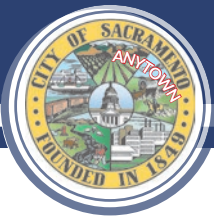


City of
SACRAMENTO

POLICE CHIEF



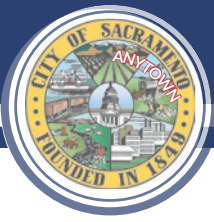
Recruitment Services Provided by
Ralph Andersen & Associates



AN OUTSTANDING CAREER OPPORTUNITY

A national search is underway to attract highly qualified candidates to lead the Sacramento Police Department. This is an incredible opportunity to lead one of California's largest law enforcement agencies in a city eager to make comprehensive and positive changes that build on both community trust and ensuring public safety. With strong civic and community participation, Sacramento seeks a proven leader for Police Chief who embodies a thoughtful, collaborative, and comprehensive approach to law enforcement that adheres to, upholds, and is compliant with the policies and values established by the City of Sacramento. Top candidates will have a career history that demonstrates outstanding leadership skills and the ability to embrace and celebrate the culture, community values, diversity, and significance the capital City of California represents. This highly accomplished individual will be strategic and well-prepared to address an array of vital policy issues, including police accountability, transparency, and neighborhood needs. Top candidates will have an accomplished career history and be recognized for their engaging and personable style, with excellent communication skills.





THE COMMUNITY

The City of Sacramento is the sixth largest city in California with approximately 530,000 residents. The Sacramento Region, including surrounding cities and counties, has a population of approximately 2.5 million, making it the 27th largest metropolitan area in the nation. The community is one of the most culturally diverse of all American cities with a blend of residents, businesses, and students from many cultures and backgrounds.



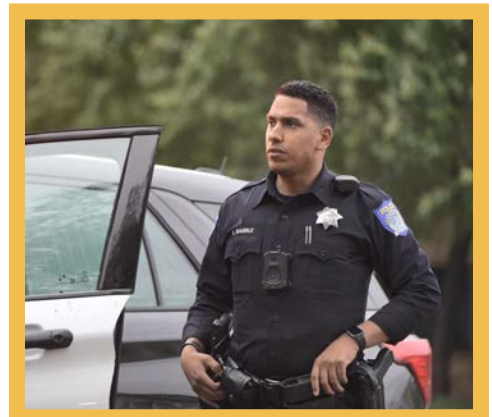
CITY GOVERNMENT

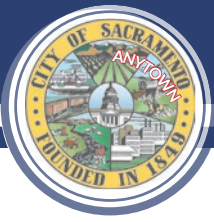
Sacramento is a charter city operating under the City Manager/ Council form of government with eight council districts and a directly-elected Mayor. The City Manager was newly appointed in 2026 and oversees the day-to-day operation of the City. Sacramento provides a full array of municipal services with a total budget for FY2026/2027 of \$1.7 billion and approximately 4,884 full-time employees.



THE POLICE DEPARTMENT

The mission of the Sacramento Police Department (SPD) is to work in partnership with the community to protect life and property, solve neighborhood problems, and enhance the quality of life in the City of Sacramento. The department endeavors to build public trust through community policing, service, professionalism, and a commitment to transparency, fairness, impartiality, and accountability. With a FY 2026-2027 budget of \$255 million, the SPD has 693 sworn officers and 337.5 professional staff working in one of five divisions (Office of the Police Chief; Operations; Investigations; Specialized Services; Strategy and Compliance).





IDEAL CANDIDATE

The Police Chief will be a visionary leader who conveys strong leadership with an effective command presence, as well as outstanding people and management skills. The ideal candidate will be an inspirational leader, excellent public speaker, responsive to the community, and quick to think on their feet in public meetings. The Police Chief will also quickly earn the trust of the community and the respect of both sworn and professional staff.

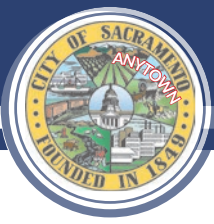
The ideal candidate will be a compassionate, respectful, honest, and ethical leader who demonstrates the highest levels of integrity and accountability. The Police Chief will value and embrace the rich diversity of Sacramento and its unique neighborhoods, building strong, authentic relationships throughout the community. The successful candidate will also have experience working collaboratively and constructively with an office of accountability and/or independent oversight, demonstrating a commitment to transparency, meaningful engagement, and effective partnerships that strengthen public trust and organizational accountability.

The Police Chief will set clear goals for the department and develop a comprehensive plan that emphasizes trust-building, accountability, and transparency. The ideal candidate will also have a proven track record of implementing accountability and transparency policies. The Police Chief will be forward thinking, focused on modern policing, and driven to implement best policing practices that are appropriate in

today's world. The Police Chief will address issues related to youth, homelessness, mental health, and underserved segments of the community. A collaborative style and an eagerness to partner with community-based organizations and regional agencies is essential.

Top contenders for this position will be non-political and have the conviction and courage to proactively address challenges and make the tough decisions, while also standing up for what is in the best interest of the City and the community. The selected candidate will be expected to quickly identify, address, and implement changes while working in conjunction with City Leadership, community and regional stakeholders, labor unions, and other employee organizations.

The candidate selected for Police Chief will be a transparent and accessible leader who values open, honest, and timely communication with both internal and external stakeholders. They will model a philosophy of openness and accountability and foster these same expectations throughout the command staff and organization. The successful candidate will cultivate an inclusive organizational culture where diverse perspectives are valued, and equity and inclusion are reflected in leadership, decision-making, employee engagement, and service to the community.



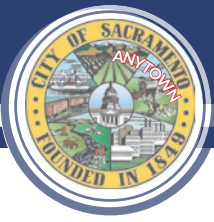
OPPORTUNITIES AND CHALLENGES

The new Police Chief will need to address public safety concerns by addressing issues in a thoughtful and transparent manner with a focus on collaboration between the Police Department and the community.

Opportunities for success include, but are not limited to:

- Enhancing and promoting the Department's image to reflect a highly responsive, community focused, and customer service-oriented police force committed to serving the diverse neighborhoods of Sacramento;
- Continue focusing on reducing violent crime through collaboration with federal and regional public safety partners, enhanced crime analysis, identifying crime trends, dedicating additional resources to gun violence task forces, increasing its use of effective technologies, and maintaining efforts with community-based organizations to apply evidence-based community violence interruption, disruption, and suppression strategies;
- Through the Office of Strategy and Compliance, furthering the goals of assuring modern and equitable police practices, managing risk and strategic plan implementation, and compliance with local, state, and federal laws and regulations, as well as SPD-initiated transparency efforts;
- Develop innovative outreach and employment activities to increase diversity within all ranks of the Department;
- Address organizational issues including succession planning, retention, and overall staffing needs of the Department; and
- Continued investment in the health of Department employees, through the enhanced Employee Services Unit (ESU) focused on building employee and organizational resiliency through physical, emotional, and financial wellbeing. Working with POST, the SPD is developing an organizational wellness strategic plan.

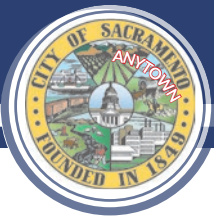




QUALIFYING EDUCATION AND EXPERIENCE

- **Education:** Possession of a bachelor's degree from an accredited college or university. A master's degree is preferred but not required.
- **Experience:** Eight (8) years of progressively responsible professional law enforcement experience with a municipal agency, including substantial command-level leadership experience of which, must have included at least two (2) years in an executive or senior management capacity with responsibility for significant organizational functions, operations, personnel, and/or programs.
- **Special Training:** Completion of one or more approved police management training courses is preferred but not required. Approved examples include those offered by California Command College, FBI National Academy, POST Executive Development, Senior Management Institute for Police, and/or PERF Executive Leadership Institute.
- **Driver's License:** Possession of a valid California Class C Driver's License at the time of appointment. Individuals who do not meet this requirement due to physical disability will be reviewed on a case-by-case basis.
- **Certification:** POST Management Certificate, or ability to obtain this certificate within POST designated timeframes. A POST Executive Certificate is highly desirable.
- **Regional Residency Requirements:** The Police Chief must physically reside in the Sacramento region, or have the ability to regularly report to a City of Sacramento physical worksite with little notice.



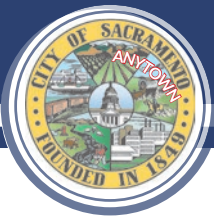


COMPENSATION AND BENEFITS

This is an at-will position and the current salary range for Police Chief is \$250,341.08 to \$322,764.75 annually. Salary is negotiable depending on experience and qualifications. The City of Sacramento offers a generous benefits package which includes:

- Medical/Dental/Vision
- CalPERS Retirement: The City contracts with the California Public Employees Retirement System (PERS). Police Sworn Safety employees: 3% @ 50 retirement formula for Classic PERS members; 2.7% @ 57 retirement formula for new enrollees to PERS. *City participates in both CalPERS and Social Security. Contributions are made by both the City and the employee.*
- 401(a) Retirement Plan: City contributes four percent (4%) of salary, employee contributes five percent (5%) of salary.
- Holidays: 14 official holidays and 2 floating holidays.
- Vacation: Minimum of 80 hours per year and up to 160 hours per year, depending on years of qualified service.
- Sick Leave
- Management Leave
- Longevity Pay
- 457 Deferred Compensation (voluntary)
- Uniform Allowance
- Flexible Spending Account
- Long-Term Disability
- Life Insurance
- Employee Assistance Program
- Technology Allowance





APPLICATION AND SELECTION PROCESS

This is a confidential process and will be handled accordingly throughout the various stages of the process. References will not be contacted until mutual interest has been established.

Candidates are strongly encouraged to apply no later than **November 9, 2026** to Ralph Andersen & Associates by sending a compelling cover letter and comprehensive resume to [**apply@ralphandersen.com**](mailto:apply@ralphandersen.com).

Only the most highly qualified candidates will be invited to participate in the confidential selection process anticipated in early December.

Timing for a final decision and selection is anticipated during late December to early January. An offer, contingent on successfully completing processes required by California POST, will follow. A public announcement and media release of the final selection will be made when appropriate. The new Police Chief will join the City of Sacramento upon a mutually agreed upon date.

Please note that all recruitment dates are tentative and subject to change based on panel member availability and scheduling needs; candidates are encouraged to remain flexible throughout the interview process.

Confidential inquiries and questions regarding this career opportunity should be directed to Sabrina Landreth at [**sabrina@ralphandersen.com**](mailto:sabrina@ralphandersen.com) or to Chief Daniel Hahn (ret.) at [**daniel@ralphandersen.com**](mailto:daniel@ralphandersen.com), or call 916.630.4900.

The City of Sacramento encourages women, minorities, and persons with disabilities to apply. Applicants will be considered regardless of race, color, creed, national origin, ancestry, sex, marital status, disability, religious or political affiliation, age, sexual orientation, medical condition, or pregnancy.

[**www.cityofsacramento.gov**](http://www.cityofsacramento.gov)