

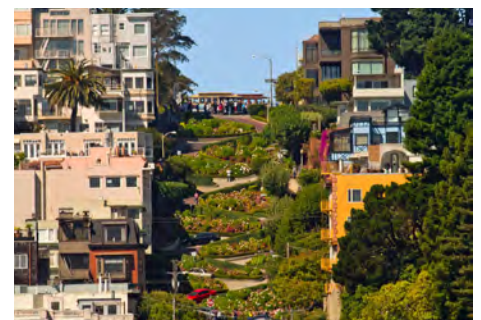


CITY AND COUNTY OF SAN FRANCISCO

CHIEF OF POLICE

A RARE AND INCREDIBLE OPPORTUNITY

A national search is underway to attract highly qualified candidates to lead the San Francisco Police Department (SFPD). This is a rare and incredible opportunity to lead one of the nation's top law enforcement agencies in a city eager to make comprehensive and positive changes that build on both community trust and ensuring public safety. With strong civic and community participation, San Francisco seeks a Chief of Police who embodies a thoughtful, collaborative, and comprehensive approach to law enforcement that adheres to, upholds, and is compliant with the policies and values established by the City and County of San Francisco. Top candidates will have a career history that demonstrates outstanding leadership skills and the ability to embrace and celebrate the culture, ethnic diversity, community values, and iconic assets that the "City by the Bay" represents. Importantly, this highly accomplished individual will also be strategic and well-prepared to address an array of vital policy issues, including police accountability, transparency, and discipline. Well-equipped candidates will have a stellar career history in a major metropolitan area and be recognized for their engaging, confident, yet personable style, as well as excellent communication skills. This career capstone position warrants serious consideration for the select few who, on a local, regional, and national basis, exceed typical expectations.



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THE GOVERNING STRUCTURE

San Francisco is the only city in California that is also a county. Its governing powers are vested in an eleven-member Board of Supervisors elected by district, with each serving a four-year term.

The Mayor – the chief executive of the city – is elected by the voters for a four-year term, as are the City Assessor, Treasurer, City Attorney, Public Defender, District Attorney, and Sheriff. Mayor Daniel Lurie was elected to his first term in public office in 2025 as the 45th Mayor for the City and County of San Francisco. By City Charter, the Police Commission is empowered to create and enforce the policies and procedures it deems necessary to provide for the efficient operation of the Police Department. Four members of the commission are appointed by the Mayor and confirmed by the City's Board of Supervisors, and the remaining three members are direct appointees of the Board. The Chief of Police is nominated by the City's 7-member Police Commission and reports jointly to the Mayor and the Commission. The Chief of Police is an at-will employee and serves at the pleasure of both the Mayor and the Police Commission and can be removed by either acting jointly or independently.

THE COMMUNITY

San Francisco is the fourth largest city in California with more than 809,000 residents and a daytime population that swells to more than 1 million. It is also one of the most culturally diverse and internationally recognized of all American cities; the community is a blend of citizens, businesses, and tourists from many ethnic cultures and backgrounds. San Francisco is one of the most ethnically diverse major cities in the United States, with residents of Asian (34.4%), Hispanic (15.4%), African American (5.2%), American Indian (.8%), Pacific Islander (.5%), Caucasian (39.2%), and other (3.5%) descent. The City is also home to the third-largest concentration of LGBTQ+ community members among the 50 largest U.S. cities.

Built on a 49 square-mile peninsula, its unique terrain is bordered on three sides by the Pacific Ocean and the San Francisco Bay. Traditional ethnic neighborhoods, restored Victorians, modern high-rises, and a bustling economy provides a backdrop that contrasts the concerns and challenges associated with San Francisco's rising homeless population.

The FY25/26 proposed budget for the San Francisco Police Department is \$849.5 million with 2,516 total staffing (1,863 Sworn and 653 Non-Sworn). The SFPD is currently undergoing a review of its staffing and organizational structure.



THE IDEAL CANDIDATE

The next Chief will be a visionary leader, able to communicate the need for and create long-lasting and systemic change. The Chief will set clear goals for the Department and establish a clear plan that emphasizes accountability from the command level to the rank and file. The Chief will be forward-thinking, focused, and driven to implement best practices in policing. The Chief of the San Francisco Police Department will also be both an inspirational leader and an experienced executive who will inspire confidence and trust from the community, as well as earn the respect of both sworn and civilian employees. The top candidate will be an individual who is compassionate, respectful, honest, and ethical, possessing the highest levels of integrity. The Chief will welcome and celebrate the rich diversity that is the fabric of San Francisco, its unique residential neighborhoods, and its array of businesses. The Chief will demonstrate empathy towards the families of victims of violent crimes and will also be eager to work collaboratively and be supportive of the City's mission to tackle quality-of-life issues affecting the most vulnerable populations, which includes addressing the needs of individuals who are unhoused, as well as those struggling with mental health issues or drug addictions. Importantly, the Chief will also be proactive in addressing drug market enforcement, improving

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street conditions, and curtailing activity that threatens neighborhood safety, working in collaboration with the various city departments and community organizations.

The ability to build strong and genuine connections with a complex community is essential for a candidate's success in this position. The Ideal Candidate will be a personable yet professional Chief, with cultural sensitivity and a commitment to an active model of community policing and engagement.

The Ideal Candidate will not only maintain the progress of the significant reform initiatives but also continue to build upon these efforts to ensure public safety, trust, and legitimacy in all neighborhoods. Additionally, as someone with the ability to implement best practices, the Chief will represent change as a positive movement towards improved service delivery for all neighborhoods. The selected candidate will be expected to quickly identify, address, and implement recommendations while working in conjunction with the Commission, Mayor's Office, City leadership, community stakeholders, and, where appropriate, the Police Officers Association and employee organizations representing African American, Asian, Latino, LGBTQ+, and women officers. Additionally, interdepartmental coordination within the City is essential in this position.

The new Chief will have the conviction and courage to proactively address challenges and make tough decisions, while also standing up for what is in the best interest of the Department and the community. The Chief will maintain transparency in communications (both internal and external), prioritizing full transparency over short-term public relations management considerations, recognizing that transparency is essential for building trust. The Chief will embody the philosophy of openness and expect the same from their command staff. The Chief will engender trust within all levels of SFPD.

In addition to the above, collective information from the public input process will be used by the Commission to evaluate candidates during the interview stage and in the final selection.



QUALIFYING CRITERIA

MINIMUM QUALIFICATIONS

- **Experience:** At least ten (10) years of progressively responsible law enforcement experience, including senior executive assignments and leadership in managing community policing efforts.
 - **Oversight Experience:** Demonstrated ability to work effectively within a civilian oversight structure, such as San Francisco's dual Police Commission and Department of Police Accountability model.
 - **Community Engagement:** Proven track record of working effectively with culturally and ethnically diverse communities.
- **POST Certification:** POST Management Certificate, or ability to obtain this certificate within one year of appointment for out of state candidates. A POST Executive Certificate is highly desirable.

DESIRABLE QUALIFICATIONS

- **Agency Size:** Experience with a large metropolitan police agency.
- **Education:** A Bachelor's degree, preferably augmented by post-graduate studies.
- **Residency:** While not required, a strong preference will be given to candidates who commit to residing within the City of San Francisco.

COMPENSATION AND BENEFITS

This at-will position has a current salary of \$416,442 augmented by an excellent benefits package. Further details on compensation and benefits, including retirement benefits, may be obtained through Ralph Andersen & Associates. Specific information on safety retirement benefits offered by the City and County of San Francisco may also be viewed [here](#).

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PUBLIC PROCESS FOR COMMUNITY

To complement this comprehensive recruitment process and encourage input from the community on the attributes and characteristics of the Ideal Candidate, the Police Commission has authorized and is initiating the following:

- Eight community meetings will be held during August and September at various locations throughout the City and County of San Francisco.
- An internet survey has been developed to obtain input from the community members.
 - Input-SFPC@ralphandersen.com email has been established as a method of receiving additional input beyond the Internet survey.

A summary of all collected input will be provided to the Police Commission and the public in advance of the candidate interviews in October. This public process has been developed by the Police Commission to widely encourage the community's participation and ensure transparency in the evaluation of attributes and characteristics of candidates for the Chief of Police position.

TO APPLY

This is a confidential process and will be handled accordingly throughout the various stages of the process. **References will not be contacted until mutual interest has been established. The application closing date is Monday, September 8, 2025.** No late applications will be accepted.

Electronic submittals (strongly preferred) by highly qualified candidates are to be sent to apply@ralphandersen.com and should include a compelling cover letter and comprehensive resume.

Only the most highly qualified candidates will be invited for an in-person interview with the Police Commission in mid-October. The Police Commission will forward the top three finalist candidates to Mayor Lurie in late October (requiring a special meeting) or no later than the regularly scheduled Commission Meeting on November 5, 2025. The final selection and announcement by Mayor Lurie will follow after completion of the required POST background check. Ideally, the new Chief of Police will join the City and County of San Francisco as soon as possible or at a mutually agreed-upon date to allow for transition time.

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

Search Team

Ms. Heather Renschler (heather@ralphandersen.com)
Chief Daniel Hahn, Retired (daniel@ralphandersen.com)
Telephone: 916.630.4900



The City and County of San Francisco encourages women, minorities, and persons with disabilities to apply. Applicants will be considered regardless of race, color, creed, national origin, ancestry, sex, marital status, disability, religious or political affiliation, age, sexual orientation, medical condition, or pregnancy.

City and County of San Francisco

Chief of Police - Suggested Recruitment Schedule

Prepared for Approval on August 13, 2025

Elements	Est. Completion / Timing
<ul style="list-style-type: none"> <u>Commission Meeting</u> – Firm Introduction / Overview Discussion and Review Qualifying Education / Experience (Open Session) 	Completed (July 16)
<ul style="list-style-type: none"> One-on-One Discussions with Commission Members 	Completed (July 30)
<ul style="list-style-type: none"> <u>Commission Meeting</u> – Approval of Recruitment Brochure and Timeline for Search Process and Announce Community Meetings (Open Session) 	Wednesday, Aug 13
<ul style="list-style-type: none"> Open Community Internet Surveys <ul style="list-style-type: none"> E-mail account (Input-SFPC@ralphandersen.com) Open Electronic Survey Portal / Provide Hard Copies @ Mtgs 	Thursday, Aug 14 – Monday, Sept 15
<ul style="list-style-type: none"> Recruiter to Place Ads, Social Media Campaign, and Begin Outreach Campaign for Candidates (Locally / Regionally / Nationally) 	August 14 – Sept 8
<ul style="list-style-type: none"> Commence Community Meetings Facilitated by Chief Daniel Hahn at strategic locations throughout the City - (8) Meetings on Aug 19, Aug 20, Aug 26, Aug 27, Sept 8, Sept 9, Sept 11, and Sept 12 	Ongoing Mid-Aug to Mid-Sept
<ul style="list-style-type: none"> <u>Commission Meeting</u> - Overview of Applicant Pool (Closed Session) Commissioners Prepare For Interviews / Review Format Finalize Interview Questions / Assign Questions 	Wednesday, Sept 10
<ul style="list-style-type: none"> Recruiter to Deliver Binders to the Commission Office 	Monday, Sept 22
<u>Commission Meeting</u> Update on Community Meetings, Surveys, and Emails regarding Ideal Candidate Attributes (Open Session) Finalize Interview Questions Select Candidates to Invite to Interview (Closed Session)	Wednesday, Oct 8
<ul style="list-style-type: none"> <u>Special Commission Meeting</u> - Commission In-Person Interviews (Closed Session) - Round #1 – At least one (1) or potentially two (2) full days are needed or split over half-day sessions. Interview location to be determined. Commission to debrief following the Interviews. 	Oct 14 (TBD-daytime), Oct 16 (TBD-daytime), and/or Oct 17 (TBD-daytime)
<ul style="list-style-type: none"> <u>Commission Meeting</u> – Possible Closed Session, if needed 	Wednesday, Oct 15
<ul style="list-style-type: none"> Verifications / Reference Checks / Articles Searches 	Concurrent with Interviews
<ul style="list-style-type: none"> <u>Commission Meeting</u> – Debrief from Interviews (Closed Session) and Determine Finalists Names to Forward Top Candidates (3) to Mayor 	November 5, 2025* <i>(*or potentially earlier, requiring special meeting of the Commission)</i>
<ul style="list-style-type: none"> Formal Announcement / Public Release 	Late Nov / Early Dec 2015

City and County of San Francisco
Strategic Locations for Community Meetings
Facilitated by Chief Daniel Hahn / Ralph Andersen & Associates

1. [Noe Valley Library](#) – Tues, 8/19. Meeting from 6:30-8:30 pm
451 Jersey St, San Francisco, CA 94114
2. [Ocean View Library](#) – Weds, 8/20. Meeting from 5:30-7:30 pm
345 Randolph St, San Francisco, CA 94132
3. [Richmond Library](#) – Tues, 8/26. Meeting from 5:30-7:30 pm
351 9th Ave, San Francisco, CA 94118
4. [North Beach Library](#) – Weds, 8/27. Meeting from 6:30-8:30 pm
850 Columbus Ave, San Francisco, CA 94133
5. [San Francisco Main Library](#) Latino Room, Lower Level – Mon, 9/8. 2:00-4:00 pm
100 Larkin St, San Francisco, CA 94102
6. [Chinatown Library](#) – Tues, 9/9. Meeting from 5:30 – 7:30 pm
1135 Powell St, San Francisco, CA 94108
7. [Bayview Library](#) – Thurs, 9/11. Meeting from 5:30-7:00 pm
5075 3rd St, San Francisco, CA 94124
8. [Mission High School](#), Room 345 – Fri, 9/12. Meeting from 6:00-8:00 pm
3750 18th St, San Francisco, CA 94114