



POLICE CHIEF



**BOB MURRAY
& ASSOCIATES**

EXPERTS IN EXECUTIVE SEARCH

THE COMMUNITY

The City of Richmond, known as the “City of Pride and Purpose,” is a vibrant and diverse community of more than 116,000 residents located on the eastern shore of San Francisco Bay—just five miles north of Berkeley and seven miles northeast of downtown San Francisco. Best known for its role as the most productive shipbuilding center of World War II, Richmond has grown into an important industrial, commercial, shipping, and transportation hub, while also diversifying into biotechnology, green technology, alternative energy, and artisanal food manufacturing. Its central location and multimodal transportation network—including BART, Amtrak, AC Transit, ferry service, and two major interstates—make it one of the most accessible and well-connected cities in the Bay Area.

Richmond is one of the most racially and ethnically diverse cities in the Bay Area, with a population that is approximately 46.9 percent non-white Latino, 16 percent African American, 19.3 percent white, and 15.5 percent Asian¹. Richmond is a warm and welcoming City due to the diversity of its residents, businesspeople, land use and its historic contributions to the future of the nation. With some of the most affordable housing prices in the Bay Area, neighborhoods and housing options offer a whole palette of lifestyle choices.

The City of Richmond is the perfect location to “play in the Bay” and explore with distinct neighborhoods, the Bay Trail and 32 miles of shoreline, museums, golf, water sports, shopping, hotels, diverse dining, cultural events and activities, and much more. Through its nine community centers, two aquatic centers, and libraries (one main and two branches), the City sponsors a variety of activities to support Richmond’s adult, youth, and senior populations. The City is also home to the Rosie the Riveter/World War II Home Front National Historical Park, which aims to preserve and interpret Richmond’s role in our nation’s home front response to World War II.

The City has one of the most progressive city governments in California. The City of Richmond is working on developing and implementing programs and policies with a focus on health and racial equity, in order to enhance the quality of life and ensure fair outcomes for all residents. Richmond is a full-service city operating under a City Council-City Manager form of government, with a mayor elected at-large and six council members elected by district. The City is operating in Fiscal Year 2025-26 with a general fund budget of approximately \$258 million and 664 FTEs. Combining a proud history, an innovative future, and a vibrant lifestyle, Richmond is truly the perfect place for a Police Chief to not only lead but also thrive! To learn more, go to:

www.ci.richmond.ca.us

¹Quick facts Richmond city, California. 2023 American Community Survey 5 year estimates

<https://www.census.gov/quickfacts/richmondcitycalifornia>



THE DEPARTMENT

The mission of the Richmond Police Department is to prevent crime and to maintain order. The Department works in partnership with the diverse community to help solve neighborhood problems, address the root causes of crime, and improve the quality of life in Richmond. In compliance with professional standards established by the Oath of Office, Professional Code of Ethics and administrative directives, the Richmond Police Department strives to perform in a manner that promotes public trust.

The Department is organized into three divisions: the Patrol Division, Investigations Division, and Administration Division. The Patrol Division includes uniform patrol officers, Traffic Officers, K9 Officers, sworn and civilian Crime Scene Technicians and S.W.A.T. Team Members.

The Investigations Division includes a Robbery/Homicide Unit, General Crimes Unit, Special Victims Unit and Crime Analysis. The Administration Division is comprised of both sworn and civilian staff. They are responsible for recruiting, hiring and training of Richmond Police Department staff. Several staff report directly to the Chief of Police which include the Department’s Accountant, Office of Professional Accountability (Internal Affairs) and the Crime Prevention Unit. The Department also works collaboratively with internal departments and external entities to meet the needs of the Richmond community.

THE POSITION

The incoming Police Chief plans, organizes, and directs the maintenance of law and order, the protection of life and property, the regulation of traffic, the apprehension, and arrest and detention of law violators and the maintenance of police records and jail facilities; analyzes operational and service demands and devises plans and procedures; confers with residents and city officials on law enforcement



problems and assists in the development of municipal law enforcement policies; analyzes operations costs and prepares budget estimates; coordinates city law enforcement activities with those of other agencies; directs the apprehension of persons sought by other law enforcement agencies; attends police conferences; selects personnel and enforces discipline and training regulations; directs the assignment of personnel and equipment; supervises special studies and the preparation of comprehensive reports.



THE IDEAL CANDIDATE

The City of Richmond seeks a Police Chief with a demonstrated commitment to community policing values and a proven track record in the successful development and implementation of strategic service delivery that promotes accountability, transparency, fiscal management, trust, improved morale, and enhanced community relations. The Chief will continue the trend of reducing homicides, as well as deploying new strategies to address the needs of the Richmond community.

The ideal candidate for this position will be a seasoned, collaborative administrator and effective manager with the command presence and experience to be able to build a culture of trust, respect, credibility, and confidence within the Department. The Chief must demonstrate the ability to empower, develop, motivate and encourage the Department's personnel, while maintaining accountability and appropriate discipline. The ideal candidate must be an individual known for having outstanding community engagement and communication skills and an approach characterized by fairness, integrity, openness, honesty, and transparency. The next Chief of Police will be expected to value both sworn and professional staff, as well as make recruitment and retention of employees a priority.

The Chief must also be able to demonstrate the ability to inspire confidence and trust of Department staff, City officials, and community members alike. The ideal candidate will be an inspirational, visionary, and innovative individual able to enhance the morale of the Department. An approachable, responsive, confident, and trustworthy candidate is sought.

A Chief who will demonstrate a personal commitment to engaging community members and forming relationships based on understanding and compassion—and who will encourage the same in all members of the Police Department will be valued. The ideal candidate will have experience working with a diverse community and in working with a variety of groups at the neighborhood level. The selected candidate will embrace the public visibility



inherent in this position and work to form a relationship of positive, frequent engagement with diverse sectors of Richmond's community. Candidates that are willing to work together collaboratively with the community, the staff, the City, and regional partners will do well in this process.

The ideal candidate will have knowledge of the principles, problems, and techniques of municipal police administration; knowledge of the technical and operating practices and methods of law enforcement and crime prevention; knowledge of police requirements and the limitations on police authority; knowledge of the laws governing custody of persons, search and seizure and the rules of evidence; ability to analyze police problems and to plan policies and procedures; ability to command a large police force; and ability to establish and maintain effective public relations. Candidates should have a proven track record of being current on the issues that affect law enforcement today and, in the future.

Candidates must possess equivalent to a bachelor's degree from a college or university with major course work in Police Science, Administration of Justice, Public or Business Administration or a related field. A Master's degree, FBI National Academy, California Police Chiefs Executive Leadership Institute and/or POST Command College are desirable but not required. Applicants for the position should have a broad range of experience in all phases of police work, including community policing. Applicants must have seven (7) to nine (9) years of law enforcement experience, with at least four (4) years of experience in a supervisory or administrative rank in a police department. POST certification is required, and possession of a valid California driver's license and satisfactory driving record is an ongoing requirement.

THE COMPENSATION

The compensation for Police Chief is currently up to a maximum of \$311,705 annually. In addition to salary, the City offers an outstanding benefits package that includes:

- Public Employees Retirement System (PERS): Police Classic Employee 3.0% @ 50 years old.
- City offers an optional employee-paid deferred compensation plan. Additionally, the City will make an employer-contribution to an employee's 401(a) deferred compensation plan equal to 2% of the employee's semi-monthly base salary per pay period.
- Longevity Pay at 5 years (2%), 10 years (4.5%), and 20 years (9%).
- CalPERS Medical Plan - Managed through CalPERS with multiple plan options. Maximum benefit paid by the City of Richmond is the Kaiser HMO family rate.
- Dental Insurance, Vision Insurance and Employee Assistance Program (EAP) are all provided at no cost to the employee.
- Life Insurance - 2x annual salary up to \$250,000 benefit.
- Long Term Disability Insurance - 60% of salary up to \$5,000 per month after 30 day waiting period.
- Holidays - 14 paid holidays per calendar year, 5 days and 2 hours of floating holidays per calendar year.
- Administrative Leave - 12 days each fiscal year
- Vacation - 10 days, increases after three years and potential vacation credit for prior local government employment
- Sick Leave - 12 days annual sick leave
- Optional Flexible Spending Accounts - Health Care, Dependent Care, and Transportation
- Professional Development, Relocation Assistance, Uniform Allowance, and Tuition Reimbursement

Additional benefits information can be found [here](#).

TO APPLY

If you are interested in this outstanding opportunity, please apply online at:

www.bobmurrayassoc.com

Filing Deadline:

October 26, 2025

Following the closing date, resumes will be screened according to the qualifications outlined above. The most qualified candidates will be invited to interview with Bob Murray and Associates. Candidates will be advised of the status of the recruitment following finalist selection. A select group of candidates will be asked to provide references once it is anticipated that they may be recommended as finalists. References will be contacted only following candidate approval.

If you have any questions, please do not hesitate to call Ian Schmutzler at:

(916) 784-9080

The City of Richmond is an Equal Opportunity Employer that actively encourages workforce diversity.

