

# THE CITY OF BERKELEY



**invites your interest for the position of**

## **CHIEF OF POLICE**

## Background

Policing in the United States has a long and complicated history. The murders of George Floyd, Breonna Taylor, and others brought police conduct to the forefront, and spurred a national conversation about reimagining public safety. Although Police violence is a national problem, the most impactful approach for ending it is at the local level where police and public safety departments are controlled. On July 14, 2020, the City Council adopted Item 18c1 (“Referral to City Manager to Re-imagine Policing Approaches to Public Safety Using a Process of Robust Community Engagement, to Develop a Path Forward to Transforming Public Safety and Policing in Berkeley”) and Item 18d2 (“Transform Community Safety and Initiate a Robust Community Engagement”), which directs the City Manager to engage a qualified firm(s) or individual(s) to lead a robust, inclusive, and transparent community engagement process with the goal of achieving a new and transformative model of positive, equitable and community-centered safety for Berkeley.



The residents of Berkeley have participated extensively in the process of selecting the next Chief of Police to include the following:

1. A task force was formed to interview and recruit the executive search firm
2. The search firm met with community interest groups and stakeholders to identify their desires for the next Chief of Police
3. Community survey
4. Meeting with the Police Accountability Board

The new Chief must be comfortable and effective in engaging with various civilian oversight entities.

## The Community

Bordered by San Francisco Bay to the west and rolling hills to the east, Berkeley is renowned for its green space, mild weather, and world-class cultural life. Shopping districts, outstanding restaurants, cutting-edge environmental organizations, art galleries, theaters, museums, Berkeley City College, and the University of California at Berkeley all add to the City’s uniquely diverse and culturally rich atmosphere. Over 50 public parks, miles of bike lanes and walking trails, and a public marina offer exceptional opportunities for year-round outdoor recreation.



With a population with over 124,000 residents, Berkeley is a vibrant city with a small population and a big reputation. Berkeley is considered one of the most socially progressive cities in the United States. It is famous around the globe as a center for academic achievement, scientific exploration, free speech, and the arts. Berkeley borders the cities of Oakland and Emeryville to the south and the city of Albany and the unincorporated community of Kensington to the north. Its eastern border with Contra Costa County generally follows the ridge of the Berkeley Hills. The city’s central location provides easy access to major transportation corridors and ideal proximity to the entire Bay Area.



## City Government and the Police Department

The City of Berkeley was incorporated in 1878 as a Charter City. It operates with a directly elected Mayor and eight Council Members elected by district to alternating four-year terms. The positions of City Auditor, and four Rent Board Commissioners are also directly elected. The City Council appoints the City Manager, Director of Police Accountability and the City Attorney. City government under the direction and leadership of the City Manager, operates with a staff of 1,660 FTEs, a General Fund of almost \$235 million and an all-funds budget of over \$678 million.

The Berkeley Police Department (BPD) has an authorized staffing level of 281 FTEs, including 181 sworn officers of all ranks. The department includes the four divisions of Operations, Investigations, Professional Standards, and Support Services. The BPD mission is to safeguard our diverse community through proactive law enforcement and problem solving, treating all people with dignity and respect.

## The Position and Ideal Candidate

The City of Berkeley is seeking a bold, progressive, and visionary leader to serve the community as its next Chief of Police. In supporting this culturally rich, ethnically diverse, multi-faceted, and historic community, the Chief of Police must be a unifying force in engaging and transforming public safety efforts to provide fair and equitable services towards providing a safe environment for all constituents. The continual and evolving nature of community issues and calls for police reform present several key opportunities for the new Chief.



There is a desire to address community concerns related to disparate treatment and overzealous law enforcement efforts, yet a need to provide for a safe environment for all residents. This delicate balance is complicated by social issues and environmental conditions that can create extreme circumstances that adversely impact existing resource levels. This requires a collaborative, engaging, and community-oriented Chief, who can effectively and continually work with local constituents and public safety partners in providing resourceful solutions to the community. Additionally, they must be comfortable and effective in engaging with various civilian oversight entities.

Operationally and organizationally, the Chief must contend with the numerous challenges facing law enforcement. Increasingly difficult service calls and recruitment/retention concerns require supportive leadership, empathy, and a strong presence to influence change. This requires a professional management style focused on a sense of mission, staff development, mentorship, training and in maintaining a strong, effective partnership with rank and file. A continual focus in strengthening a culture of engagement and community orientation throughout the department is also essential to this role.

The new Chief will possess impeccable ethics and integrity and an unwavering commitment to public service with an ability to make difficult decisions, drive accountability, implement change and build organizational effectiveness. They will have extensive experience implementing a wide range of innovative community policing initiatives and a track record of thoughtful and productive interactions with residents, policy makers, community groups, fellow law enforcement agencies, and police labor leadership. A track record of delivering progressive police services to members of various ethnic and cultural backgrounds along with high levels of sensitivity to diversity is also expected. A high level of political and organizational acumen with a focus on visibility will also be essential in this role.

## Compensation & Benefits

The City of Berkeley offers a comprehensive compensation and benefits package. The salary range for this position is \$213,220-\$293,030 annually DOQ. The excellent benefits provided include:

- ◆ Retirement: 3% @ 50 for Classic Member; 2.7 % @ 57 formula for New Members.
- ◆ Medical Plan: A choice of Kaiser HMO Plan or Sutter Health Plus Plan is available. City contributes up to the full family premium for the Kaiser HMO Plan. Monthly stipend available for employees who waive coverage.
- ◆ Dental Plan: City provides group dental benefits through Delta Dental Plan of California. Employer contributes up to the family coverage for the plan, which covers 90% of the dental charges up to \$3,000 annually per person. Orthodontic benefits are at a \$3,000 lifetime maximum per person. Monthly stipend available for employees who waive coverage.
- ◆ Vacation: 10-30 days annually depending on years of service; credit for previous years of service may be considered.
- ◆ Administrative Leave: 50 hours annually.
- ◆ Other Leave: 12 days of sick leave annually; 13 regular holidays + 3 floating holidays.
- ◆ Life Insurance: City provides employees with a \$100,000 Life Insurance and Accidental Death & Dismemberment policy. Employees have the option to purchase additional term life insurance up to a maximum of \$300,000.
- ◆ Long-term Disability: City provided long-term disability insurance that provides partial income replacement in the event of disability. Benefit is paid at 60% of salary.
- ◆ SRIP: City contributes \$2,170 annually into a 401(a) Supplemental Retirement Income Plan account (SRIP). The City is not a member of Social Security.
- ◆ Deferred Compensation: Three voluntary deferred compensation 457 plans are offered. In 2021, employees under age 50 may contribute up to \$19,500 per year on a pre-tax basis.
- ◆ Retiree Medical: City pays a portion of the medical premiums of the retiree and eligible spouse or domestic partner based upon years of service. Requires at least 10 years of CalPERS service with the City and is at least age 50; credit for previous years of service may be considered.
- ◆ Uniform Allowance: \$1,100 annually.
- ◆ Additional Benefits: Transit subsidy, subsidized YMCA membership.
- ◆ Automobile Allowance: \$400 per month.



## The Process

To pursue this exceptional career opportunity, please visit the Avery Associates Career Portal on our website at [www.averyassoc.net/current-searches/](http://www.averyassoc.net/current-searches/) to upload your letter of interest, resume and contact information, including email addresses for five work-related references (who will not be contacted until after an interview takes place).

Bill Avery or Bill Lopez  
Avery Associates  
16 Lyndon Ave., Suite 200  
Los Gatos, CA 95030  
E-mail: [jobs@averyassoc.net](mailto:jobs@averyassoc.net)



The final filing date for this position is August 1, 2022.

If you have any questions regarding this position, please contact Bill Lopez at 408.888.4099 or [williaml@averyassoc.net](mailto:williaml@averyassoc.net) or Bill Avery at 408.399.4424 or [bill@averyassoc.net](mailto:bill@averyassoc.net).