

BART POLICE CITIZEN REVIEW BOARD

MEMORANDUM

TO: Board of Directors **DATE:** April 28, 2023
FROM: BART Police Citizen Review Board (Chairperson Erin Armstrong's Request)
SUBJECT: Hiring Process for the Next Chief of the BART Police Department

Dear Board of Directors,

The BART Police Community Review Board (BPCRB) is requesting enhanced involvement in the hiring process of the next Chief of Police for the BART Police Department (BPD).

As you know, the BPCRB is responsible for overseeing the policy and conduct of the BPD, and we report directly to the Board of Directors. It is therefore critical that we have a say in who is ultimately selected to lead the department, and that we are involved in the interview process.

In recent hiring processes, BPCRB has only had a limited role in the selection of the BPD Chief, in contrast to our historic role. However, we believe that our input is vital to ensuring that the next Chief of Police is someone who is committed to community engagement, oversight, accountability, and transparency.

We respectfully request that the BPCRB be granted an expanded role in the hiring process of the next BPD Chief. Specifically, we request that:

- BPCRB be given a hand in shaping the interview process for the final candidates, including the questions that will be asked during the interviews.
- Final candidates be required to interview publicly at a BPCRB meeting, to allow for community input and transparency.



- BPCRB be given access to all relevant information and materials related to the candidates, including resumes, background checks, and references.

We believe that these changes will not only improve the integrity of the hiring process but also foster greater trust and accountability between the BPD and the communities it serves.

Thank you for considering our request.

Sincerely,

BART Police Citizen Review Board

cc: BPCRB Members

