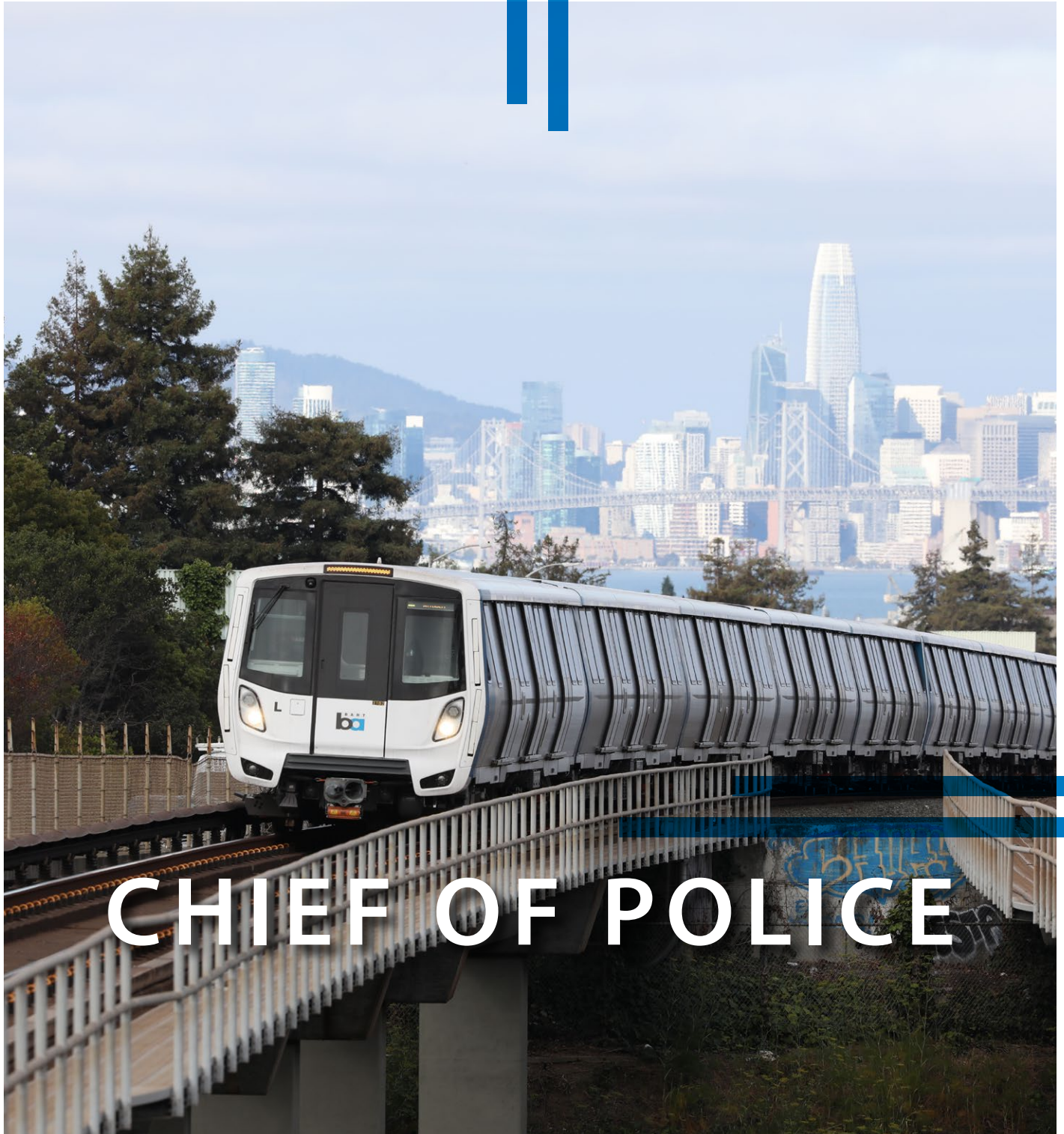


A NATIONAL SEARCH

is underway for a new Chief of Police

**San Francisco Bay Area
Rapid Transit District (BART)**



CHIEF OF POLICE



OAKLAND, CA

01.

THE OPPORTUNITY



A national search is underway to attract an exceptional law enforcement executive to head the San Francisco Bay Area Rapid Transit District (BART) Police Department (PD).

This is an incredible opportunity to lead an accredited law enforcement organization that protects California's premier public transit system.

02 THE SAN FRANCISCO BAY AREA **RAPID TRANSIT DISTRICT**

Headquartered in Oakland, BART is a heavy-rail public transit system that connects the San Francisco Peninsula with communities in the East Bay and South Bay.

BART service currently extends as far as Millbrae, Richmond, Antioch, Dublin/Pleasanton, and Berryessa/North San José. BART operates in five counties (San Francisco, San Mateo, Alameda, Contra Costa, and Santa Clara) with 131 miles of track and 50 stations.

A Legacy in Public Transportation

For 50 years, BART has provided fast, reliable transportation to downtown offices, shopping centers, tourist attractions, entertainment venues, universities and other destinations for Bay Area residents and visitors alike.

BART's mission is to provide its riders transit service that is safe, reliable, and clean. Its vision

is to support a sustainable and prosperous Bay Area by connecting communities with seamless mobility.

Post-Pandemic Resurgence

The pandemic, remote work, reduced paid ridership, and incidence of fare evasion have disrupted BART's revenue mix. As the Bay Area's recovery continues, BART is investing and modernizing to address these challenges, regrow ridership, and provide a safe environment for its riders and employees. The upcoming installation of new state-of-the-art fare gates, along with refocused police deployment, will help reduce fare evasion and promote safety in stations and trains.



03. **BART** AT A GLANCE



\$1.017 billion

2023 operating budget



111,311

2022 Average weekday ridership



131

Route Miles of Track



39

Miles of Tunnels



50

Stations



862

Rail Cars



50,000

Parking Spaces



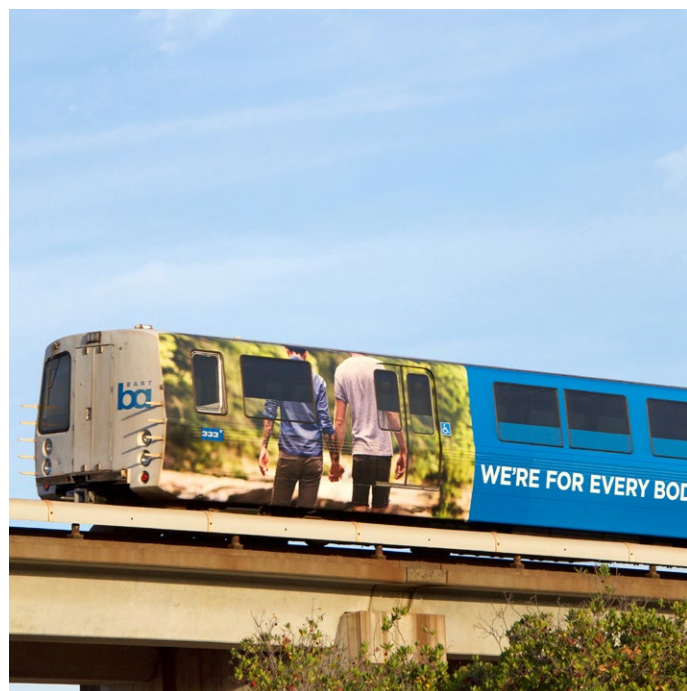
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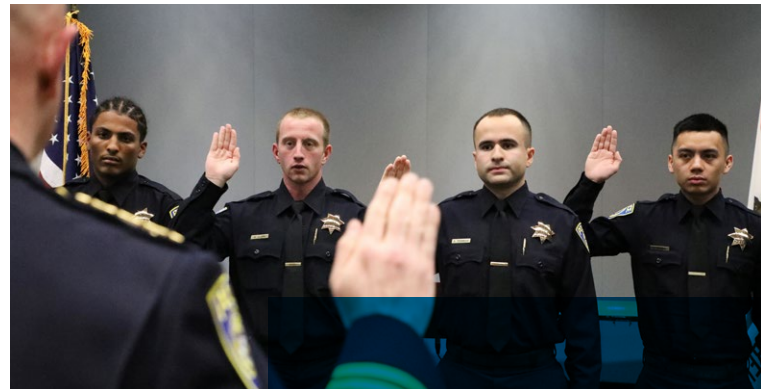
Major Maintenance Facilities



4,590

Employees





04. THE GOVERNING STRUCTURE

BART is a special purpose transit district that was formed in 1957 and opened for service in 1972. It is governed by a nine-member Board of Directors who are elected from nine geographical districts and serve four-year terms.

The Board of Directors appoints the General Manager, General Counsel, Controller-Treasurer, District Secretary, Independent Police Auditor, and Inspector General.

Citizen Review Board

The Board of Directors oversees 10 Advisory Committees, including the BART Police Citizen Review Board (BPCRB) which comprises 11 volunteer members. Each Board of Directors member appoints a BPCRB member. In addition, the Board of Directors jointly appoints one public-at-large member while the BART Police Officers' Association and Police Managers' Association jointly appoint one member.

The purpose of the BPCRB is to increase public visibility of the delivery of BART police services; provide community participation in the review and establishment of police policies, practices, and initiatives; and to receive citizen complaints and allegations of misconduct against BART police employees. The BPCRB also advises the Board of Directors, Independent Police Auditor, and Chief of Police.

Office of the Independent Police Auditor

The Office of the Independent Police Auditor (OIPA) provides oversight and support of the BART PD. Its mission is to provide the public with independent oversight of the Police Department by conducting independent investigations of misconduct allegations, making policy recommendations to improve police operations, and maintaining continual communication with members of the public in the BART service area.

Commitment to Public Safety

To address competitive Bay Area market conditions and strengthen police officer deployment in stations and trains, the Board of Directors unanimously approved a 22% salary increase for BART police officers and managers in June 2023.



THE POLICE DEPARTMENT 05.

The BART Police Department is a full-service, CALEA-accredited organization that is comprised of 411 sworn and civilian law enforcement personnel.

BART PD is currently structured with four Bureaus: Operations, Support Services, Personnel & Training, and Progressive Policing & Community Engagement. Each Bureau is led by a Deputy Chief of Police who reports directly to the Chief of Police. Lieutenant is the next subordinate rank.

BART PD is committed to progressive policing and to strengthening relationships with the diverse communities it serves. This commitment has created a culture of accountability and responsibility in the department and includes several key elements:

- **Transit Ambassadors** – Non-sworn, unarmed members who are trained in de-escalation and equipped with Narcan to respond to drug overdoses. These professionals boost a visible safety presence by patrolling trains and stations.
- **Crisis Intervention Specialists** – Responders with a background in social work who respond to welfare checks for people who are struggling with mental health challenges, substance abuse, being unhoused, or experiencing other personal crises.

The BART PD recently published a four-year strategic plan that commits the organization to four goals including expanding community engagement, addressing facility and technology needs (including construction of a new police headquarters), developing the organization, and promoting employee wellness and training. Increasing police presence and visibility in stations and on trains are key elements of the Strategic Plan.



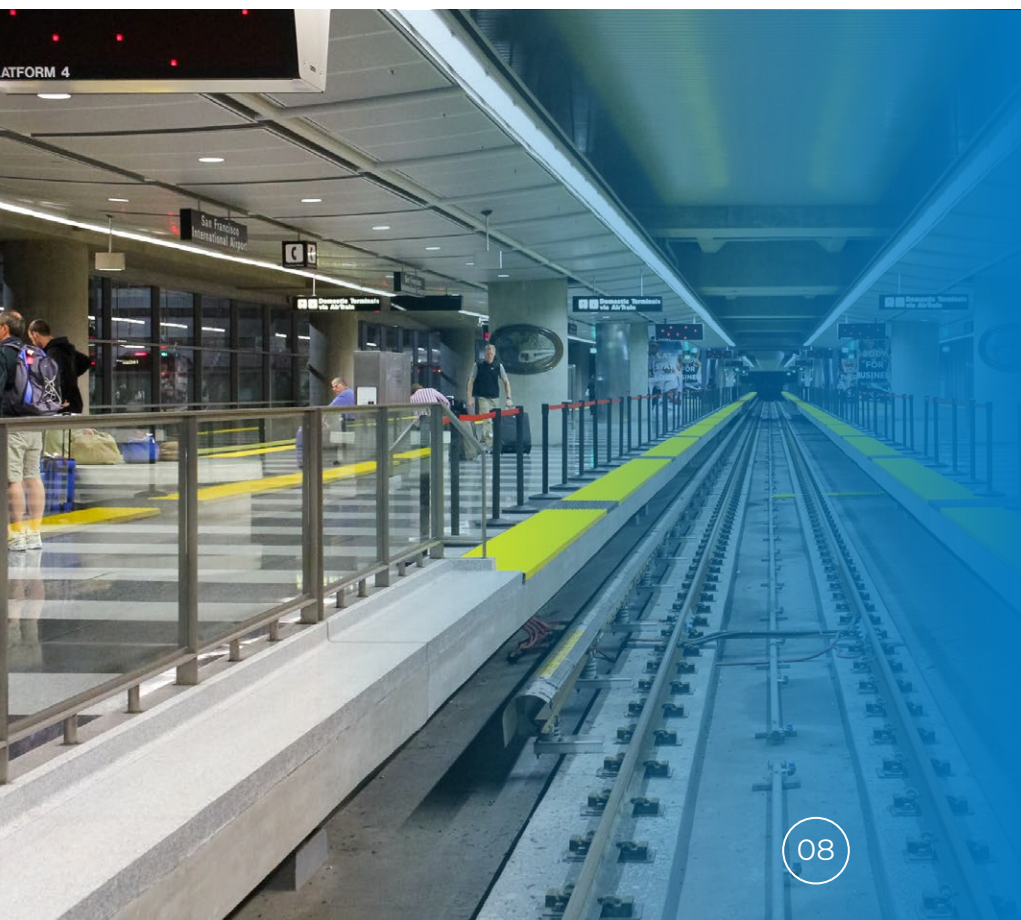
06. THE POSITION

Reporting directly to the General Manager, the Police Chief leads a large police operation with jurisdiction throughout the BART service area.

The Chief is responsible for planning, directing, managing, and overseeing the activities and operations of the Police Department including uniformed patrol, investigations, and crime prevention. The Chief also coordinates activities with other BART departments and outside agencies and provides highly responsible and complex administrative support to the General Manager.

Through subordinate staff, the Chief manages all law enforcement activities conducted in and around BART properties and facilities. The Chief is also responsible for accomplishing departmental goals and objectives and for furthering BART goals within general policy guidelines.

The Chief must welcome and embrace BART's longstanding oversight measures, including a commitment to collaborate with the Office of Independent Police Auditor and the Citizen Review Board.



Mission

The mission of the BART Police Department is to ensure a safe environment within our transit system, reduce crime through a highly visible police presence, and proactive enforcement of the law, and to promote public confidence by working in partnership with our stakeholders and the communities we serve.

07 CHALLENGES & OPPORTUNITIES

Boosting Ridership: Crime and the perception of crime on and near BART property have affected ridership. As BART continues its post-pandemic recovery, improving rider and employee safety while appropriately addressing persons experiencing homelessness, drug abuse, and mental illness within the system are among the District's top concerns. The Chief will work collaboratively with internal and external stakeholders to prevent and reduce crime and ensure that BART facilities are safe and comfortable for everyone.

Deployment: The Board of Directors and General Manager are committed to significantly increasing the police presence at stations and on trains. The new Chief will work expediently to ensure staffing levels are sufficient and that personnel are deployed where they are needed most. This may be accomplished, in part, by enhancing the Police Department's ability to measure and analyze crime and other events occurring within and around the system.

Recruiting, Retention and Succession Planning: There are currently more than 20 sworn vacancies within the Police Department. As a servant leader and champion of BART and the BART PD, the new Chief will be responsible for filling vacant sworn and civilian positions with well-qualified individuals. They will foster a work environment and culture that promotes employee retention and longevity, and they will work diligently to address future staffing needs and develop tomorrow's leaders.

Strategic Plan: The new Chief will embrace the Police Department's Strategic Plan, ensuring that appropriate revisions and adjustments are implemented as future needs change.



08.

THE IDEAL CANDIDATE

The next Chief of Police will be an accomplished law enforcement leader with a track record of working successfully in a dynamic and complicated environment.

They will be committed to community policing and the tenants of 21st Century Policing, ensuring that police services are delivered fairly and equitably.

A strategic thinker, the Chief will be poised and adept to navigating the political and social influences affecting a large transit police department that serves a vast and diverse urban area. They will possess the composure and soft skills necessary to help navigate themselves and the BART PD within a complex space. The Chief will be a visible and accessible public figure who is unafraid of engaging stakeholders, including elected and appointed officials and the news media.

The Chief will be an effective partner and communicator who demonstrates their commitment to collaboration with all stakeholders. They will be receptive to change and open to considering new ideas.



09. QUALIFICATIONS

A bachelor's degree in criminal justice, criminology, public administration or a closely related field from an accredited college or university is required. A master's degree is preferred.

Candidates will have at least seven years of full-time equivalent, verifiable law enforcement experience which must include at least three years of management experience at a rank equivalent to Lieutenant or higher in an organization of similar or larger size and complexity.

A POST Management Certificate is required.

Candidates must be eligible to work as a sworn peace officer in California, as described by POST regulations. Out-of-state candidates are encouraged to [investigate their eligibility](#) prior to application.

Experience in a senior management role within a large transit authority is highly desired, as is command level experience in a large and complex urban-area law enforcement organization.

Top candidates will have a strong commitment to public safety and community-oriented policing.



10. COMPENSATION & BENEFITS

Salary Range – Currently up to \$270,000 - \$300,000, depending on experience and qualifications.

CalPERS Retirement – Employees subject to the California Public Employees' Pension Reform Act (PEPRA) have a pension formula of 2.7% @ 57 and pay 100% of the required employee contribution of 14.25%. Classic (Non-PEPRA) employees have a pension formula of 3% @ 50 and pay a total of 10%.

Additional Retirement Contribution – BART does not participate in Social Security but offers a Money Purchase Pension Plan (MPPP) that is fully paid by the District.

Medical Benefits – Benefits through CalPERS include multiple HMO and PPO options. The employee's share for most plans is \$161 per month.

Dental and Vision Benefits – Delta Dental and Vision Service Plan available at no cost to employee and dependents. Employees can purchase an enhanced vision benefit plan at the employee's cost.

Vacation & Holidays – Vacation is provided at the rate of three weeks per year. Vacation is provided after six months of service. Additional vacation leave is accrued after five years of service. BART also offers employees nine fixed holidays and five floating holidays each year.

Other Benefits – The Chief receives a District-paid life insurance benefit of 2-times annual salary; employee and their eligible dependents also receive a free BART transportation pass.

Further details on compensation and benefits may be obtained from Public Sector Search & Consulting, Inc.



11.

NOMINATION AND APPLICATION PROCEDURES



APPLY TODAY!

This is a confidential process and will be handled accordingly throughout its various stages. The position is considered “open” until a final selection is made.

Candidates are encouraged to apply immediately by submitting a comprehensive resume, compelling cover letter, and list of professional references via email to apply@publicsectorsearch.com. References will not be contacted without the candidate's express consent. Candidates should apply by July 31, 2023, for optimal consideration.

Public Sector Search & Consulting will conduct preliminary screenings as applications are received. Only the most highly qualified candidates will be invited to participate in the selection process in August 2023. The selection process may include both virtual and in-person interviews and meetings. A selection and offer will follow, contingent on the successful completion of an extensive POST background investigation.

Ideally, the new Chief of Police will be selected in early September 2023 and join BART on a mutually agreed-upon date.



APPLY WITH CONFIDENCE

Confidential inquiries and questions regarding this career opportunity should be directed to:

Public Sector Search & Consulting, Inc.

www.publicsectorsearch.com

Office (916) 789-9990

Mark Helms, Senior Consultant (Chief of Police, Ret.)

Mobile (209) 639-4077

mark@publicsectorsearch.com



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