



# BAY AREA RAPID TRANSIT DISTRICT (BART)

INVITES YOUR  
INTEREST IN  
THE POSITION OF

## DEPUTY POLICE CHIEF



# BAY AREA RAPID TRANSIT DISTRICT

The Mission of the Bay Area Rapid Transit District is to provide safe, clean, reliable, and customer-friendly regional public transit service in order to increase mobility and accessibility, strengthen community and economic prosperity, and preserve the environment in the Bay Area. BART is widely regarded as successfully doing just that, by those in the Bay Area and by those in public transit nationally. This is one of America's premier systems.

The San Francisco Bay Area Rapid Transit District (BART) began service in 1972 and is currently the fifth busiest heavy rail transit system in the United States serving a regional population of over 7 million and weekday ridership of over 400,000. The District's workforce of over 3,500 employees is central to achieving its mission.

## ORGANIZATIONAL DESIGN AND GOVERNANCE

The BART Board of Directors consists of nine members, each elected to a four-year term from one of nine election districts within the counties of Alameda, Contra Costa, and San Francisco that comprise the communities that contribute to the BART budget. The Board appoints four officers for the District, the General Manager, General Counsel, Controller-Treasurer, and the District Secretary. The Independent Police Auditor also reports to the Board. The Chief of Police reports directly to the General Manager.

## THE DEPARTMENT

The BART Police Department is composed of 330 personnel, of which 225 are sworn peace officers of the State of California. The Chief of Police, with the support of his Deputy Chiefs, commands BART's sole law-enforcement entity and provides the full range of police services. To prepare for major emergencies, critical incidents, and tactical responses, the Department is a signatory to the Bay Area's mutual-aid pacts and has teams of highly trained officers for tactical response and/or crisis negotiations.

Qualifications and training for BART police officers exceed the guidelines of the State's Commission on Peace Officer

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Standards and Training, which certifies all California peace officers. Most officers currently are assigned to the Patrol Bureau and become eligible for specialized assignments, including: field training officer; SWAT operator; detective; personnel and training officer; applicant background investigator; crime analyst; administrative traffic officer; FBI Joint Terrorism Task Force investigator; and undercover anti-vandalism and special-enforcement teams.

The Department currently uses a geographical team policing deployment strategy to enhance the ability to work more closely with the local residents, allied public-safety agencies, businesses, schools, and other transit district employees. There are BART police facilities and field offices in Oakland, Concord, Walnut Creek, Pittsburg, El Cerrito, Dublin/Pleasanton, Castro Valley, San Leandro, Hayward, San Francisco, Colma, and San Bruno where lieutenants, sergeants, officers, and community-service officers report for duty.

To further ensure the personal safety of BART riders, pay phones and emergency call-boxes in parking lots connect directly to the BART police 9-1-1 communications center. The District also utilizes video-surveillance systems in trains, stations, and parking lots. Since 9/11, the emphasis has been to further harden BART's critical infrastructure against the threat of terrorism. The department hosts drills for the region's first-responders and participates in local, state, and federal counterterrorism working groups. An officer is assigned full-time to the FBI Joint Terrorism Task Force and a command officer is designated as the department's mutual-aid, counter-terrorism,



and homeland-security liaison. All of BART PD's canines are highly trained and certified to detect explosives.

Community-service officers, communications/9-1-1 dispatchers, revenue-protection guards, clerical staff, and supervisors comprise the department's civilian employees.



## THE POSITION

The Bay Area Rapid Transit District (BART) is seeking a highly qualified Deputy Police Chief. Deputy Chiefs are responsible for managing and administering the activities of one of the three divisions within the Police Department and assisting the Chief of Police with overall operation of the Department.

BART is seeking a candidate with outstanding leadership capabilities, strong interpersonal skills, and the confidence to initiate and follow through on important changes in the department. Individuals with 21st century policing experience and creativity around crime control strategies, and working in a culturally diverse urban environment will excel in this position.

The BART Police Department, with over 225 officers and another 105 supporting staff members is a significant law enforcement presence in the Bay Area; the Deputy Chief's role will provide abundant opportunity to develop skills in a broad range of police management activities in a dense and diverse urban environment. The job will demand a creative individual who has the ability to inspire change, and to support officers in performing the challenging job of policing, while demanding accountability at all levels.

The BART Board and Executive Management are fully committed to the change process for the Police Department, and the Chief is equally committed to fostering effective mentoring and developmental opportunities at all levels. This is an uncommon career-building environment. The positions require three (3) years of (full-time equivalent) verifiable management experience at the level of Police Lieutenant or above and a Bachelor's degree in criminology, administration of justice, public/business administration, political science, psychology, law, education, or a closely related field. A Master's degree is preferred. Appropriate additional relevant experience may substitute for the education requirement as appropriate.

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## COMPENSATION

Compensation for the position is likely to be in the range of \$180,000-\$198,000. In addition, BART provides an attractive benefit package which includes:

### Educational Skill Incentive:

In an effort to attract and retain well-educated, skilled, and experienced police executives as well as offer succession planning opportunities to the District Police Personnel, effective June 1, 2016, the District will provide an educational skill incentive pay of 4% for Deputy Police Chiefs who meet the following two requirements:

- Allowance for a POST Management Certificate
- A Bachelors of Arts or a Bachelor's of Science Degree

### Medical Benefits

Medical plan coverage is provided by the California Public Employees' Retirement System (CalPERS). Both HMOs and PPOs are available. Employees pay a modest monthly pre-tax premium co-payment of \$140.82 for most plans in 2017.

### Dental Benefits

Principal Financial Group administers a \$2,000 per person per calendar year family bank dental program. Claims are generally paid at 90% with no deductible. Orthodontia is covered at 75% with a lifetime maximum of \$3,500 and a \$50 deductible. District paid coverage.

## Vision Benefits

Vision Service Plan administers two vision plans. The District paid plan allows annual exams and lenses and frames every other year with a \$10 co-pay. The employee paid plan allows for enhanced coverage on lenses and frames and has a \$20 co-pay.

## Life Insurance Benefits

Life insurance is provided in the amount of two times the annual base salary rounded to the next highest thousand. Optional life insurance may be purchased by the employee.

## Disability Benefits

Basic short and long term disability insurance is provided at no cost to the employee. Optional long term disability coverage may be purchased by the employee.

## Retirement Programs

Employee pension plan is through the California Public Employees' Retirement System (CalPERS). A Deputy Chief who is subject to the Public Employees' Pension Reform Act of 2012, also known as PEPPRA receives the pension formula of 2.7% at 57. The minimum age for retirement is 50 with 5 years of CalPERS service credit. The employee contribution is 50% of the normal cost of the pension, which is currently 13% of pensionable compensation. Contributions are not made on compensation over \$140,424 in 2016. In addition, 4% of the employer contribution to PERS is paid by the employee. The pension is based on a 36-month average final compensation. The cap on compensation used to calculate the benefit is \$140,424 in 2016. The actual compensation cap depends on the year of retirement and is adjusted annually based on the Consumer Price Index for All Urban Consumers.

A Deputy Chief who is exempt from PEPPRA receives the 3% @ 50 formula, with the 9% employee contribution reimbursed by BART, except during the final 12 months when the pay rate is increased by 9% and the employee pays the employee contribution. 4% of the employer contribution to PERS is paid by the employee.

A Deferred Compensation Plan (IRC 457), as well as a Money Purchase Pension Plan (IRC401(a)) are offered, with a variety of investment options. Rollovers into the Deferred Compensation Plan are generally allowed.



## Vacation & Holidays

Vacation is provided at the rate of three weeks after one year of service. Four weeks is provided for 5-14 years of service, five weeks is earned for 15-18 years of service and six weeks is earned for more than 19 years of service. A total of 9 fixed holidays and 5 floating holidays are provided.

## Other Benefits

Education Assistance Program, Employee Assistance Program, Free Transportation and Survivor Benefits are among the other benefits.

## TO APPLY

If you are interested in this outstanding opportunity, please visit our website at [www.bobmurrayassoc.com](http://www.bobmurrayassoc.com) to apply online.

### Filing Deadline:

**September 30, 2016**

Following the closing date, resumes will be screened according to the qualifications outlined above. The most qualified candidates will be invited to personal interviews with Bob Murray and Associates. 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. Finalist interviews will be held with the District. Candidates will be advised of the status of the recruitment following selection of the Deputy Police Chief.

If you have any questions, please do not hesitate to call Mr. Gary Phillips at:

(916) 784-9080

