



# CITY AND COUNTY OF SAN FRANCISCO, CALIFORNIA

INVITES YOUR  
INTEREST IN  
THE POSITION OF

## POLICE CHIEF



## THE COMMUNITY

The City of San Francisco is the fourth largest city in California and one of the premiere cities in the world. Known as the “City by the Bay,” San Francisco serves as the center for business, commerce and culture on the West Coast. San Francisco is also referred to as the economic and cultural hub of the Bay Area, a metropolitan region with more than 6.5 million residents in nine counties. Tourism is at the heart of San Francisco's economy with an estimated 15.12 million visitors visiting the City annually, with a spending rate of over \$6.73 billion towards local businesses.

San Francisco is also one of the most diverse communities in the United States with a population of over 776,000 residents spread over a 47 square mile area and surrounded on three sides by the Pacific Ocean and San Francisco Bay. From exciting neighborhoods rich in ethnic diversity to scenic wonders that enrich the senses and enliven the soul, San Francisco beckons to all that dream of the good life. The City is a cultural wonderland and an ethnic treasure chest where custom, tradition and history are preserved, celebrated and shared.

## THE GOVERNING STRUCTURE

San Francisco is the only city in California with a consolidated City/County government. The Mayor is the Chief Executive Officer of the City/County. In 2007, Gavin Newsom was re-elected to his second term as the 42nd Mayor of the City and County of San Francisco. The legislative branch consists of an eleven-member Board of Supervisors, elected by district, with each Supervisor serving a four-year term. The City Assessor, Treasurer, City Attorney, Public Defender, District Attorney, and Sheriff are also elected by the voters to four-year terms.

## THE DEPARTMENT

The San Francisco Police Department (SFPD) was first established on August 13, 1849. Since that time, the organization has grown into a nationally known police department providing law enforcement services to one of the most recognized cities in the United States.

The Police Chief is nominated by the City's Police Commission, consisting of seven members and is appointed by the Mayor and

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reports jointly to both. Four members of the Commission are appointed by the Mayor and confirmed by the City's legislative branch, the Board of Supervisors, and the remaining three positions are directly appointed by the Board of Supervisors.

With a 2008-2009 budget of \$433 million, the SFPD has 2,375 sworn officers and 395 civilian employees working in one of four Bureaus each managed by a Deputy Chief.

- Administration Bureau – The Administrative Bureau is comprised of the following Divisions, which handle the finances, planning, staffing and training of all Police Department personnel: Fiscal Division, Planning Division, Staff Services Division, Support Services Division, Technology Division, and Training & Education Division.
- Investigations Bureau – The Investigations Bureau is comprised of five divisions and is charged with providing the highest caliber of investigative service to the San Francisco community and law enforcement agencies at every level nationally: Forensic Science, Juvenile & Family Services, Narcotics/Vice, Personal Crimes, and Property Crimes.
- Field Operations Bureau – The largest of the Bureaus, the Field Operations Bureau operates under a community-oriented policing and problem solving philosophy. The Field Operations Bureau manages the Patrol Division of the Police Department. The Patrol Division is divided into two groups, the Metro Division and the Golden Gate Division, and operates out of ten District stations located throughout the City. The Traffic Company is also part of this Bureau and provides traffic enforcement and



investigation throughout the City and is responsible for traffic and related issues at special events and demonstrations. Recently, the Special Operations & Security Division which previously has operated as a SFPD bureau by the same name has joined the Field Operations Bureau to better serve our community.



- Airport Bureau – The Airport Bureau was established on July 1, 1997 to provide police services for the San Francisco International Airport (SFIA). Fully embracing the principles of community-oriented policing, the Bureau has a number of specialized police units dedicated to the safety and security of the SFIA. These units include investigations, K-9, dignitary protection, traffic accident investigation, ground transportation enforcement, motorcycles, cargo theft task force, bicycle patrol unit, DEA Task Force, REACT Task Force, Public Information Office, and Police Service Aides. In addition, the Airport Bureau has the responsibility to enforce the Airport's TSA security plan and to support the individual security plans of the airlines. The SFPD's Airport Bureau also plays a crucial role in the Airport's emergency response capabilities.

The City currently has two units that monitor and investigate police conduct. The Office of Citizen Complaints is the City's "watchdog" agency that investigates allegations made by members of the general public of police misconduct and abuse. The Office of Citizen Complaints currently has a staff of 32 including the Director and reports directly to the Police Commission. The second unit is the Management Control Division, which investigates allegations of police misconduct internally. This Division has a total staff of 15 and is supervised by a Police Lieutenant.

More information on the City and County of San Francisco and the Police Department can be found at <http://www.sfgov.org/police>.

## THE IDEAL CANDIDATE

The next Chief of the San Francisco Police Department must be both an inspirational leader and an astute manager capable of inspiring confidence and trust in the community, as well as earning the respect of both sworn and civilian employees. He/she will be an individual who is compassionate, respectful, honest, ethical, and possess the highest levels integrity. The ideal candidate will possess an open door

management style and will be committed to motivating and supporting officers. The Chief will be an articulate visionary able to set clear goals for the Department and communicate a clear plan to staff while emphasizing accountability. In addition, he/she should be capable of delegating authority and responsibility within the Department.

The ability to build strong and genuine connections with a very diverse, complex community is essential for a candidate's success in this position. The ideal candidate will be a personable, yet professional Chief, with cultural sensitivity and a commitment to an active model of community policing and engagement. He/she should be able to demonstrate a history of successfully promoting and working with diversity in their work history.

It is required that the new Police Chief live in San Francisco.

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A charismatic personality who is comfortable speaking in front of groups, in a wide variety of settings is sought. The new Chief should be an excellent communicator who can establish trust and maintain effective partnerships with the Police

Commission, Mayor, Board of Supervisors, other law enforcement agencies and a variety of public and private organizations.

There are exciting challenges and opportunities facing the next Police Chief. The City recently completed an unprecedented series of studies which lay out a framework for fundamental changes for this police department, transforming it

into the national model for 21<sup>st</sup> Century urban policing. A reformer/change agent who views change as a positive movement towards better service delivery is needed for this position. The selected candidate will be expected to quickly address the recommendations and implement them while working in conjunction with City leadership and stakeholders. The new Chief will have the conviction and courage to proactively address challenges and the tough decisions, while also standing up for what is in the best interests of the department and the community.

The new Chief will possess at least ten years of progressively responsible law enforcement experience, including senior executive assignments and management of community policing efforts. The successful candidate will have spent time in both patrol and investigations functions as both an officer and as a leader. It is preferred that this experience be with a large metropolitan police agency. A Bachelor's degree, possibly augmented by post-graduate studies, is highly desirable. The ideal candidate should have a proven track record of working effectively with diversity-related issues and developing strategies that lead to comprehensive organizational change.

## THE COMPENSATION

The current salary is \$287,000 + an excellent benefits package. Potential merit pay can be awarded annually and pay up to 5%, in addition to scheduled increases for the base salary totaling 4% through June 2010.

**Retirement** – Through the San Francisco Employee Retirement System (SFERS) a defined-benefit retirement is provided under the “3% at 55” safety employees’ formula.

**Life Insurance** – Life insurance is provided in the amount of \$50,000.

**Benefits** – The City contributes funds toward a “Management Cafeteria Plan” for medical, dental, vision and other options.

**Executive Leave and Vacation** – Five days of paid executive leave and four ‘floating holidays’ are provided annually. Vacation days are accrued at increasing rates starting with five days annually in the first five years of service, rising to fifteen days annually.

**Legal Holidays** – Eleven (11) paid legal holidays per year.

**Sick Leave** – Thirteen (13) days annually.

**Deferred Compensation** – The City offers a voluntary plan.



## TO APPLY

If you are interested in this outstanding opportunity, please visit our website at [www.bobmurrayassoc.com](http://www.bobmurrayassoc.com) to apply online.

Following the closing date, resumes will be screened according to the qualifications outlined above and a more detailed profile developed with input from members of the community, rank and file officers and other stakeholders. The most qualified candidates will be initially screened by the Police Commission and then invited to personal interviews with Bob Murray and Associates and subcontractor. A select group of candidates will be asked to provide references once it is anticipated that they may be recommended as finalists. References will be contacted only following candidate approval. Finalist interviews will be held with the Police Commission. Up to three finalists will be presented to Mayor Gavin Newsom for selection. Candidates will be advised of the status of the recruitment following selection of the Police Chief. If you have any questions, please do not hesitate to call **Mr. Regan Williams** at (916) 784-9080.

**Filing Deadline:  
April 13, 2009**

