

**SAN JOSE/SILICON VALLEY BRANCH OF THE
NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE**

**1313 N Milpitas Blvd #175 Milpitas Ca 95035 P.O. BOX 1345 San Jose, California 95109
Phone (408) 295-3394 Fax (408) 295-4355**

September 18, 2017

Mayor San Jose Mayor Sam Liccardo
200 E Santa Clara St, San Jose, CA 95113

"The purpose of this letter is to identify and address internal issues and concerns reported to the community by officers Tim Jackson. It is with great hope that the leaders of this city will hold SJPD POA accountable for their lack of judgment, inconsistent decision making and ineffective management style that has led to the current internal chaos within the department.

When issues and complaints arise regarding the current principles and culture of the San Jose Police Department, it is the responsibility of offices affected to ask questions and raise concerns regarding problems in the workplace. The most fundamental or essential ethical issue that we must face is integrity and trust.

The San Jose Police Department must strive to protect and serve the community with honesty and a commitment to continually treat every citizen fairly. This concept should also equally apply internally to each of its officers.

I am wondering how Officer Tim Jackson and other SJPD both men and women, who choose to put their lives in danger for our safety every day feel in an atmosphere of hostility, retaliation and unethical behavior that has brought Officer Jackson morale to an all-time low.

Retention and recruitment of qualified personnel is suffering. That in turn jeopardizes the safety of the community. The POA unfair and inequitable treatment of Officer Tim Jackson can no longer be tolerated.

The San Jose Police Department used to be one of great pride for those who work here and was looked upon by outside law enforcement officers as a solid agency that was a desirable place to work.

I think all institutions have some areas that are dark or they need improvement. There has been some movement to mend the fracture relationship between the community and SJPOA this treatment of Officer Tim Jackson could damage police/community relations, and derails attempts to truly build trust and repair this great divide.

Part of the problem, from the NAACP point of view, stems from the city's "meet and confer," which allows police to negotiate employment issue, in the Multiple Union System, where only the largest labor union representing more than half of a company's union members have collective bargaining and collective contracting as the bargaining representative union has the duty to represent the minority labor unions fairly.

Executive Officers: Rev. Jethroe Moore II, **President:** Bob Nunez, **1st Vice President:** Hellen Sims, **2nd Vice President:** Antonio Walker, **Secretary:** Cynthia Joseph, **Treasurer:** **Executive Committee:** Mulageta Habtegabriel, Nebi Alemu, James Staten, Anna Griffin, Tonya Patterson, Roxana Marachi, Tom Patterson, Bobbi Kawazoe, Racy Ming
General Counsel: Sheeva J. Ghassemi-Vanni, Esq.

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With multiple labor unions in one department all employees are free to join the one they like. Thus weakening the unions they are now splintered and must choose a bargaining representative union to represent all of them.

While it appears San Jose City Hall is taking advantage of both the SJPOA and FOP by supporting only company-friendly labor unions to the point, thus creating a combative and unfriendly labor unions environment fighting amongst themselves making both powerless as they become minority labor unions that have lost their ability to take action collectively.

I want to remind the City of San Jose that Article 29-2 of the Labor Union Act regulates that the system for determining the bargaining representative and the duty of fair representation stipulated in Article 29-4 of the Labor Union Act hostility between those labor unions or disputes between the labor unions and how to solve them.

Pit race against race, religion against religion, prejudice against prejudice. Divide and conquer! We must not let that happen here. Eleanor Roosevelt. Police against Police

Children understand that when cancer is discovered it must be aggressively treated and rapidly removed. The San Jose Police Department has a cancer. That cancer is POA in the form of unfair, unethical, hostile and retaliatory action by some in leadership.

The complete distrust of POA by Officer Jackson that lead to the fear of retaliation, and a "watch your back mentality." Unfortunately, when good officers are looking over their shoulders at an unsupportive POA, they spend less time seeking out the undesirable elements in our community.

The San Jose POA should clearly understand and respect the bargaining representative union's duty of fair representation to protect the rights of minor labor unions without intimidation that way all labor unions can be protected equally

POA does a grave disservice to the city's officers and more especially to the public and those officers who are committed to and have sworn to protect us.

In His Service

Pastor Jethroe Moore II, President SJ/SV NAACP

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Respectfully submitted,

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THE BLACK LEADERSHIP KITCHEN CABINET OF SILICON VALLEY

www.blkc.org

September 14, 2017

California State President FOP

Roger Mayberry

Dear Sir,

It has come to the attention of the Black Leadership Kitchen Cabinet that Officer Tim Jackson is under attack from the San Jose Police Officer's Association (SJPOA). His involvement in the community, especially within African-American and minority groups is unprecedented. His leadership and integrity help define a role model that cannot be equaled. Officer Jackson gives many of us hope in establishing a better community-law enforcement relationship; a relationship that is built on trust and mutual respect for one another.

Perhaps Officer Jackson's background as a former SJ POA director, becoming a founding member of Lodge 52, has caused issues within the POA. Certainly, Officer Jackson's focus is to strengthen and support the community. We see Lodge 52 as a community based organization whose beliefs and standards only mirror and compliment Officer Jackson's role in our community.

It is with these beliefs, it is difficult to understand the unwarranted ridicule and innuendo that he and the Fraternal Order of Police (Lodge 52) now seem to be facing. More puzzling is the SJ POA's recent objection to Officer Jackson's attempt to promote a scheduled Lodge 52 community based networking and outreach engagement. We understand that part of the event includes presenting awards to community members and recognition of leaders in the community.

Be assured that the Black Leadership Kitchen Cabinet condemns the actions of the SJPOA. Any attack on FOP 52 and Officer Jackson is an assault on all of us in the community who strive to improve relations and find solutions to problems we face every day. Consequently, to let this issue fade away or be forgotten considering the progress we have made is simply not an option. We intend to follow-up with San Jose Mayor Licardo, Police Chief Eddie Garcia and other community and political leaders to ensure this does not occur again. To see some of the same problems and prejudices from within, is testament to the work still ahead of us.

Sincerely,
BLKC Committee

AFFILIATES PAST AND PRESENT

100 Black Men
100 Black Women
A Cup of Col1d Water
African American Community Service Agency
African American Heritage House - SJ
African American Student Advocates
Akoma Arts
Alameda Business Association
Alliance for Black and Brown Advocacy
Alpha Kappa Alpha
Alpha Phi Alpha
Antioch Baptist Church
APRI/UFCW 5
Assembly Member Ash Kalra
Bible Way Christian Center
Bill Wilson Center
Black Chamber of Commerce
Black Infant Health
CAHS
California Alliance of African American Educators
CHASE (Community Hope and Sober Events)
Cisco Black Employee Network
City Flight
CME Society
Creative Solutions
Department of Family and Children Services
Dept. of Family & Children Svcs.
DFCS CAT Coordinator
Dr. Martin Luther King Association of Santa Clara
Eagle Eye International
Evergreen Community College - AFFIRM
FAME - Ethiopian Community
Independent Police Auditor
Kappa Alpha Psi
Links SJ
Live Oak Adult Day Services
Maranatha Christian Center
Minority Business Consortium
Museum and Strategic Management Consultant
NAACP/Black Caucus/Flame Keepers
National Council of Negro Women
Norton/Basu LLP
Open Bible Faith Community Church
Parent's Choice, Inc.
PFS
Piedmont Hills HS
Positive Steps Consulting
R.P.C.C.
San Jose City College - Umoja
San Jose Fire Department
San Jose Police Department
San Jose State University
San Jose's Park & Recreation Department
San Juan Bautista CDCs
Santa Clara County Alliance of Black Educators
Santa Clara County Black Lawyers Association
Santa Clara County Office of Education
Santa Clara County Office of Human Relations
Santa Clara Valley Water District
Santa Clara Water District
Satellite Health Care
SCC Public Affairs
Second Baptist Church of Redwood City
Senator Jim Beall
Sigma Gamma Rho
Silicon Valley African Productions
Silicon Valley Faces
SJ/SV NAACP
South Bay AFL-CIO Labor Council
SSA
St. James
Stride Center
Tabia
Trinet
Ujima
Unity Care Group
Unity Care Group Board
Valley Transportation Authority
West Valley College
WPCTS Inc.
Xcel Educational Services
Year Up
Zeta Phi Beta