



Deputy Police Chief

BART Police Department

Hiring now at bart.gov/jobs



About the Department

BART Police Department is a progressive agency and has been on the forefront - and in some cases the model approach to training in the areas of fair and impartial policing, bias-based policing, crisis intervention, cultural competence training, and de-escalation training. 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.

Our Mission

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Our Vision

To be the leader in innovative policing, establishing BART as the safest transit system in the nation.



BART Police Core Values

Integrity

We inspire trust and carry ourselves in a manner that demonstrates the highest levels of honesty, ethics, and moral conduct.

Service

Placing service above self, we work in partnership with the community serving with pride, courage, and compassion.

Accountability

We take ownership of our duties, remaining answerable to the public and accountable to the laws, rules, policies and procedures that govern and guide us.

Professionalism

We are committed to conduct and performance reflective of the highest standard of personal and organizational excellence.

Diversity

We acknowledge and embrace the diversity in our communities we serve and strive to ensure diversity is reflected in all levels of our organization.

About the Position

The District is currently seeking a Deputy Police Chief who will be responsible for managing and administering the activities of a bureau within the Police Department as well as assisting the Chief of Police with overall operation of the Department.

The BART Police Department, with over 200 sworn personnel and over 200 professional staff members, is a significant law enforcement presence in the Bay Area; the Deputy Chief role will provide abundant opportunity to develop skills in a broad range of police management activities in a dense and diverse urban environment. The BART Police Department has four Bureaus – Operations, Support Services, Personnel & Training, and Progressive Policing and Community Engagement Bureau. The current vacancy is in the latter.

The job demands a creative individual who has the ability to inspire change, and the courage to support officers in performing the challenging job of policing, while demanding accountability at all levels. The BART Board and Executive Management Team are fully committed to supporting and improving the Police Department, and the Chief is equally committed to fostering effective mentoring and developmental opportunities at all levels.





The Ideal Candidate

The ideal candidate will demonstrate outstanding leadership capabilities, strong interpersonal skills and the confidence to initiate and follow through on important initiatives in the Department. The Individual will also demonstrate experience and creativity around crime reduction strategies, community-oriented policing, problem solving and working in a culturally diverse urban environment.

Minimum Qualifications

Education:

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

Experience:

The equivalent to seven (7) years of verifiable law enforcement experience, which must have included at least two (2) years of supervisory and administrative experience. Experience in transit policing is preferred.

License or Certificate:

Possession of or eligibility to possess a valid Supervisory Certificate issued by the California Commission on Peace Officer Standards and Training (POST). A Management Certificate is preferred.

Other Requirements:

- Must possess a valid California driver's license and have a satisfactory driving record.
- Must remain firearm qualified, if applicable.
- Must be able to work various shifts, weekends, holidays and overtime.
- Must pass a comprehensive medical examination, California Post background investigation, which may include a polygraph examination and medical and psychological examinations.

Salary Information

\$208,272.00/annually - \$315,532.00/annually
(Non-Represented Pay Band 13)

Note: Initial salary is negotiable between \$254,542 - \$261,902,
commensurate with experience and education

Special Compensation:

Incentives above the base pay include:

- Up to 8% Education Pay
- Up to 15.4% Longevity Pay
- 2% POST Supervisory Certificate Pay
- 10% Police Management Incentive





Benefits

The San Francisco Bay Area Rapid Transit District (BART) prides itself in offering best in class benefits packages to employees of the District. Currently, the following benefits may be available to employees in this job classification.

Highlights:

- Medical Coverage (or \$350/month if opted out)
- Dental Coverage
- Vision Insurance (Basic and Enhanced Plans Available)
- Retirement Plan through the CA Public Employees' Retirement System (CalPERS)
 - 2% @ 55 (Classic Members)
 - 2% @ 62 (PEPRA Members)
 - 3% at 50 (Safety Members - Classic)
 - 2.7% @ 57 (Safety Members - PEPRA)
 - Reciprocity available for existing members of many other public retirement systems (see BART and/or CalPERS website for details)
- Money Purchase Pension Plan (in-lieu of participating in Social Security tax)
- 6.65% employer contribution up to annual maximum of \$1,868.65
- Deferred Compensation & Roth 457
- Sick Leave
- Vacation Leave
- Holidays: 9 observed holidays and 5 floating holidays
- Life Insurance w/ ability to obtain additional coverage
- Accidental Death and Dismemberment (AD&D) Insurance
- Survivor Benefits through BART
- Short-Term and Long-Term Disability Insurance
- Free BART Passes for BART employees and eligible family members.

The background image shows a BART train station platform. On the left, a person in a yellow jacket and black beanie stands looking at a phone. In the center, a man in a black leather jacket and headphones stands looking at a phone. On the right, a person in a black jacket is walking. Above the platform, there are signs: an 'Exit' sign with accessibility icons on the left, and a 'Daly' station sign with directional arrows and accessibility icons on the right. A train is visible in the background.

How to Apply

Applications received by **Sunday, September 21, 2025**, will receive priority review. If you are interested in this outstanding opportunity, please apply online at:

bart.gov/jobs

Confidential inquiries and questions regarding this career opportunity should be directed to **May Cooper, Supervisor of Recruiting**
BART Human Resources Department
510-464-6203 | mcooper@bart.gov

BART is an Equal Opportunity employer.
For more information about the BART Police Department
visit us at joinBARTPD.com