

CITY OF OAKLAND

invites your interest in the position of



Chief of Police



Recruitment Services Provided by Ralph Andersen & Associates

Photo: Greg Linhares, City of Oakland



The City of Oakland is an equal opportunity employer that values workforce diversity, inclusion, and equity. Oakland has a long history of activism around issues of justice and equity. Both oppression and this resistance to oppression have shaped the city's historical roots and the lives of its residents to this day. As public servants in one of the most diverse cities in the nation, we strive to develop employees who understand the harm and impacts of systemic inequity to create lasting, meaningful outcomes for everyone. Oakland strives to establish an environment that embraces the richness of culture, community, and individualism of employees.

AN AMAZING OPPORTUNITY

The City of Oakland, California, is conducting a national search for the position of Chief of Police. A proven reform-minded leader with top-notch communication skills and integrity will thrive in this large, dynamic organization. This department head will have experience successfully managing a large and diverse police department, preventing crime and violence, and promoting a culture of fair and principled policing that meets the service needs of a diverse community. This inspiring leader will be able to make tough decisions and hold officers accountable to the highest standards of professionalism and integrity. This Chief will join a newly

energized executive leadership team committed to providing excellent service to the entire Oakland community and a department that is achieving tremendous momentum in reducing crime and implementing progressive reforms.

The successful candidate will be excited to engage with all of Oakland's diverse communities and committed to building trust in every neighborhood – particularly with youth and communities of color.

THE CITY OF OAKLAND

The City of Oakland is a dynamic city with 50 distinct and eclectic neighborhoods, 17 commercial districts, an increasingly vibrant downtown, a strong economic base, world-class arts and entertainment venues, superior cultural and recreational amenities, and a rich multicultural heritage. Oakland is the eighth-largest city in California, with an estimated population of 443,554 (2024 U.S. Census Bureau). The City serves as the administrative seat of Alameda County and the center of commerce and international trade for Northern California. Oakland is one of the most diverse and ethnically integrated urban cities in the nation, with major representation from Hispanic and Latino, Asian, African American, and Caucasian residents, speaking over 125 languages and dialects. The City is also home to the third-largest LGBTQIA+ community among the 50 largest U.S. cities. Oaklanders love their city and are passionate about their communities, neighborhoods, and traditions. The City of Oakland enjoys a tradition of working closely with the entire community. Oakland is an ideal place to live, work and play.

Oakland's landscape is a picturesque mix of a coastline to the west and rolling hills to the east, providing unparalleled views of the San Francisco Bay. Oakland has more parks and open space per capita than any other city in the Bay Area. Oakland is at the heart of the East Bay Regional Park District, a splendid system of 65 parks covering more than 120,000 acres and 29 regional hiking trails stretching 1,250 miles in Alameda and Contra Costa Counties. Jack London Square, the waterfront area, and beautiful Lake Merritt are destinations enjoyed by both residents and visitors.

Oakland has emerged as a major economic force in the region. As a center for international trade, the Port of Oakland is one of the nation's busiest container ports. The Oakland San Francisco Bay Airport is served by major domestic and international airlines, supporting the region. As an economic hub, Oakland is home to several corporate headquarters, including Kaiser Permanente, Clorox, Pandora, Pacific Gas & Electric, Dryer's Grand Ice Cream, Ask.com, and Revolution Foods. Additionally, high-quality educational opportunities abound as six major universities, including U.C. Berkeley, are within a 40-mile radius.

#OAKLANDLOVELIFE

In April 2016, the City of Oakland adopted an official city motto in memory of 16-year-old Lo'Eshe Lacy. Lo'Eshe in Nigerian Igbo means "love life," a rallying cry to embody Oakland love. The Official City Motto of Oakland, California [#OaklandLoveLife](#)

CITY GOVERNANCE

The City of Oakland operates under a Mayor-Council form of government. Oakland Mayor Barbara Lee took office in May 2025 and is head of the executive branch. Mayor Lee's focus is "fostering a new era for Oakland," with major initiatives aimed at economic vibrancy, public safety, homelessness, accountable leadership, and delivering meaningful results for Oakland residents. By City Charter in Oakland, Mayors may serve for a maximum of two four-year terms. Learn more about the [Mayor](#).

Oakland's legislative body is the City Council, which comprises eight Council members. One Council member is elected "at-large" while the other seven Council members represent specific geographic districts. All Council members are elected to serve four-year terms without term limits. The Council sets citywide priorities, adopts ordinances, approves the budget, and appoints members to boards and commissions. Council information is available [here](#).

The Mayor appoints the City Administrator, who is responsible for all City operations and is supported by three Assistant City Administrators and two Deputy City Administrators. CAO Jestin Johnson was appointed in May 2023 and has overall responsibility for the day-to-day administrative and fiscal operations of the City, including the hiring of department directors.

The City adopted its biennial budget for Fiscal Years 2025–2027 last year. While addressing a structural deficit, where ongoing expenses exceed ongoing revenues, leaders focused on long-term, sustainable solutions rather than short-term fixes. [Learn more about the City's budget process](#).

For those called to public service, this is a pivotal and exciting time to join the City of Oakland. Ongoing budget and policy discussions create space to reimagine local government, prioritize equity and accessibility, strengthen core services, and ensure resources align with community needs. City leadership is committed to innovation, collaboration, and strategic investment, seeking talented professionals who want to make a lasting impact.

POLICE OVERSIGHT

In 2003, the City of Oakland entered into a Negotiated Settlement Agreement (NSA) as a result of a landmark case, *Delphine Allen, et al., v City of Oakland, et al.* The NSA outlines 52 police reform tasks required to ensure constitutional policing by way of improvements in policing standards, policy reform, community access to the complaint process, reporting and investigating police misconduct, training and supervision, and identifying at-risk behaviors among police officers. Federal oversight is a reform tool that has transformed the department, with OPD in compliance with all but three (3) tasks. The City of Oakland is focused on sustainable compliance of all police reform tasks, and lasting cultural change that results in great public service.

In November 2016, the voters in Oakland approved Measure LL, establishing: (1) the [Police Commission](#) to oversee OPD policies and procedures and (2) the [Community Police Review Agency \(CPRA\)](#) to investigate police misconduct and recommend discipline. To further expand the independence, authority, and staffing of the Police Commission and CPRA, voters approved Measure S1 in November 2020, establishing the [Office of Inspector General \(OIG\)](#), reporting to the Police Commission. The OIG is responsible for auditing OPD's compliance with the 52 tasks described in the NSA.

OAKLAND POLICE DEPARTMENT

MISSION STATEMENT:

The Oakland Police Department's mission is to deliver police services that prioritize public safety and the sanctity of life, uphold the highest standards of accountability, professionalism, and effectiveness, and foster mutual respect with our Oakland community.

GOALS:

- Reduce Violent Crime and Improve Overall Neighborhood Safety
- Strengthen Community Trust Through Fair, Accountable Policing
- Promote Public Safety Strategies That Are Constitutional, Based on Data, and Foster Collaboration

The Department is currently supported by approximately 948.5 full-time equivalent employees (678 budgeted sworn and 270.5 professional staff) and an FY 2025-2026 budget of just under \$368 million. The Department receives and processes approximately 600,000 calls for service per year. The command staff includes an Assistant Chief, five Deputy Chiefs, one Deputy Director, nine Captains, 28 Lieutenants, and 12 Professional Staff Members.



The Department consists of the six bureaus: Bureau of Field Operations 1 and 2, the Bureau of Risk Management, the Bureau of Investigations, the Internal Affairs Bureau, and the Bureau of Services. The Bureaus of Field Operations are organized into six Citywide Police Areas, each led by a Captain. The Department also has a Ceasefire division which is a data-driven, partnership-based strategy that requires significant coordination with the Department of Violence Prevention, the community, social service organizations, and multiple law enforcement partners. Ceasefire is a critical component of the Citywide strategy to combat violence, which involves multiple entities within and outside the city government.

CHIEF OF POLICE

The Chief of Police is an at-will management-level position with a dual reporting structure, reporting to both the Mayor and City Administrator. The Chief serves as the Chief Executive Officer of the Police Department and is directly responsible for the administration, efficiency, and general conduct of all OPD community policing, law enforcement, and holistic crime prevention activities. Additional responsibilities include policy development, program planning, fiscal management, and the administration/operation of the four OPD Bureaus. The Chief is expected to have exceptional communication skills, work collaboratively with the community, Mayor, City Administrator, City Council, Police Commission, CPRA, and the OIG, and serve as the primary spokesperson to the public and the media.

CHIEF OF POLICE *continued*

KEY RESPONSIBILITIES

The Chief is responsible for law enforcement and public safety initiatives in the City of Oakland in collaboration with other City departments and outside agencies, as appropriate. The Chief is committed to delivering high-quality policing services to all residents in a fair and equitable way that enriches their quality of life.

Specific responsibilities include:

- Public Safety and Crime Reduction.
- Cultivating positive community relations by interacting with Oakland's diverse civic and community groups;
- Holding all members of the Oakland Police Department accountable to perform policing responsibilities in a fair, equitable, and procedurally just manner;
- Performing police department director duties, including preparing and administering the budget; planning, directing, supervising, and coordinating the activities of Police Department personnel in serving the public, preserving order, protecting life and property, and enforcing laws;
- Taking an active role as a community member when hired;
- Stressing integrity as a core value; reviewing employee performance evaluations and taking appropriate disciplinary action where necessary;
- Forging effective professional relationships with the Police Commission, CPRA, OIG, and all City of Oakland departments as well as with other Local, State, and Federal public safety officials and organizations;
- Conferring with residents, stakeholders, and City officials on law enforcement problems and assisting in the development of innovative municipal law enforcement policies;



- Researching modern, progressive police management methods; formulating and enforcing rules, procedures, and policies for efficient Department training and operation; and
- Directing and participating in the development of goals, policies, and priorities

TOP PRIORITIES

- Delivering safety and crime prevention in Oakland and accelerating the decline in violent crime;
- Ensuring the department is focused on full compliance with the NSA and fostering a culture of Constitutional Policing and continued improvement;
- Implementing policies and practices that promote fair and principled policing;
- Ensuring a strong culture of the highest standards of transparency, integrity, and professionalism;
- Fostering a collaborative and innovative department that effectively engages other City departments and stakeholders;
- Equitable distribution of policing resources based on geographical location and a needs-based system;
- Continued collaboration and commitment to Ceasefire strategies; ; and
- Cultivating community-oriented policing, with a continued focus on ensuring public confidence and trust in the integrity of the Police Department.

IDEAL CANDIDATE

The ideal candidate will be a reform-minded leader, with accountability and oversight experience, who conveys an effective command presence, and has outstanding people and management skills. The ideal candidate will be capable of inspiring trust and confidence in all facets of Oakland's diverse communities, as well as earning the respect and confidence of both sworn and civilian employees. The next Chief of Police will be well-versed in community-oriented policing and problem solving as well as have a proven reputation for being accessible and transparent and for building partnerships between the Department and the community to address crime and quality of life challenges. The top candidate will be a communicative, confident, collaborative, and decisive leader with sensitivity, political acumen, good judgment, astute environmental awareness, strong professional presence, and an inspiring demeanor to move OPD forward.

The ideal candidate will:

- Possess a passion for public service and public safety as well as positive futures for all Oaklanders;
- Demonstrate a strong, measurable commitment to race and equity;
- Have a proven track record of collaborative, political, and relationship-driven leadership; the ability to work with and establish relationships with a wide range of stakeholder groups, strategic partners, elected officials, colleagues, and the media;
- Have demonstrated the ability to hold others to values characterized by a commitment to integrity, honesty, transparency, humility, proactivity, innovation, equity, compassion, service excellence, and responsive leadership;
- Have the ability to navigate complex urban environments and a successful track record of equitably serving and working with all spectrums of multi-racial, multi-cultural, and socioeconomically diverse communities;
- Exhibit strong communication and public engagement skills; being hands-on, open, and receptive to working with people to create and sustain an environment of trust and respect;
- Possess political savvy, technological savvy, and the ability to receive constructive criticism;
- Have a proven track record of crime reduction, reform leadership, and strategic use of controlled equipment; and
- Display demonstrated commitment to community-oriented policing and problem solving, staff development, and morale building to set a positive tone within the Department.

To read the full classification specification, please visit: [governmentjobs.com/careers/oaklandca/classspecs/1152068](https://www.oaklandca.gov/careers/oaklandca/classspecs/1152068).

The following qualifications are guidelines, as the appointing authority has broad discretion in filling positions in this classification.

Education – This position requires a Bachelor's degree from an accredited college or university with major coursework in police science, criminal justice, law enforcement, business, public administration, or a closely related field. It is desirable that candidates possess a Master's degree in a related field.

Experience – This position requires a minimum of ten (10) continuous years of experience in municipal law enforcement, of which, five (5) years at a level equivalent to Police Captain/Commander or above. A minimum of two years of experience as Deputy Chief in a medium-to-large law enforcement agency is desired. It is also desirable that candidates have previous experience with civilian oversight and as a Police Chief in an organization of comparable size and complexity to Oakland.

License or Certification / Other Requirements – An incumbent in this position is expected to operate automotive vehicles in the performance of assigned duties. Due to the nature of the assignment and the hours worked, public transportation may not be an efficient method for traveling to required locations. An individual appointed to this position will be required to maintain a valid California Driver's License throughout the tenure of employment.

POST Background Required – The selected candidate will also be required to successfully pass a qualifying medical, psychological, and extensive background screening procedure to be coordinated by the City of Oakland and consistent with California POST regulations.

The City of Oakland is an equal employment opportunity employer and encourages all qualified individuals to submit an application for this exceptional career opportunity.

www.oaklandca.gov

Photo: Greg Linhares, City of Oakland

COMPENSATION AND BENEFITS

This comprehensive package reflects the City's commitment to attracting and retaining top talent in public service. The annual salary range for this position is \$280,504.08 to \$358,839.96. Salary is negotiable within the defined range depending on qualifications. Benefits include generous medical insurance, life insurance, automobile allowance, paid holidays, vacation, sick leave, management leave, public sector retirement (CalPERS 2.5% @ 55 classic member; 2% @ 62 new PEPRA member), and voluntary deferred compensation. Click on the [link](#) for the city's 2026 Benefits Matrix. For additional Sworn-Police Benefit information, please click [here](#).

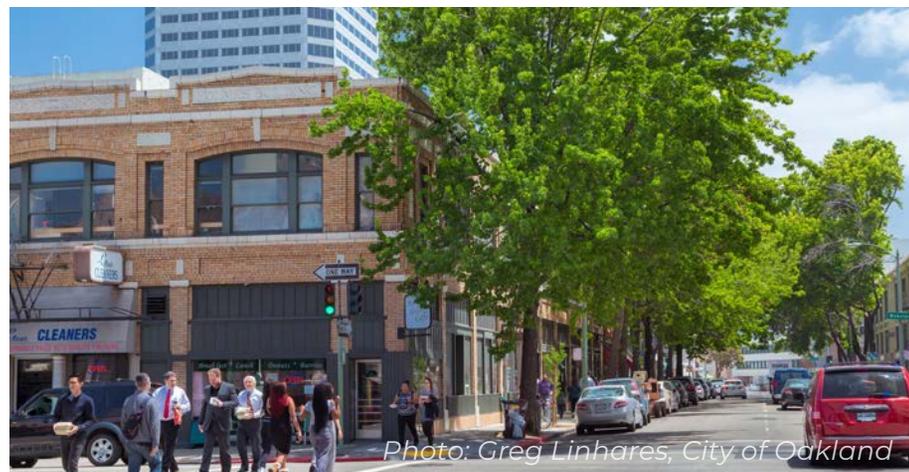


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THE SELECTION PROCESS

Interested candidates may apply by sending a comprehensive resume and compelling cover letter to Ralph Andersen & Associates via apply@ralphandersen.com.

Candidates are requested to submit materials prior to **Monday, March 30, 2026**. Candidates may be asked to complete a series of written responses for further evaluation and possible presentation and submit a summary of career accomplishments as part of the final steps of the selection process. Ideally, the selected candidate will join the City of Oakland at a mutually agreed-upon date.

Final Selection and Appointment – The Police Commission will be conducting the search in partnership with Ralph Andersen & Associates and the Mayor will make the final selection based on a combination of education, experience, and credentials that best fit the needs of the City of Oakland.

Interested individuals should be aware that Ralph Andersen & Associates will work closely with the Police Commission and the City throughout this process to ensure confidentiality to the fullest extent possible. References will not be contacted until mutual interest has been established. If you have questions or would like to discuss this opportunity further, please call Chief Daniel Hahn (ret.) at (916) 630-4900 or email Daniel@ralphandersen.com. Confidential inquiries are strongly encouraged and welcomed.

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For information about the Oakland Police Department, visit the website oaklandca.gov/Public-Safety-Streets/Police.

CITY OF OAKLAND FACT SHEET



AVERAGE MEDIAN HOME PRICE
\$773K

ANNUAL HIGH: 68°F
ANNUAL LOW: 52°F



POPULATION OF 443,554
PEOPLE, SPEAKING 125
LANGUAGES & DIALECTS

OAKLAND IS HOME TO
7 UNIVERSITIES



Photo: Greg Linhares, City of Oakland



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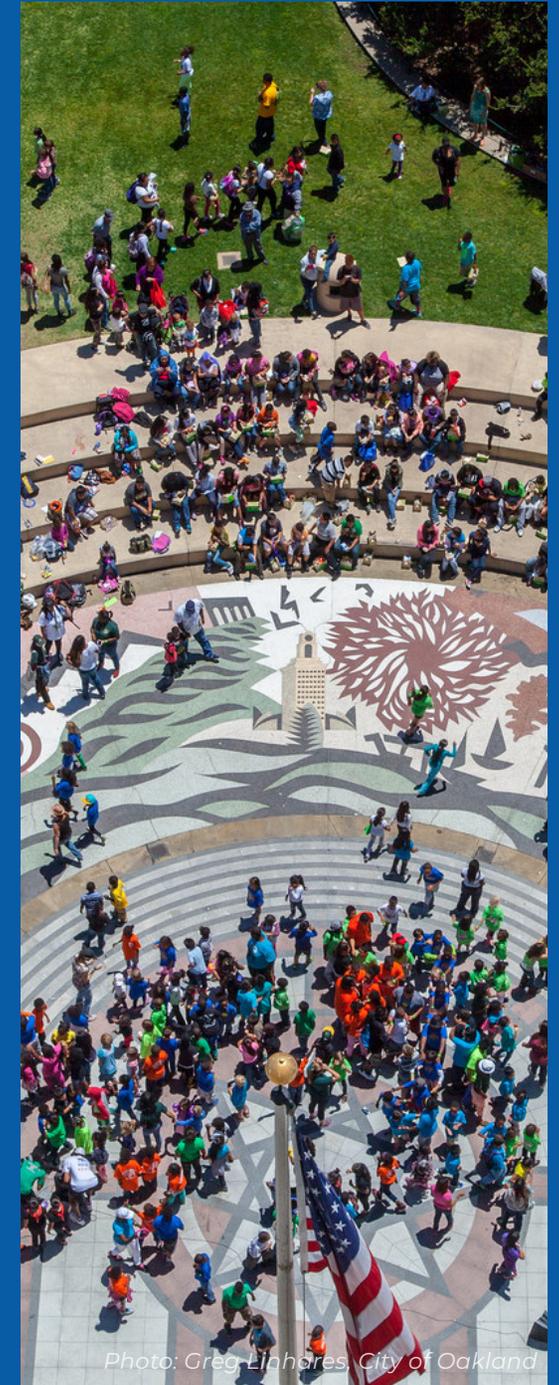


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ATTRACTIONS



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LAKE
MERRITT



OVER
130
PARKS