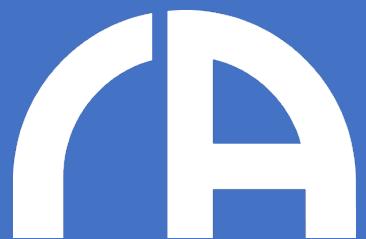


Recruitment Process

San Francisco Chief of Police Recruitment

Presented by:
Ralph Andersen & Associates



Search Team
Heather Renschler, President/CEO
Chief Daniel Hahn (ret'd), Senior Consultant

Role of Recruiter

Represent Clients / Not Candidates

Staff to the Commission

Guide a Fair / Equitable / Unbiased Process

Solicit Interest – Internal and External

Key Points of Process

- California Focused / National in Scope
- Mirror Prior Search Process (2016) / Now (2025)
- Run Dual Track
- Refresh Brochure / Receive Input from Commissioners
- Community Meetings
- Community Survey
- Commission Updates / Executive Summary (Community Input + Survey)

Overall Timing/Dual Track

- Late July - Obtain Commission Input
- August - Community Meetings + Survey Underway
- August – Outreach / Recruiting
- September – Evaluation / Results of Community Input (Meetings+Survey)
- October – Commission Interviews
- November 5th (Target Date-Final Top 3 Candidates Selected)
- November – Mayor's Final Selection

Public Process Overview

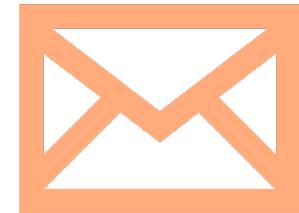
Designed to obtain community input on the attributes and characteristics desired in the next Chief of Police



Community Input
Meetings
Chief Hahn
Facilitating

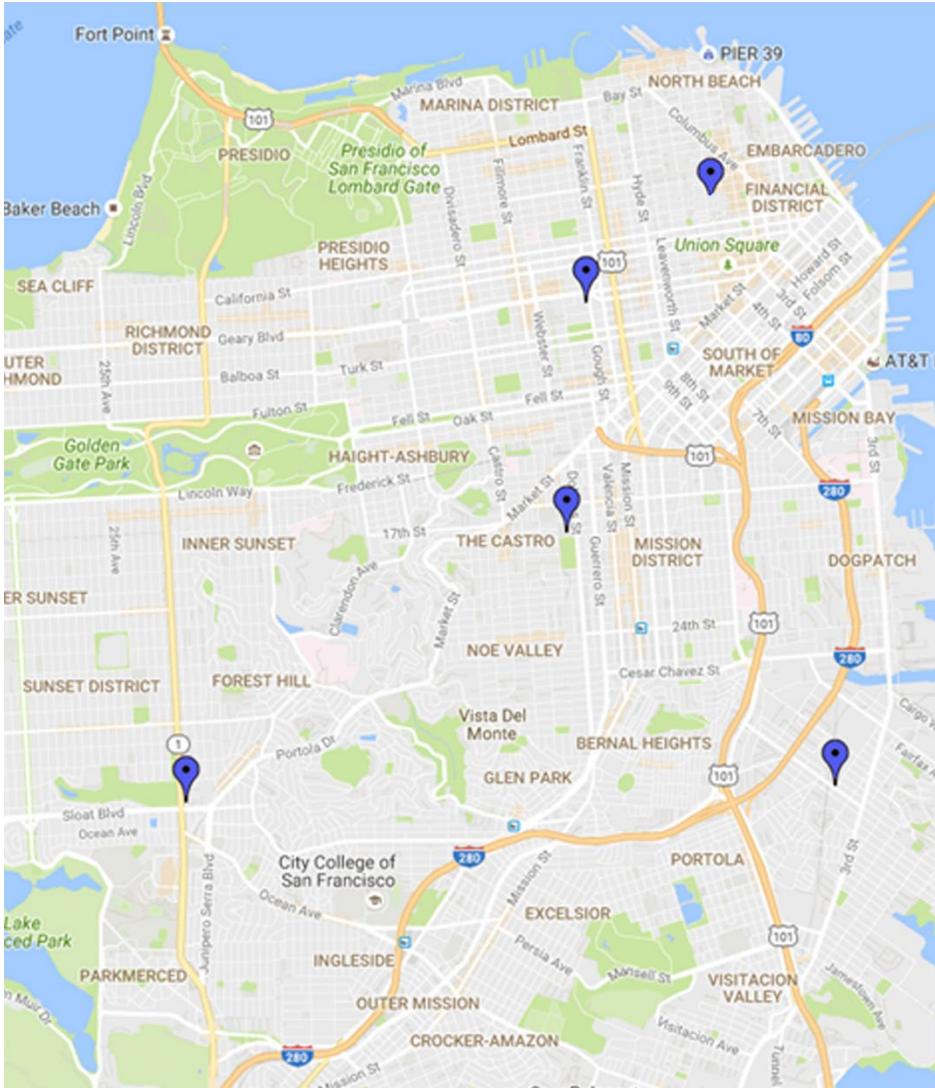


Survey
Community Survey
*available online or in print



Email Input
For additional
comments beyond
the survey

Community Input Meetings

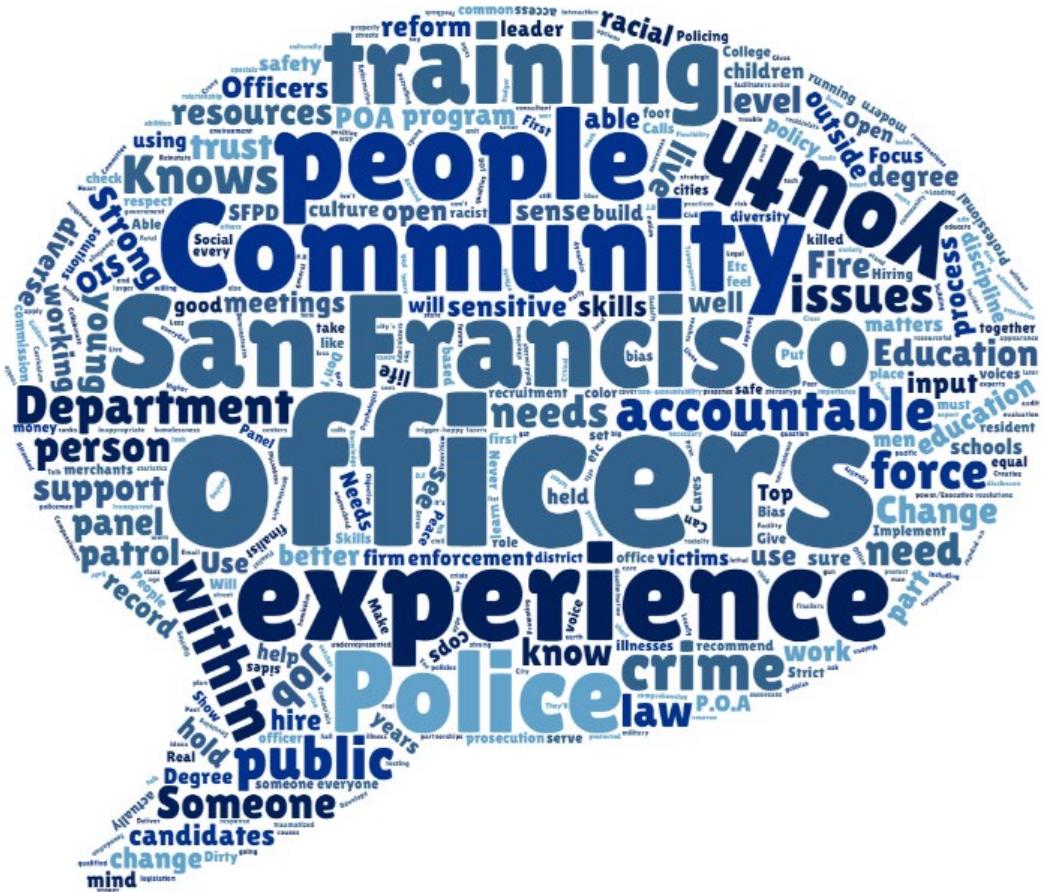


- Five Community Input Meetings hosted by Commissioners in 2016
 - Alex L. Pitcher Community Room
 - Gordon J. Lau Elementary School
 - Mission High School
 - Scottish Rite Masonic Center
 - St. Mary's Cathedral

Examples of Key Data

- Themes & Trends
- Leadership Qualities
- Community Priorities

Community Input (2016) - Themes & Trends



- Community
- Experience
- People
- Training
- Accountability
- The Youth
- Mental Health
- Skills

Any Questions?