



invites your interest in the position of

CONSTITUTIONAL POLICING ADMINISTRATOR



Photo: Greg Linhares, City of Oakland



Recruitment Services Provided by Ralph Andersen & Associates



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The City of Oakland is an equal opportunity employer that values workforce diversity, inclusion, and equity. Oakland has a long history of activism around issues of justice and equity. Both oppression and this resistance to oppression have shaped the city's historical roots and the lives of its residents to this day. As public servants in one of the most diverse cities in the nation, we strive to develop employees who understand the harm and impacts of systemic inequity to create lasting, meaningful outcomes for everyone. Oakland strives to establish an environment that embraces the richness of culture, community, and individualism of employees.

AN EXCEPTIONAL OPPORTUNITY

The City of Oakland, California, is conducting a national search for the position of Constitutional Policing Administrator.

THE CITY OF OAKLAND

The City of Oakland is a vibrant urban center in the heart of the San Francisco Bay Area. As the eighth-largest city in California and the county seat of Alameda County, Oakland is home to a diverse community of more than 400,000 residents representing cultures from around the world. More than 125 languages are spoken throughout the city, reflecting Oakland's rich multicultural heritage and longstanding commitment to inclusion. Oakland is also home to one of the nation's largest LGBTQ+ communities.

We recognize that the City of Oakland, California sits on xučyun (Huichin) territory, the ancestral and unceded land of the Chochenyo speaking Ohlone people. This land was and continues to be of great importance to the Ohlone people. Our acknowledgment of Indigenous land and voices deepens our continued efforts to learn about historical injustice and excluded cultures. It also affirms our support of the rematriation of land, the fostering of equitable cultural partnerships, and a deeper understanding of Oakland's creation stories to strengthen our connection to the land and communities we serve.



Current and former elected officials, public safety and city leaders, plaintiffs at the Negotiated Settlement Agreement Joint Case Management Conference, May 2026

Oakland is known for its distinctive neighborhoods, thriving arts and cultural scene, and exceptional recreational opportunities. From the iconic shores of Lake Merritt to more than 140 parks and open spaces, the city's landscape stretches from the San Francisco Bay waterfront to the rolling East Bay hills, offering residents and visitors access to natural beauty alongside a dynamic urban environment.

As Northern California's center for international trade, Oakland is anchored by the Port of Oakland, the region's busiest international trade gateway and one of the nation's busiest container ports. The city also benefits from its proximity to six major universities, fostering innovation, education, and a highly skilled workforce.

Oakland's history, diversity, and civic pride continue to shape a city where public service makes a meaningful impact. Whether through its vibrant neighborhoods, cultural richness, economic vitality, or commitment to equity and community partnership, Oakland offers an exceptional place to live, work, and serve.

#OAKLANDLOVELIFE

In April 2016, the City of Oakland adopted an official city motto in memory of 16-year-old Lo'Eshe Lacy. Lo'Eshe in Nigerian Igbo means "love life," a rallying cry to embody Oakland love. The Official City Motto of Oakland, California [#OaklandLoveLife](#).

CITY GOVERNANCE

The City of Oakland operates under a Mayor-Council form of government. The Mayor, elected at-large, serves as the head of the executive branch and appoints the City Administrator, who oversees the City's day-to-day operations across all departments.

In May 2025, Barbara Lee, a longtime U.S. Congressional Representative and the first Black woman elected Mayor of Oakland, was sworn in as the City's 52nd Mayor following a special election to complete the remainder of the current mayoral term. Mayor Lee leads the City's executive branch, providing strategic leadership and working in partnership with the City Council, City Administrator, community members, and regional partners to advance the City's strategic priorities and deliver effective municipal services. [Learn more about the Mayor.](#)

The City Council serves as Oakland's legislative body and consists of eight members, seven elected by geographic district and one elected at-large, serving staggered four-year terms. The Council establishes citywide priorities, adopts ordinances, approves the City's budget, and appoints members to boards and commissions. [Council information is available here.](#)

Oakland is a full-service city with approximately 4,200 employees and an annual operating budget exceeding \$1.3 billion. The City provides a broad range of essential services, including police, fire, public works, violence prevention programs, parks, libraries, and other services that support Oakland's residents, businesses, and visitors. [Learn more about Oakland City Services.](#)

The City recently adopted the Fiscal Years 2025–2027 Mid-Cycle Budget, reaffirming its commitment to long-term fiscal sustainability while addressing a structural deficit and continuing to deliver essential public services. [Learn more about the City's budget process.](#)

For those called to public service, this is a pivotal time to join the City of Oakland. As the City implements its strategic priorities and advances the initiatives established through the FY 2025–2027 Mid-Cycle Budget, employees have the opportunity to strengthen core services, promote equitable outcomes, and help shape the future of one of the nation's most diverse and dynamic cities. City leadership is committed to innovation, collaboration, accountability, and responsible stewardship in service to Oakland's residents.

POLICE OVERSIGHT

In 2003, the City of Oakland entered into a Negotiated Settlement Agreement (NSA) as a result of a landmark case, Delphine Allen, et al., v City of Oakland, et al. The NSA outlines 52 police reform tasks required to ensure constitutional policing by way of improvements in policing standards, policy reform, community access to the complaint process, reporting and investigating police misconduct, training and supervision, and identifying at-risk behaviors among police officers. Federal oversight is a reform tool that has transformed the department. The City of Oakland is focused on sustainable compliance of all police reform tasks, and lasting cultural change that results in equitable, constitutional public service.

In November 2016, the voters in Oakland approved Measure LL, establishing: (1) the [Police Commission](#) to oversee OPD policies, procedures and discipline process and (2) the [Community Police Review Agency \(CPRA\)](#) to investigate police misconduct and recommend discipline. To further expand the independence, authority, and staffing of the Police Commission and CPRA, voters approved Measure S1 in November 2020, establishing the [Office of Inspector General \(OIG\)](#), reporting to the Police Commission. The OIG is responsible for externally auditing OPD practices and procedures against its policies, including policies derived from the NSA.

OAKLAND POLICE DEPARTMENT

MISSION STATEMENT:

The Oakland Police Department's mission is to deliver police services that prioritize public safety and the sanctity of life, uphold the highest standards of accountability, professionalism, and effectiveness, and foster mutual respect with our Oakland community.

GOALS:

- Reduce Violent Crime and Improve Overall Neighborhood Safety
- Strengthen Community Trust Through Fair, Accountable Policing
- Promote Public Safety Strategies That Are Constitutional, Based on Data, and Foster Collaboration

The Department is currently supported by approximately 948.5 full-time equivalent employees (678 budgeted sworn and 270.5 professional staff) and an FY 2025-2026 budget of just under \$368 million. The Department receives and processes approximately 600,000 calls for service per year. The command staff includes the Chief of Police, an Assistant Chief, five Deputy Chiefs, one Deputy Director, nine Captains, 28 Lieutenants, and 12 Professional Staff Members.



The Department consists of the six bureaus: Bureau of Field Operations 1 and 2, the Bureau of Risk Management, the Bureau of Investigations, the Internal Affairs Bureau, and the Bureau of Services. The Bureaus of Field Operations are organized into six Citywide Police Areas, each led by a Captain. The Department also has a Ceasefire division which is a data-driven, partnership-based strategy that requires significant coordination with the Department of Violence Prevention, the community, social service organizations, and multiple law enforcement partners. Ceasefire is a critical component of the Citywide strategy to combat violence, which involves multiple entities within and outside the city government.

CONSTITUTIONAL POLICING ADMINISTRATOR

The Constitutional Policing Administrator (CPA) is an at-will management classification that plays a critical role in serving as compliance, technical assistance and accountability function embedded within the Police Department; and regularly provides updates to the Mayor and City Administrator on a wide range of OPD operations, policies and procedures. This position partners with internal and external stakeholders to build public trust in OPD by providing hands-on technical assistance in all areas of OPD operations, including recruitment, contracts, internal audits, risk management and police operations. This vital position provides consistent support and accountability as OPD focuses on policy and constitutional law adherence, and community trust building. The Constitutional Policing Administration must exercise considerable initiative and independent judgment in reviewing and resolving operational problems and policy matters that may arise. The incumbent receives direction from an Assistant City Administrator or the City Administrator.

KEY RESPONSIBILITIES

The Constitutional Policing Administrator will enhance internal accountability, update the Mayor and City Administrator on a wide range of Oakland Police Department (OPD) operations, and ensure compliance with the principles of constitutional policing. The CPA will be guided by national best practices and the Negotiated Settlement Agreement (NSA). The CPA fosters and maintains effective and collaborative relationships with a variety of stakeholders, including City departments, internal governing bodies, regional and state partners, community organizations and leaders, and other public and private agencies.

Specific responsibilities include:

- Serve as Administration's lead on interdepartmental collaborative efforts on Public Safety responses.
- Provide expert guidance to the Mayor and City Administrator on sensitive, confidential, and potentially controversial issues related to accountability and adherence to best practices, policies, procedures, and operations.
- Provide expert guidance to the Chief of Police and the executive command team to improve operations and community trust.
- Review and evaluate with department staff policies and procedures to provide technical assistance and feedback while updates are completed to align with best practices and City of Oakland standards.
- Review all areas of OPD internal operations with executive command and department staff to identify areas of improvement and streamline processes.
- Review and revise departmental policies to maintain compliance with federal and state laws, settlement agreements, and constitutional standards.
- Review, evaluate, monitor, and provide input regarding critical incidents including in-custody deaths, officer-involved shootings, and significant incidents.
- Track and analyze lawsuits involving OPD to assess patterns, mitigate risks, and develop policy recommendations that strengthen legal compliance and accountability.
- Foster relationships with community stakeholders, advocacy groups, and oversight bodies to enhance public trust, transparency, and community-oriented policing efforts.
- Advise City Council, relevant commissions, and boards regarding any pending or ongoing department matters of significant concern and serve as the staff to the Public Safety Committee.

CONSTITUTIONAL POLICING ADMINISTRATOR *CONTINUED*

- Coordinate with Oakland Fire Department and Department of Violence Prevention on City Council and Mayor directives at the direction of the City Administration.
- Prepare and make presentations to City officials, community organizations, and other stakeholders.
- Monitor, audit, and report on internal investigations conducted by the Oakland Police Department concerning allegations of excessive/unnecessary force or other misconduct issues as deemed appropriate; attend briefings and interviews; request information for further investigation if deemed necessary; develop independent conclusions and produce reports.
- Manage, oversee, and participate in the initial processing of police misconduct complaints alleging misconduct or other concerns; document, review, and analyze complaints; communicate with community members, police staff, and others as needed to identify complaint issues; determine level of follow-up required.
- Develop and prepare recommendations on Oakland Police Department policies and procedures related to internal investigations of complaints filed against officers and Police Department operations.
- Participate on committees, boards, and task forces and in community activities as needed; attend meetings, conferences, and workshops.
- Monitor legislation and ensure City compliance with related laws, regulations, statutes, and codes.



IDEAL CANDIDATE

The ideal candidate will be a reform-minded leader, with deep knowledge in the principles and practices of civilian oversight of law enforcement, who conveys a cooperative working style to build strong relationships with a variety of stakeholders. The ideal candidate will be capable of inspiring trust both internally and externally, and will be committed to building and implementing meaningful, lasting best practices. The CPA will be an excellent communicator, with sound judgment, the ability to direct and perform complex problem-solving, and can handle difficult issues involving sensitive and confidential matters.

The ideal candidate will:

- Demonstrate leadership, team building, and conflict resolution skills, and the ability to gain cooperation through discussion and collaboration;
- Demonstrate a strong, measurable commitment to race and equity, and a passion for public service;
- Meet critical deadlines and make decisions under pressure;
- Communicate effectively orally and in writing;
- Have a proven record of exhibiting discretion and integrity when handling sensitive information;
- Lead with compassion, exercise humility and be responsive; and
- Have a commitment to transparency, accountability and ethical behavior.





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EDUCATION AND EXPERIENCE

The following qualifications are guidelines, as the appointing authority has broad discretion in filling positions in this classification.

Education – This position requires a Bachelor’s degree, from an accredited college or university, with major coursework or concentration in law enforcement, police science, criminal justice, social justice, social science, public or business administration, law, or a closely related field. An advanced degree, such as a juris doctorate, Master’s degree, or higher, is desirable.

Experience – This position requires five (5) years of professional experience in a legal or administrative setting that includes substantial responsibility for conducting investigations, audits, policy analysis, and/or oversight activities related to law enforcement issues. Senior-level executive management experience is highly desirable.

License or Certification / Other Requirements – An incumbent in this position is expected to operate automotive vehicles in the performance of assigned duties. Due to the nature of the assignment and the hours worked, public transportation is not a cost effective or efficient method for traveling to the various locations required. Individuals who are appointed to this position will be required to maintain a valid California Driver’s License throughout the tenure of their employment.

Possession of a certification from the National Association of Civilian Oversight of Law Enforcement as a Certified Practitioner of Oversight is desirable.

COMPENSATION AND BENEFITS

The annual salary range for this position is \$175,879.44 to \$263,819.28. Salary is negotiable within the defined range depending on qualifications. Benefits include generous medical insurance, life insurance, automobile allowance, paid holidays, vacation, sick leave, management leave, public sector retirement (CalPERS), and voluntary deferred compensation. [Click on the link for the City's 2026 Benefits Matrix.](#)

THE SELECTION PROCESS

Interested candidates may apply by sending a comprehensive resume and compelling cover letter to Ralph Andersen & Associates via apply@ralphandersen.com.

Candidates are requested to submit materials prior to **Wednesday, September 16, 2026.**

Ralph Andersen & Associates will work closely with the City throughout this process to ensure confidentiality to the fullest extent possible. References will not be contacted until mutual interest has been established. If you have questions or would like to discuss this opportunity further, please call Chief Daniel Hahn (ret.) at (916) 630-4900 or email Daniel@ralphandersen.com. Confidential inquiries are strongly encouraged and welcomed.

The City of Oakland is an equal opportunity employer and encourages all qualified individuals to apply for this exceptional career opportunity.

www.oaklandca.gov



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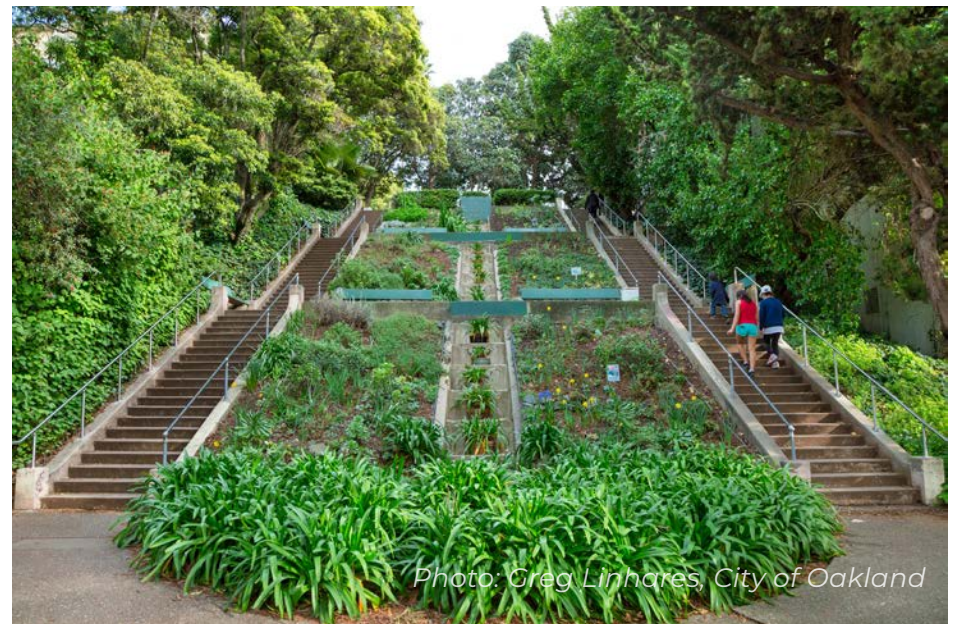


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