



The Department of Human Resources is soliciting full scope recruitment proposals to assist the Mayor of the City and County of San Francisco in selecting a Police Chief. The successful firm will undertake a search for highly qualified candidates including: developing a candidate profile; developing an electronic recruitment brochure; providing outreach and other marketing services; screening of candidates; presenting qualified candidates to the City for consideration; developing and providing assistance to the Police Commission during the candidate interview process; gathering input regarding the preferred characteristics of the new Police Chief and conducting initial vetting of the finalists. Please submit your proposal via email to DHRContracts@sfgov.org by **Friday, June 20, 2025, 2:00 p.m. PT.**

Background

The San Francisco Police Department is committed to ensuring safety while maintaining respect for all. The Department provides responsive policing through collaboration with the community, and works to maintain and build trust and respect. The Police Department provides services through the following divisions: Administration, Airport, Operations, and Special Operations. The proposed FY2025-26 budget is \$849.3 million.

The City and County of San Francisco is seeking a highly qualified and dynamic professional for the position of Police Chief. The ideal candidate would have a demonstrated ability to work effectively with diverse communities, possess a track record of adopting and implementing best practices in 21st Century Policing and exhibit the leadership qualities necessary to implement a vision for the San Francisco Police Department. This position will require the ability to establish and maintain working relationships with Police Commission, Mayor, Board of Supervisors, other law enforcement agencies, and a variety of public and private organizations and diverse communities. Additional information on the Police Department can be found online at <http://sanfranciscopolice.org/>.

The position compensation rate is \$404,300.

Proposal

The proposal should include the following services:

1. Conduct a search for highly qualified candidates;
2. Develop a recruitment brochure;
3. Screen candidates;
4. Develop a screened candidate short list, with recommendations on top candidates;
5. Develop and facilitate selection interviews; aid the Police Commission during the interview process;
6. Conduct vetting of finalist experience and education;
7. Process candidate travel and lodging reimbursement expenses, if applicable;
8. Timeline for delivery of services;
9. Optional Services:
 - a. Perform up to five community meetings and an online community engagement survey.

- b. Optional Service Fees.
 - c. Assignment and performance of any optional services stated in whole or part are at the discretion of the Police Commission; and,
10. Examples of similar recruitments.

Evaluation

Proposals will be evaluated based on the following criteria:

1. Demonstrated experience in recruitment of similar industry and positions (the recruitment year must be provided);
2. Experience and expertise of the firm's team that will be involved in the recruitment process;
3. Approach to recruiting a diverse candidate pool;
4. Proposed schedule for the recruitment;
5. Optional Services fees; and
6. Cost proposal as included in the contractor's fee schedule.

Contact

Questions on the proposal must be submitted via email to Linda Rainaldi at DHRContracts@sfgov.org by Thursday, June 12, 2025, 2:00 p.m. PT.

Communications

Interested parties are directed NOT to contact any employees or officials of the City other than those specifically designated in this proposal. Unauthorized contact may be cause for rejection of proposals at the City's sole and absolute discretion.