

# Compensation and Benefits

The Bay Area Rapid Transit District offers a competitive salary and benefits package. The target salary range for this position is between \$250,000 and \$270,000 depending on qualifications. Additional incentive for education may be applicable. This classification is also eligible for Management Incentive pay at \$4,800 annually. The current benefits package includes:

- ◆ **Medical Benefits:** Medical plan coverage is provided by the California Public Employees' Retirement System (CalPERS). Both HMOs and PPOs are available. For 2019, Non-Represented Employees pay a monthly pre-tax premium co-payment of \$147.14 in their medical contribution for most plans.
- ◆ **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.
- ◆ **Other Benefits:** Education Assistance Program, Employee Assistance Program, Free BART Transportation and BART Survivor Benefits for health are among the other benefits.
- ◆ **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:** Employees subject to the California Public Employees' Pension Reform Act (PEPRA) have a pension formula of 2.7% @ 57 and pay 100% of the required employee contribution, which is 13.75% for safety and an additional contribution of 2% towards the employer's share. Classic (Non-PEPRA) employees have a pension formula of 3% @ 50 and pay a total of 8%.
- ◆ **Vacation and 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.
- ◆ **Sick Leave:** Twelve sick days per year.

## The Process

To be considered for this exceptional career opportunity, please visit the Avery Associates Career Portal on our website at [www.averyassoc.net/current-searches/](http://www.averyassoc.net/current-searches/) to upload your letter of interest, resume and contact information, including email addresses for five work-related references (who will not be contacted until after an interview takes place).

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The final filing date for this position is: October 14, 2019.

If you have any questions regarding this position, please feel free to contact Bill Avery at 408.399.4424 or by email at: [bill@averyassoc.net](mailto:bill@averyassoc.net) or Bill Lopez at 408.888.4099 or by email at: [williaml@averyassoc.net](mailto:williaml@averyassoc.net).



INVITES YOUR INTEREST FOR THE POSITION OF:

# CHIEF OF POLICE

Annual Salary Range: \$250,000 - \$270,000  
Final Filing Date: October 14, 2019

**BART is an equal opportunity employer. Women, minorities, veterans and persons with disabilities are encouraged to apply**



## THE DISTRICT

### 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 4 million and weekday ridership of over 420,000 throughout its 49 stations. The District's workforce of over 4,000 employees is central to achieving its mission.

## Organizational Governance and the Police Department

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 six officers for the District, the General Manager, General Counsel, Controller-Treasurer, District Secretary, Independent Police Auditor, and Inspector General. The Chief of Police reports directly to the General Manager.

The CALEA certified BART Police Department is composed of 335 personnel, of which 225 are sworn peace officers of the State of California. The Board's commitment to the Department is evidenced by their approval of 19 new sworn positions in the current year's budget. 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 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.

## THE POSITION

### Chief of Police

Bay Area Rapid Transit is seeking a bold and visionary leader to serve as its next Police Chief. The organization is looking for a progressive and change oriented leader capable of ensuring the Police Department continues to serve the many diverse communities of the Bay Area in a unified and effective manner. A professional management style that focuses on development and collaboration will be highly critical for success in this role. This position will also require a chief that is very comfortable working with civilian involvement, as an Independent Police Auditor and a Citizen's Review Board collaborate with this position. An ability to foster strong ties with the community and key stakeholders will also be very important in this role.

The key priority for this role is focused on external relations and engagement with all of the communities in the BART system. This task will also require constant engagement with the community of riders as well as local leaders to ensure that BART is meeting the needs and delivering quality service to all. Quality of Life including homelessness also continues to be a major priority for the organization as a whole as it for the Bay Area. The organization continues to work collaboratively with Bay Area communities and organizations on this issue, but further outreach efforts and innovative approaches to address quality of life/homelessness throughout the entire system will critical for success in this role. A high level of political acumen and focus on visibility will also be needed for this role in order for the Chief to build effective ties with the Board and the various communities that BART serves.

Mentorship, staff development, and succession planning will also be top priorities for the incoming police chief to address. The department has promising officers in its ranks but feels the need to more actively develop leadership skills in order to boost retention. There is also a desire within the organization to ensure that there is a culture of engagement that flows throughout the organization and that the involvement with the community is not limited to the higher ranks of the department.



## The Ideal Candidate

This position requires a minimum of seven (7) years of (full-time equivalent) verifiable law enforcement experience which must have included at least three (3) years of management and administrative experience at a rank equivalent to Lieutenant or higher. A Bachelor's degree in criminal justice, criminology, public administration or a closely related field from an accredited college or university is required and a Master's degree is preferred. Possession of a valid P.O.S.T. management certification is also required for this position.

