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The City of Hayward is an Equal Opportunity Employer.
California, Hayward boasts a vibrant mix of cultures and customs. A major developer.

500 companies to young professionals, families, tech startups, and its unparalleled location, relative affordability, and a wide range of region.

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The City of Hayward offers a talented police executive the opportunity 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 (pop. 153,689) has steadily grown, 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-Danville 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 employers.

Routinely billed as the second-most diverse city in the state of California, 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.

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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 on preparing the community for the future. The Mayor and Council appoint the City Manager, City Clerk, and City Attorney, 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 870 full-time employees and an operating budget of $285.5M and $195M 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 2017 budget can be found at: http://www RAFHendersen.com/jobs/chief-of-police-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:

• The Hayward Police Department enjoys a family-like culture, where members look out for one another. On July 22, 2015, Sergeant Scott Lunger was fatally shot during a traffic stop, causing deep distress among his fellow officers and staff. The suspect’s trial for the murder of Sergeant Lunger is approaching, which will be an emotionally difficult experience for the community of Hayward, and especially the members of the Hayward Police Department.

• 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 City Council is high-functioning and has established clear priorities: Hayward should be safe, clean, green, and thriving. Beyond simply words, the Council is actively supportive of its Police Department.

• 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. The next Chief of Police will need to work cooperatively with the Fire Department to ensure that customer service expectations and performance standards are being met.

• In 2019, the City of Hayward will enter contract negotiations with the Hayward Police Officers’ Association, requiring the Chief to skilfully navigate any difficult issues that may arise.

• Hayward is an attractive place to live and work. As the Bay Area housing boom continues to impact Hayward and housing prices, a newer demographic is emerging and the service expectations and demand for Police services have changed and increased. The next Chief of Police will need to ensure the agency connects with new populations in Hayward, continuing the previous success and support attained.

IDEAL CANDIDATE

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

• A genuinely collaborative leadership style works in Hayward. Insular approaches do not. Approachability and cooperation work well in Hayward. Rigid command and control does not.

• 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 Chief of Police is one important member of the City’s Executive Team, among many others. He or she must work cooperatively with members of the team to achieve what is best for Hayward, above what is best for the Police Department, and especially what is best for oneself.

www.hayward-ca.gov
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