

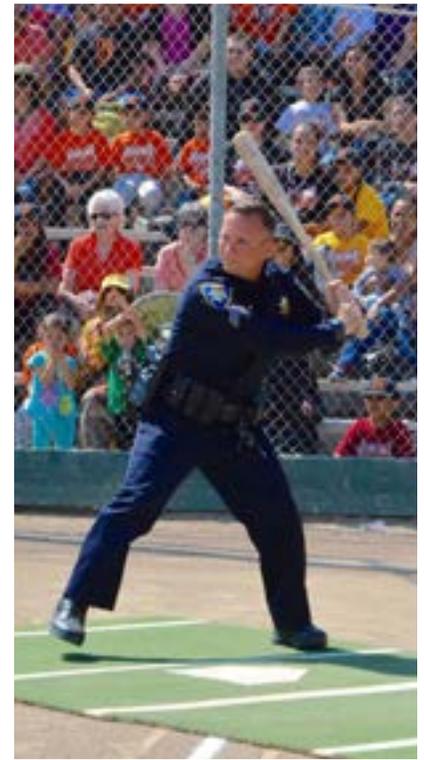
City of

**HAYWARD**

California



# CHIEF OF POLICE



## THE OPPORTUNITY

The City of Hayward offers a talented police executive the opportunity to lead a highly progressive and community-focused agency in the spectacular Bay Area. Nationally accredited, the Hayward Police Department is a full-service organization and provides exceptional policing services to all members of the community in a manner that earns respect and appreciation. While many police departments in America are struggling with interactions among diverse communities, in Hayward, diversity is embraced and valued and plays an important role in the multiple successes of the Police Department.

## THE COMMUNITY

Strategically located on the thriving eastern shore of the San Francisco Bay, the City of Hayward (population 154,507) has steadily grown, developed, and continued to reinvent itself since its beginnings in the 1800s.

The Bay Area is a hive of technological innovation, and Hayward is in the center of it all: 25 miles southeast of San Francisco, 14 miles south of Oakland, 26 miles north of San Jose, and connected directly to Silicon Valley by the seven-mile Hayward/San Mateo Bridge and a short leg of I-880. With three international airports within 25 minutes, its own executive airport, two BART stops, and a central Amtrak station, Hayward is perhaps the most connected city in the region.

Today, Hayward is on the cusp of yet another evolution, leveraging its unparalleled location, relative affordability, and a wide range of quality of life benefits to catch the eye of everyone from Fortune 500 companies to young professionals, families, tech startups, and major developers.

Routinely billed as the second-most diverse city in the state of California and the third-most nationally, Hayward boasts a vibrant mix of cultures and customs. A wide range of community-wide events

supported by volunteers and civic organizations provide countless opportunities to unify residents in a celebration of community spirit. Hayward is also rich in cultural facilities and prominent heritage sites. Museums, theatres, galleries, and displays of public art are plentiful, highlighted by the City's Japanese Garden, the Douglas Morrison Theatre, the Hayward Area Center for History and Culture, and numerous art galleries. The City is rich with public art as well, headlined by its nationally recognized mural arts program. These elements form a rich tapestry in Hayward's historic downtown, a resurgent food and entertainment hub with excellent transit connectivity.

With many other attractive qualities – California State University, East Bay; a modern City Hall adjacent to BART; historic downtown buildings; a PGA-stop championship golf course; an ideal climate; and easy access to the rest of the Bay Area – joining the City of Hayward's executive team is a unique opportunity within the public sector: a chance to exercise innovative leadership and an opportunity to continue the tremendous forward momentum of one of the Bay Area's most dynamic cities.

## THE ORGANIZATION

The City of Hayward was incorporated in 1876 as a Charter City. Operating under the Council/Manager form of government, the Mayor is directly elected, and six Council Members are elected for alternating, four-year terms. In keeping with its status as an established but growing community, the Hayward City Council has focused its priorities on maintaining and enhancing neighborhoods and quality of life, and preparing the community for the future.

The Mayor and Council appoint the City Manager, City Clerk, and City Attorney. The City Council and management staff place a premium on a team management approach, quality customer service, innovation, accountability, and cost-effective service delivery in meeting the needs of each neighborhood and the community.

Recently named an All-America City in 2016, Hayward counts itself amongst an elite group of cities nationwide recognized for the strides made by community groups and local governments to tackle key issues such as hunger, homelessness, and health care access.

With a workforce of over 890 full-time employees and an operating budget of \$315 million and \$152 million capital budget, the City provides a full range of services to its residents. City Departments include: City Attorney's Office, City Clerk's Office, City Manager's Office, Development Services, Finance, Fire, Human Resources, Information Technology, Library & Community Services, Maintenance Services, Police, Public Works: Transportation and Engineering, and Utilities and Environmental Services.

## POLICE DEPARTMENT

The Hayward Police Department is a nationally accredited agency, employing 322.5 FTE staff members, 200 of which are sworn positions. The Department is organized into four Divisions: Patrol, Investigations, Special Operations, and Support Services. A Captain leads each division, except for the Support Services Division that is led by a civilian manager. Functions include traditional policing services as well as a communications center, animal services, a jail, and volunteer programs.

An organizational chart of the Hayward Police Department, along with the FY 2019 budget, can be found at: [www.ralphandersen.com/jobs/cop-hayward](http://www.ralphandersen.com/jobs/cop-hayward).

## CHALLENGES AND OPPORTUNITIES

The next Chief of Police for the City of Hayward must be experienced and well qualified, with a strong commitment to community policing, in order to successfully address various challenges and opportunities:

- In November of 2018, an Officer Involved Shooting occurred and tested the Hayward Police Department's ability to provide key information, in a new era of transparency, to the community while balancing the need to preserve the integrity of a lengthy and comprehensive investigation. The next Chief of Police will need to be attentive to issues related to ongoing investigations and possible outcomes.
- The Hayward Police Department has a unique asset in its Youth and Family Services Bureau and the next Chief will need to both appreciate and fully utilize its valuable capabilities.
- The City of Hayward recently established a Community Advisory Panel for the Hayward Police Department. Reporting to the Chief of Police, with 8 to 12 members selected by the Mayor, City Manager and Chief of Police, the Panel serves to ensure Hayward's many constituencies have an opportunity to provide advice and input regarding the operations of the Hayward Police Department.
- Communication is often cited as an area of improvement for any organization, and the Hayward Police Department is no exception. A new external communications specialist position has been newly created and opportunities exist to improve communication internally as well.
- Hayward is one of the most diverse communities in the nation. The community takes pride in its diversity and is extremely concerned about recent federal conversations regarding immigration. The

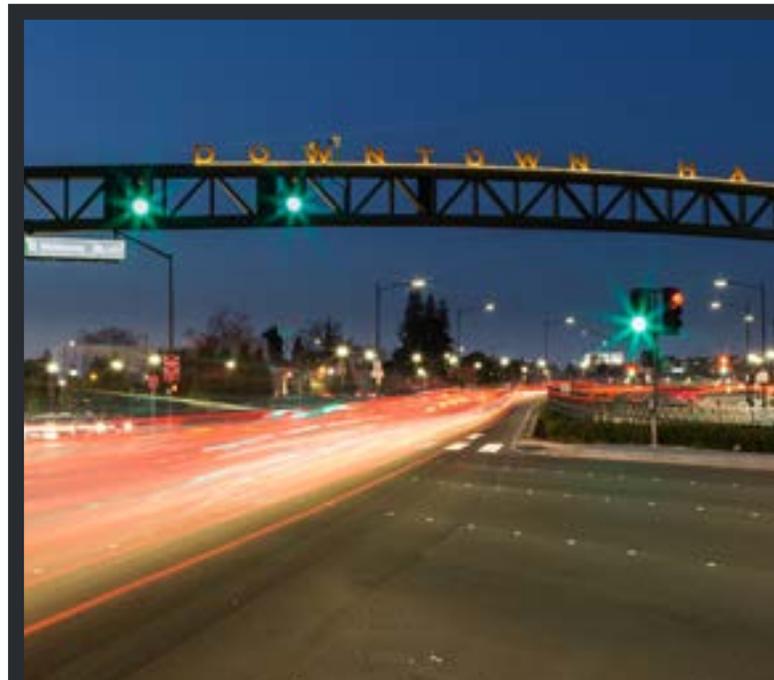
Hayward Police Department enjoys strong partnerships with businesses, residents, and visitors as a result of the community-based style and approach that the Department utilizes. The Department receives tremendous support from the community and the next Chief must continue to assure residents that the Hayward Police Department is there to serve and protect its uniquely diverse population.

- The Hayward Police Department's main facility is aging and in need of replacement; however, a funding source has not yet been identified. The next Chief of Police will be instrumental in increasing community awareness and support for a new facility.
- The Hayward Police Department operates a Communications Center that dispatches for both the City's Police and Fire Departments. A management study is underway to identify areas of strength and areas of improvement to ensure the best services are provided.
- The upcoming revisions to the CALEA standards in 2020 will require significant and transformative changes in policy, training, and procedure.

## IDEAL CANDIDATE

In addition to the foundational qualities of *honesty, integrity, diligence, and responsiveness*, certain traits will be essential for success in Hayward:

- A leadership style characterized by cooperation, consistency, courage, communication, along with a commitment to public service and progressive views will align well with the values of City and the Police Department.
- The City desires a Chief of Police that can commit to serving in the role for many years.
- An intrinsic value of people and diversity are important qualities, as Hayward is an extremely diverse community. A successful chief will be culturally competent and will never feel out of place in any community within Hayward. The ability to speak Spanish is a plus.
- Similarly, a proven track record of improving diversity through recruitment and succession planning will be seen as a valuable attribute.





- Hayward's accreditation status through the Commission on the Accreditation of Law Enforcement Agencies (CALEA) is a source of community pride for the Hayward Police Department. The incoming Chief of Police must be a staunch advocate for CALEA accreditation.
- A contemporary and progressive viewpoint on current issues in policing, as well as a willingness to dialogue over those issues is a prerequisite to ensuring the Hayward Police Department remains connected to the community.
- The ideal candidate is familiar with the important administrative functions of leading an agency, such as budget, information technology, and human resources. The City of Hayward has strong departments providing these functions and the Chief must not only have a foundational understanding of these issues but must be able to work effectively with other City Departments.
- The ideal Chief of Police will be a passionate and inspirational leader, with humility and a keen ability to listen to others in all circumstances and yet strong enough to overcome organizational inertia to effect change.

## EXPERIENCE AND EDUCATION

Any combination of equivalent experience and education that provides the required knowledge and abilities would qualify. A typical way to obtain the knowledge and abilities would be:

**Education:** Equivalent to a bachelor's degree from an accredited four-year college or university with major coursework in police science, public or business administration, or a related field.

**Experience:** Eight years of broad and extensive experience in all major phases of municipal police work, including at least five years in a responsible middle management capacity.

## COMPENSATION

The City of Hayward offers an excellent and competitive salary and benefit packages. The salary range for the Chief of Police is between \$191,172 and \$232,356, depending on the applicant's qualifications. Factors used to determine salary placement within the range will include education, experience, and current salary and benefits package. City benefits include:

**CalPERS Retirement System:** All eligible employees become members of the California Public Employees Retirement System (CalPERS). The employee's share of the CalPERS contribution is deducted from salary and is currently at 15%. This program provides 3.0% @ 50 years of age for CalPERS classic members and 2.7% @ 57 for CalPERS new members. The City does not contribute to Social Security.

**Annual Leave:** Vacation accrual of up to five weeks (negotiable, depending on experience); up to 14 days of management leave; 14.5 paid holidays; and sick leave at 12 days.

**Insurance:** The City offers excellent benefits for its employees including medical, dental, and vision coverage, in addition to short and long-term disability coverage.

**Other Benefits:** The City offers an Employee Assistance Program. Employees can also elect enrollment in deferred compensation, VEBA, and/or Pre-Paid Legal.

## RECRUITMENT PROCESS

This is a confidential process and will be handled accordingly throughout the various stages of the process. Candidates should be aware that references will not be contacted until mutual interest has been established.

All interested candidates should apply **no later than May 28, 2019** to Ralph Andersen & Associates by sending a compelling cover letter and a comprehensive resume to [apply@ralphandersen.com](mailto:apply@ralphandersen.com). Preliminary Skype screening interviews will be followed by a comprehensive interview process tentatively set for late May or early June 2019. Additionally, a supplemental questionnaire may be required with responses to specific questions.

For further information or questions on the recruitment process, please contact Mr. Greg Nelson at (916) 630-4900. Confidential inquiries are welcomed.

**The City of Hayward is an  
Equal Opportunity Employer.**

