



APD Chief Community Input meetings - February 15, 2015 (combined input from IMA and evening meetings)

Recommendations on Process

- Use scenarios and other outside skill assessments
- Allow community to be a part of the process
- Encourage community participation
- Consider a survey
- Come up with a rating system for selection process that includes community input
- Share information about the process in ways other than electronically
- Establishing criteria now
- Confidentiality is necessary
- Strategic Plan
 - Is it valid moving forward? Yes
 - Provide plan to candidates
 - Clarify future reporting structure - role of Asheville Fire Department (AFD) Chief
- Define: Diversity, Transparency, Community Policing
 - Clearly define what diversity means to Asheville – include Asheville Police Department (APD)
- Conduct a thorough investigation (reference checks) into experience (success) in multi-racial communities. e.g relationship and success with race relations between department and community
- Check on breadth of training experience and professional development (self and staff)
- Have candidates define what transparency means - Look for proof of transparency in their work in other communities

Qualities/Characteristics

- Issue area competence
- Intellectual capacity
- Strength of character/Integrity
- Be Inspirational
- Maintain and develop relationships
- Experience with Body Cameras a plus?
- Experience in Public Housing
- Knows how to create predictable outcomes for policy/discipline
- Ability to deal with difficult people

- Accountable
- Honesty
- Skills should complement existing staff
- Retention – knows how to retain staff and/or deal with turnover
- Comfortable in own skin
- Have a memory of what it was to be an officer
- Willingness to share information
- Experience with Diverse cultures
 - (similar cities: San Francisco/Oakland, Boulder, Portland, Austin, Burlington, VT)
- Cultural competency to include socio-economic
- Cultural sensitivity - related to age, gender and race
- Pay attention to ideas about bridging the racial divide
- Skill in dealing with a racially divided community/ Experience with racial division
- Understanding of past/current concerns in different communities
- Awareness that millennials are now in the work force

- LEADERSHIP is required
- Practical, natural leadership
- Master communicator/ Effective communication
- Understanding of when people are able to meet to have dialogue
- Commitment to implementation of community input –putting it into action
- Foster RESPECT throughout – department, community, rest of city
- Create trust and empowerment

- Knowledge and experience with community policing
- Chief and officers need to be out in the community
- Able to interact with many segments of the community – many levels in many situations
- Be able to move seamlessly within the community
- Collaborate with youth and youth service providers and schools