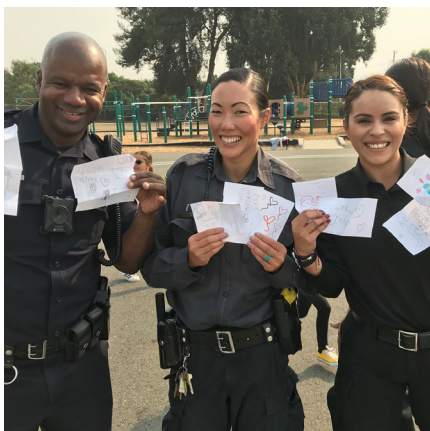




# POLICE CHIEF

CITY OF SAN LEANDRO

*A call to reimagine what is possible in modern policing.*





## The Community

The City of San Leandro is one of the most diverse cities in the nation located in the heart of the San Francisco Bay Area. A well-established community in Alameda County of approximately 90,000 residents, San Leandro is proud of its distinct neighborhoods, twenty-one public parks, excellent public libraries, quality local schools, and a wide range of shopping, dining, and entertainment options.

San Leandro businesses enjoy multiple advantages including proximity to the Oakland International Airport and Port of Oakland, two major freeways, two BART stations and access to a large and well-educated workforce. The City also encompasses a large industrial area that is home to a thriving advanced manufacturing industry. San Leandro has a high-quality fiber network which helps to support its traditionally strong economy.

As part of the increasingly popular East Bay, San Leandro is also known for its well-defined neighborhoods full of charming and unique older houses on tree-lined streets where residents serve as the foundation of a strong and sustainable community. The City enjoys a robust level of engagement on various issues and is described as a place that blends big city thinking, ingenuity, and innovation with endearing small-town values where kindness matters.

**For more information regarding the City of San Leandro visit:**  
[www.sanleandro.org](http://www.sanleandro.org).

## City Government

Incorporated in 1872, the City of San Leandro, a Charter City operates under a Mayor/Council-Manager form of government. The City Council is made up of members nominated from each of the six districts and elected at-large. The Mayor is also nominated and elected at large. The Mayor and Council Members may serve for two consecutive four-year terms. The Mayor and City Council appoint members of the community to sit on the City's various advisory Boards and Commissions, ensuring that a wide cross-section of the community is represented in City government.

The City Council appoints the City Manager and City Attorney. In addition, the Mayor and City Council Members

serve on a variety of intergovernmental committees and commissions. In May 2021, the City Council appointed Fran Robustelli as City Manager. Ms. Robustelli had served as Interim City Manager since December of last year and brings 25 years of public service in the Bay Area to San Leandro having held leadership positions in the cities of Walnut Creek, Hayward and Napa, as well as in special districts.

The City maintains a biennial budget and the total adopted budget for FY2020-21 is \$190 million (General Fund \$120 million). City services are delivered by a workforce of 432 full-time equivalent employees. San Leandro provides the full range of municipal services and is organized across eight departments: City Manager, Community Development, Engineering and Transportation, Finance, Library, Police, Public Works, and Recreation and Human Services. Fire protection services are provided contractually by the Alameda County Fire Department. Like most municipalities, San Leandro is dealing with the fiscal impacts of the COVID-19 pandemic while simultaneously continuing to address unfunded PERS retirement liabilities.

### City Council Goals for 2019-2021

- Place San Leandro on a firm foundation for long-term fiscal sustainability
- Advance projects and programs promoting sustainable economic development, including transforming San Leandro into a center for innovation
- Provide quality public safety service and grow our partnership with the community to keep San Leandro safe
- Maintain and enhance San Leandro's infrastructure
- Support and implement programs, activities and strengthen communication that enhances the quality of life and wellness, celebrates the arts and diversity and promotes civic pride
- Maintain and support a strong positive relationship between the City, schools and the educational community
- Promote and maintain an inclusive work environment that values employee and volunteer contributions, supports professional growth and development, and fosters a culture of kindness and collaboration in the delivery of services to our community

## Police Department

The responsibilities of the Police Department include the protection of life and property, the preservation of public order, the investigation of criminal offenses, the apprehension of criminal offenders, and the regulation of traffic on public streets to accomplish the safe and expeditious movement of vehicles and pedestrians. Supported by 139 FTE (93 sworn) and a FY20-21 budget of \$42.3 million, the department is currently organized across seven divisions: Administration, Criminal Investigation, Crime Prevention, Patrol, Professional Standards and Training, Support Services, and Traffic.

The **Administration Division** is comprised of the Chief of Police, Bureau of Field Operations Captain, and the Bureau of Services Captain. The Chief is supported by an Administrative Specialist and a Business Manager.

### Bureau of Operations

The **Patrol Division** is the largest division within the department and operates 24/7. This division comprises two separate units, including the Police Canine (K9) and the Bicycle Units. This Division also oversees the Department's Volunteers in Policing Service (VIPS) and Police Explorer Programs.

The **Criminal Investigation Division** is comprised of five units: Special Victims, Crime Suppression, Property Crimes, Crimes Against Persons, and Property, Evidence, and Identification. The Investigations Division also oversees the Evidence Response Team.

The **Traffic Division** is comprised of the Traffic and Commercial Enforcement, Animal Control, and Parking Enforcement sections. The Animal Control Unit currently contracts with the Tri-City Shelter in Fremont.



## Bureau of Services

The **Emergency Services, Crime Analysis and Prevention Division** is comprised of the Emergency Services, Crime Analysis, and the Crime Prevention Units. The Division also manages social media engagement for the department.

The **Professional Standards and Training Division** is responsible for the recruitment, hiring, training, and procedural oversight of personnel, as well as SLPD's jail facilities. The division also coordinates the Citizen's and Teen Academies, as well as all departmental ceremonies.

The **Support Services Division** includes the Records and Emergency Communications Units.

## Ideal Candidate

This recruitment represents a unique opportunity for a progressive leader to reimagine what service delivery can look like in a modern policing environment. To that end, the ideal candidate will be committed to reform, excited by the chance to redefine what police services consist of in a dynamic and diverse urban community and will embrace an unprecedented opportunity to collaboratively engage the community in designing the future of public safety for San Leandro.

This bold, heart-centered leader will approach the future with courage and contagious optimism and possess the confidence that stems from demonstrated success in leading change. A forward-thinking professional who is not intimidated by operating in a realm of uncharted territory, they must be willing to confront difficult issues and make hard decisions while constantly championing a compelling vision that others want to embrace.

The individual selected will have demonstrated success in working with the community to establish effective relationships with the department and in enhancing levels of mutual trust between those that represent the agency and those whom they serve. They will have a passion for building bridges and unifying people around common goals.

Previous experience working with diverse and highly engaged communities and demonstrated effectiveness in connecting with underserved and underrepresented populations is highly desirable. The new Chief will commit the department to



shaping and establishing a workforce that displays sophisticated cultural competencies in their dealings with the community and which better reflects representation of the San Leandro community. They must also be immersed in best practices, knowledgeable regarding current and evolving de-escalation strategies, and committed to quality training and tactics that stress reliance upon employing effective alternatives to the use of force. Success with generating creative strategies and new responses to situations that involve a myriad of mental health challenges will be considered favorably.

The ideal candidate will be visible and engaged within the department as well as with the community, while expecting all managers and supervisors to do the same. The Chief will be a proactive communicator, active listener and effective storyteller who values the importance of transparency. Experimenting with new and different ways to approach comprehensive community engagement and involvement will be encouraged, including designing powerful programs and strategies that resonate with youth.

This strong leader will operate with the highest integrity and place uncompromising importance on accountability – at all levels of the organization. In addition, they will make mentoring and professional development a high priority and instill continuous learning and improvement as a top organizational value. The new chief will have the ability to attract and retain diverse talent that supports their vision and display the skills and strengths necessary to be successful in a transformative culture. The need for formalized succession planning will also require the attention of the new chief early on in their tenure.

The Chief must set clear expectations and set high standards to which the organization will aspire. They will have

the proven ability to create the structure, secure the resources and ensure policies, training and practices are aligned with department goals and community expectations. This resilient and inclusive leader will understand the significance of employee morale and wellness and have a proven history of maintaining productive working relationships with labor groups.

To be a desirable and successful fit in San Leandro, the Chief must be a team player who works well with other internal departments and is viewed as a collaborative partner committed to achieving the best outcomes for the entire organization and community. To that end, they will be an exceptional critical thinker who pursues increasingly sophisticated ways to use data and addresses the need for meaningful organizational, division and individual performance measures.

Experience working with an oversight body is desirable. If lacking direct experience, competitive candidates are expected to be well-versed in different oversight models and current in their awareness of sound policies and practices associated with reform. The City is supportive of the Chief being part of the national dialog and engaged in professional activities that secure a better future for law enforcement and the communities they serve.

Competitive candidates will offer extensive senior management experience that includes at least four years at a division management level or higher along with a bachelor's degree from an accredited college or university. Experience at the rank of captain or above is desirable. A master's degree, Command College, FBI National Academy, and/or completion of other comparable leadership development program(s) will be considered favorably. A balance of operations and administrative experience is also desirable. Good fiscal acumen and a history of being a responsible steward of public resources will be expected.



# Compensation & Benefits

The current salary range is \$214,704 - \$260,964. The starting salary will be DOQE. Salary is supplemented by a competitive benefits package that includes but is not limited to:

**Retirement:** CalPERS 3% @ 50 formula for Classic employees; 2.7% @ 57 formula for New Members as defined by PEPRA.

**Medical Plan:** Choice of health insurance plans with monthly City contribution up to \$2,080.24. Generous in-lieu payment to employees who show proof of health insurance coverage.

**Dental Plan:** up to \$142.55 monthly City contribution.

**Paid Leave and Holidays:** Vacation Leave accrues at the rate of 15 days per year increasing with years of service. Sick Leave accrues at 12 days per year with accrual cap of 2,400 hours (300 days). There are 12 paid holidays per year, plus one floating holiday.

**Administrative Leave:** 50 hours per year. Pro-rated if hired after 7/1/21. No carryover.

**Management Incentive Pay:** 120 hours paid over 24 pay periods.

**Deferred Compensation:** City will match employee contribution up to 1.75% of base salary.

**Life Insurance:** \$50,000 city-paid policy with option to purchase additional coverage.

**Long-term Disability Insurance:** Police Managers have long-term disability coverage under PORAC.

**Retire Medical & Dental:** available after vesting period.

**Uniform Allowance:** \$1,500 per year.

**Optional Benefits:** Dependent Care and Medical Spending Accounts, vision care, short-term disability insurance and others. Employee Assistance Program available.

## APPLICATION AND SELECTION PROCESS

The closing date for this recruitment is midnight, **Sunday, June 6, 2021**. To be considered for this opportunity, upload a compelling cover letter, resume and list of six professional references using the "Apply Now" feature at **[www.tbcrecruiting.com](http://www.tbcrecruiting.com)**. This is a confidential process and will be handled accordingly throughout the various stages of the process.

Following the closing date, resumes will be screened in relation to the criteria in this brochure. Applicants with the most relevant qualifications will immediately be granted preliminary interviews by the recruiters. A smaller group of candidates will likely be invited to participate in additional interviews and selection activities shortly thereafter in late June or early July. The City anticipates making an appointment in a timely manner following the process and completion of POST compliant background and reference checks. Please note that references will not be contacted until the end of the process and, at that time, will be done so in close coordination with the selected candidate.

*The City of San Leandro is committed to abiding by public health protocols in relation to the COVID-19 pandemic and will manage the selection process accordingly.*

**TB&CO.**

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**[www.tbcrecruiting.com](http://www.tbcrecruiting.com)**

