIL POLICY**

**CURRENT**

Attachment “A” to Council Policy 300-08

Criteria to be Used by the City Council During the  
Confirmation Process for a Chief of Police Appointee

As a result of public review and hearings by the Council Committee of the Whole and consideration by the full City Council, it has been determined that the following criteria will be used during the confirmation process for a Chief of Police appointee:

- A. Employment history, including, but not limited to, his responsibilities and accomplishments.
- B. Education qualifications.
- C. Affirmative action record.
- D. Innovative operational programs.
- E. Community involvement.
- F. Administrative skills.
- G. Employee-employer relations, skills, and experience.
- H. Philosophical approach to law enforcement.
- I. Personal integrity.
- J. Experience in the development and administration of an effective police training program.
- K. Budgetary and financial experience.



The City of San Diego  
**Item Approvals**

**Item Subject:** Confirming the appointment of the Chief of Police for the City of San Diego, assuming office on March 2, 2018.

<b>Contributing Department</b>	<b>Approval Date</b>
ENVIRONMENTAL ANALYSIS	01/31/2018
DOCKET OFFICE	01/31/2018

<b>Approving Authority</b>	<b>Approver</b>	<b>Approval Date</b>
HUMAN RESOURCES FINAL DEPARTMENT APPROVER	VON KALINOWSKI, JUDY	01/30/2018
CITY ATTORNEY	DAWSON, JOAN	01/31/2018
DEPUTY CHIEF OPERATING OFFICER	VILLA, RON	01/31/2018