


City of Oceanside
Office of the City Manager

Memorandum

To: Mayor and Councilmembers

From: Deanna Lorson, City Manager 

Date: November 18, 2020

Subject: **UPDATE ON POLICE CHIEF RECRUITMENT PROCESS**

As I previously shared with you, I initially intended to conduct an internal promotional recruitment for Police Chief based on my evaluation of recent Police Chief recruitments in San Diego County, the state of Oceanside's Police Department (OPD), and the talent pool within OPD. This process was placed on hold while I conducted a community survey. The survey ran from September 10 to October 5 and was completed by 1,431 respondents. All of the survey results were compiled and a report was released on October 30, 2020 sharing this information, including an analysis of the responses and all individual comments.

I have carefully considered the input provided through the survey process, and while I continue to believe that we have well qualified internal candidates for the position of Police Chief, I have decided to conduct an open recruitment to ensure that the best person is selected as the City's next Police Chief.

While the survey was underway, I prepared a Request for Qualifications for consulting services to conduct an open recruitment. The Human Resources Director and I reviewed the four RFQ responses, interviewed two firms, and have selected Joel Bryden with Bob Murray & Associates to manage the recruitment. Mr. Bryden retired as the Walnut Creek Police Chief and spent 28 years with the San Diego Police Department prior to entering the recruitment field.

The Police Department has made significant progress in reducing crime and building positive community relationships under Chief McCoy's leadership over the last 15½ years. My expectation is that the next Chief will continue this work while also reviewing OPD's policies, procedures and practices through the lens of equity, accountability, and transparency to ensure that it continues to earn trust from the community. In conducting the recruitment, I will be looking for a Chief that has demonstrated strong community relationships and a thorough understanding of the City's diversity and can

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build on OPD's track record while also providing a fresh look to ensure that OPD is continually improving its practices and providing outstanding service to the community.

We are working with Mr. Bryden to develop a candidate profile, brochure and schedule. The process will include advertising in appropriate publications and Mr. Bryden will conduct outreach and screening of candidates. The brochure will be posted to the City's web site.

Once a list of finalists is developed, candidates will be evaluated through an interview process that will include evaluation by a Professional Panel (Police Chiefs and City Manager from other jurisdictions); a City Panel (department directors who work closely with OPD), and Community Panels providing broad community representation including representatives of minority groups including LGBTQ, business groups, the faith community, schools, and City commissions. As the appointing authority, I will consider this input along with personal interviews and the application materials in selecting the next Police Chief. Prior to finalizing the hire, the selected candidate will undergo a comprehensive background check.

It is anticipated that this process will take 12-16 weeks which will require that an Interim Police Chief be appointed upon Chief McCoy's retirement on December 28. It is my intent to interview the current Police Captains and select one of them to serve as Interim Police Chief. An announcement will be forthcoming once I have completed this process.

I will keep you posted during this process. Please let me know if you have any questions.

Encl.

Cc: Rob O'Brien, Human Resources Director
John Mullen, City Attorney