

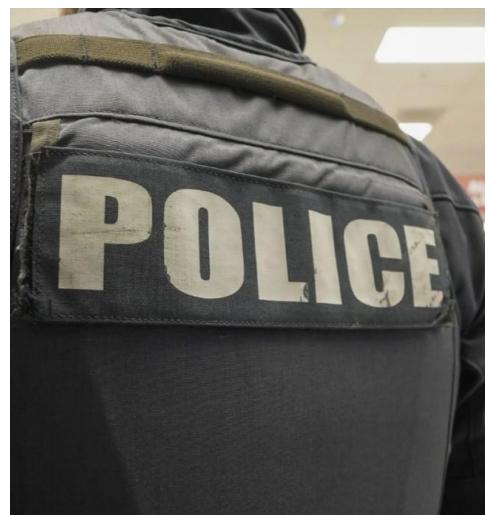
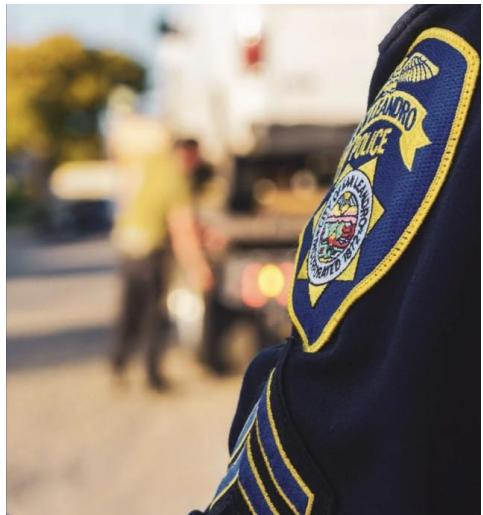


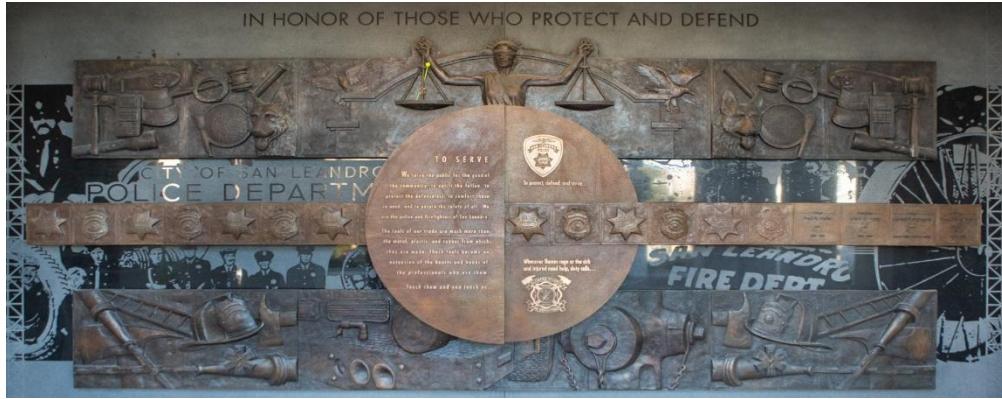
The City of San Leandro invites you to apply for the position of

POLICE CAPTAIN

Proud to Serve

Application Deadline:
February 20, 2026





CITY GOVERNMENT

Incorporated in 1872, the City of San Leandro is a Charter City operating under a Mayor-Council-Manager form of government. The City Council is made up of members nominated from each of the six districts and elected at-large. The Mayor is also nominated and elected at large. The Mayor and City Council appoint members of the community to sit on the City's various advisory boards and commissions, ensuring that a wide cross-section of the community is represented in City government.

The City operates on a biennial budget, with a total adopted budget of \$272.9 million for FY 2025-26, including \$156.1 million in the General Fund. City services are delivered by a workforce of 451.78 budgeted full-time equivalent employees. San Leandro provides the full range of municipal services and is organized across ten departments: City Manager, Community Development, Finance, Human Resources, Human Services, Information Technology, Library, Police, Recreation and Parks, and Public Works. Fire protection services are provided contractually by the Alameda County Fire Department.



access to two major freeways, two BART stations, and a large, well-educated workforce. The city also encompasses a large industrial area that is home to a thriving advanced manufacturing industry. Located in the East Bay, San Leandro is recognized for its well-defined neighborhoods, characterized by charming and unique older homes along tree-lined streets. These neighborhoods foster a strong, sustainable community rooted in engaged residents. The City values its diversity and encourages active community engagement on a broad range of issues.

For more information regarding the City of San Leandro visit: www.sanleandro.org.

THE DEPARTMENT

The San Leandro Police Department (SLPD) embraces the tenets of procedural justice: voice, neutrality, respect, and trustworthiness. SLPD prides itself on serving with integrity, fairness, compassion and respect. Department members strive to partner with the community to collaboratively resolve concerns and are committed to the principle that trust is the foundation of any successful relationship.

The responsibilities of the Department include the protection of life and property, the preservation of public order, the investigation of criminal offenses, the apprehension of criminal offenders, and the regulation of traffic on public streets to ensure the safe and expeditious movement of vehicles and pedestrians. SLPD is supported by 135 authorized positions (91 sworn) and a FY 2025-26 budget of \$49.7 million.

CORE VALUES

Teamwork

The San Leandro Police Department values teamwork which fosters cooperation through a positive work culture and partnership with the community. We encourage and share ideas and goals, while respecting diversity and individuality.

Integrity

SLPD values ethical and honest employees who are dependable to the organization and the community we proudly serve.

Professionalism

We honor the professional standards of the law enforcement community and proudly adhere to the Law Enforcement Code of Ethics in the service we provide. We value quality training for personal and professional growth and hold ourselves and each other accountable for maintaining high standards.

Service

We are committed to providing quality service in a timely manner using technology as a valuable resource.

THE COMMUNITY

The City of San Leandro is one of the most diverse cities in the nation, located in the heart of the San Francisco Bay Area. A well-established community in Alameda County of approximately 90,000 residents, San Leandro is proud of its distinct neighborhoods, twenty-three parks, three public libraries, quality local schools, and a wide range of shopping, dining, recreational, and entertainment options. San Leandro is an organization that blends big-city thinking ingenuity and innovation with the positive small-town feelings where kindness matters.

The City boasts a high-quality gigabit-speed fiber optic network that serves manufacturers, tech entrepreneurs, and other employers within a traditionally diversified solid local economy that serves as a prime location for companies such as Ghirardelli Chocolate, Torani, Costco, and Kaiser Permanente. Local businesses enjoy multiple advantages, including proximity to the Oakland San Francisco Bay Airport and the Port of Oakland,

San Leandro's Police Chief is supported by an Assistant Chief and two Captains. Five Lieutenants and two civilian managers round out the management team. The Chief's Advisory Board serves as a community resource for the Chief in the development of strategies, the advancement of community policing concepts, and the promotion of public awareness.

The City of San Leandro is also served by an [Independent Police Auditor](#) (IPA) who reports to the City Manager, as well as a [Community Police Review Board](#) comprised of nine community members. The purpose of the Board is to increase public trust and accountability, ensure that police operations reflect community values, and, in cooperation with the IPA, promote prompt, impartial, and fair investigations of complaints brought by members of the public against SLPD employees.

The San Leandro Police Department is organized across two bureaus:

Operations Bureau

The Operations Bureau encompasses Patrol, Criminal Investigations and Traffic, along with specialized support functions within each division:

- Patrol – Crime Scene Technicians, Unmanned Aerial Vehicle (UAV) Drone Program, and Tactical Operations (SWAT)
- Criminal Investigations – Crimes Against Persons, Property Crimes, Special Victims Unit, and Property & Evidence
- Traffic – Motorcycle Unit, Parking Enforcement, Commercial Enforcement, and Animal Control

Services Bureau

The Services Bureau manages Support Services, Professional Standards & Training, and Police Business Management. Specifically, the divisions include:

- Support Services – Communications Center, Records Unit, and Technology
- Professional Standards & Training – Personnel, Recruitment, Crime Prevention, Community Outreach, and the Jail
- Police Business Management – Contract Management, Procurement, Budget and Financial oversight

POLICE CAPTAIN

The Police Captain is responsible for maintaining the high standards necessary for the efficient, ethical, and professional operation of the Police Department. This position provides oversight of investigations involving police personnel and requires a strong commitment to integrity, accountability, and courageous decision-making. The ideal candidate values diversity and inclusion and demonstrates a proven history of meaningful community engagement within a community representing a wide range of cultures and experiences.

The role involves developing, implementing, and interpreting departmental policies, rules, regulations, programs, orders, and duty assignments to ensure consistent and effective operations. Responsibilities also include managing, preparing, and monitoring Police Department budget accounts; applying for and administering State and Federal grants; and overseeing purchasing documents, planning materials, staff reports, and other records related to police operations.

Serving as a key liaison, this position works closely with other City departments, community members, the media, and other law enforcement agencies. The role provides information to the public, speaks before community groups, responds to public inquiries, and represents the department at community functions. It also assists with community crime prevention programs and delivers public education on policing skills, strategies, and public safety initiatives.

Additionally, this position directs the operations of the Bureau of Services, which includes oversight of the Records Unit, the Dispatch Center, and the Professional Standards Unit. The position may also be assigned to oversee the Operations Bureau. The Police Captain analyzes and makes recommendations regarding operating policies and procedures, the impact of new or amended laws, personnel transfers, equipment availability and use, and staffing and labor allocation. The role includes supervising and counseling staff, preparing performance evaluations, recommending training opportunities to enhance job performance, and, when necessary, serving as Acting Police Chief to ensure continuity of leadership.

THE IDEAL CANDIDATE

The selected candidate will demonstrate strong strategic thinking skills and the ability to respond effectively during emergency situations. They will possess extensive knowledge of modern California law enforcement practices and procedures, along with a deep understanding of



Mission Statement

We are committed to providing professional police services and safety to our community in a manner in which we, ourselves expect.





community needs and a proactive approach to addressing them. The candidate will exhibit exceptional leadership and sound decision-making abilities, with the capacity to perform effectively under pressure. They will be able to identify and embrace emerging technologies to promote streamlined processes and enhanced services Citywide.

In addition, candidates who thrive in this role will show a genuine commitment to coaching, mentoring, and developing staff, supported by clear and effective verbal and written communication skills. Strong interpersonal abilities are essential, including the capacity to listen attentively, de-escalate challenging situations, and build positive, collaborative relationships. A demonstrated commitment to community-oriented policing and public safety is fundamental to success in this role.

Ideal candidates will have at least one year of experience as a sworn Police Lieutenant with any California agency, or five years of work experience as a Police Sergeant in the City of San Leandro. Relevant higher education, such as a bachelor's degree from an accredited college or university with major course work in criminal justice, police science, public administration, or a closely related field is highly desired. Possession of a valid advanced California Peace Officer Standards and Training (POST) certificate is required. Any combination of experience and education that provides the knowledge, skills, and abilities necessary to be successful in the position will be considered.

COMPENSATION & BENEFITS

The City of San Leandro offers a competitive salary and benefits package. The salary range for this position is **\$217,488 - \$264,348**, with placement within the range dependent on qualifications and experience (DOQE). The City's comprehensive benefits program includes, but is not limited to:

- Retirement – CalPERS 3% @ 50 formula for Classic employees; 2.7% @ 57 formula for new members (PEPRA employees)
- Medical Plan – Choice of health insurance plans with monthly City contribution up to \$2,726.75. Generous in-lieu payment to employees who show proof of health insurance coverage
- Dental Plan – Up to \$149.55 monthly City contribution
- Paid Leave – Vacation Leave accrues up to 25 days per year commensurate with years of experience. Sick Leave accrues 12 days per year with accrual cap of 2,400 hours
- Holidays – 7% of base pay in lieu of paid holidays, plus two floating holidays per year
- Administrative Leave – 80 hours per year
- Deferred Compensation – City will match employee contribution up to 2% of base salary
- Development Program – \$1,000/year reimbursement for technology, health and fitness, and job-related training expenses
- Uniform Allowance – \$1,600/year – paid equally each pay period
- Life Insurance – \$50,000 City-paid policy with option to purchase additional coverage
- Educational Incentive – 8% of base pay for POST Supervisory Certificate; 10% for POST Management Certificate
- Master Police Manager Program – Depending upon eligibility requirements, incentive amounts range between 2% to 5% of base pay
- Retiree Medical & Dental – Available after vesting period
- Optional Benefits – Dependent Care and Medical Spending Accounts, vision care, short-term disability insurance, and others. Employee Assistance Program available
- Flexible schedule – Allows 9/80 or 4/10 work schedule

APPLICATION & SELECTION PROCESS

The closing date for this recruitment is **Friday, February 20, 2026, at 5:00 PM**. To be considered for this opportunity, upload a compelling cover letter, with your completed application at www.sanleandro.org/hr. This is a confidential process and will be handled accordingly throughout the various stages of the recruitment.

Following the closing date, applications will be screened against the criteria outlined in this brochure. Candidates deemed to be the most highly qualified will be invited to interview with the City of San Leandro. Selection is anticipated shortly thereafter, following the completion a thorough background check on the top candidate. Please note that references will not be contacted until the end of the final stage and, at that time, will be done in close coordination with the candidate.



**City of San
Leandro**