

**DRAFT COMMUNICATIONS PLAN or
DRAFT COMMUNITY ENGAGEMENT PLAN
POLICE CHIEF
BAY AREA RAPID TRANSIT DISTRICT (BART)**

This Communication Plan provides strategies to engage stakeholders and others in the recruitment of a new Police Chief. It outlines critical points at which input should be solicited regarding the traits, background and experience that should be possessed by the ideal candidate for the position.

First, it is critical that stakeholders be involved early on in the process in developing the profile of the ideal candidate for Police Chief. It is suggested that the consultant retained to conduct the search meet with the "Police Review Committee" to solicit their input. In addition, the issues, challenges and opportunities facing the new Chief should be discussed. Following the receipt of this input, sessions involving others should be conducted. An opportunity for Board Members to speak with the consultant should be provided.

To insure the broadest possible opportunity for individuals to provide input a public session should be held where any interested party can attend and provide input. Again, two general questions would be posed at this meeting: 1) what are the issues, challenges and opportunities facing the new Chief and 2) what background, experience, and characteristics should the new Chief possess.

In addition, a link on BART's web site should be created. This link should provide people with the opportunity to complete a short survey regarding the recruitment of the new Police Chief.

The second critical point at which stakeholders may be involved in the search is during candidate interviews. All interviews should be confidential. A first round of interviews should be held with an expert panel. This panel could include Police Chiefs, Chief Executives (City Managers and/or General Managers) Department representatives, and other professionals. This round of interviews would narrow the finalists from a group of from 5 to 7 to 2 or 3.

A second interview would then be held. This interview would include key stakeholders who represent a variety of interests identified by the General Manager in consultation with the Board and the "Committee." This panel should consist of no more than 10 members. The role of the panel would be to identify the strengths and weaknesses of each candidate and report this information to the General Manager. In addition, the panel should suggest subject matter areas for follow up by the General Manager.

The General Manager would then interview the top 2 to 3 candidates. Those interviews would include questions based on the input provided by the second interview panel.

When the General Manager has focused on a single candidate, a POST certified background check and psychological evaluation would be conducted. Detailed reference checks would be conducted on each of the top 2 to 3 candidates.