

### Police Chief Qualifications - 30 California Cities 2021

City	Pop	2020 Salary	Bachelors degree	Adv. degree	Other Education, certification	Previous job level	Other Experience	Ethnicity
Los Angeles	3,967,000	\$377,748	Business Adminsitration	Business Administration	Harvard Driving Government Performance, USC Executive Leadership, FBI National Academy, Jewish Inst. National Security Affairs, Naval Postgrad School Homeland Defense Executive Leaders	Deputy Police Chief	Medal of Valor, the Police Medal, the Police Star, and the Police Meritorious Service Medal.	White
San Diego	1,500,000	\$229,691	sociology	MBA	FBI National Academy	Assistant Chief	2008 Congressional Recognition, criminal justice professor UCSD	White
San Francisco	875,000	\$342,758	Accounting		LAPD institute of Policing	Deputy Chief		African-American
Sacramento	501,000	\$240,849	Political Science and Government	Geosciences	Defense Language Institute	Deputy Police Chief		White, woman
Oakland	430,000	\$248,953	Criminal justice	Organizational leadership	PERF, POST	Deputy Police Chief	Co-Chair Ceasefire Steering Committee. Leader OPD's Stop-Data Collection Project	African-American
Riverside	335,048	\$343,533	Workforce Dev & Training		SMIP, FBI National Academy	Deputy Police Chief		Latino
Modesto	215,000	\$194,445	Criminal justice	Leadership		Interim Police Chief		White
Fremont	214,000	\$289,737	Criminal justice	Administration of Justice	POST	Captain		African-American
Santa Rosa	176,000	\$224,216	Criminal Justice	Criminal Justice	POST Supervisory Leadership	Acting Police Chief		Latino

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Hayward	160,000	\$232,356	Organizational Leadership		Certificate Administration of Justice	Assistant Police Chief		African-American
Salinas	156,000	\$205,588	Public administration, Criminal Justice	Criminal Justice Administration	FBI National Academy, POST, PERF	Assistant Police Chief		White
Sunnyvale (Director of public safety, fire and police)	153,000	\$301,592	Criminal justice administration	Criminal justice		Deputy Chief of Police		Asian-m
Pasadena (interim)	144,000	\$281,966	Emergency management	Organizational Leadership	Kennedy School Leadership and Character in Uncertain Times Program, JFK School of Government, PERF, LAPD Police Leadership	Deputy Chief	Executive Board NOBLE, Pres LA chapter Women Lealers in Law Enforcement, Pasadena Police Fndn Officer of the Year	African-American, woman
Visalia	134,000	\$179,536	Organizational leadership	Leadership Studies	POST, Senior Mgmt Institute for Police	Captain		Latino
<b>Santa Clara</b>	<b>130,000</b>	<b>\$291,587</b>	<b>Criminal justice</b>			<b>Lieutenant</b>	<b>18-yr president of police union</b>	<b>White</b>
<b>Santa Clara Assistant Chief (1)</b>	<b>130,000</b>	<b>\$326,143</b>	<b>Administration of Justice</b>	<b>Criminal Justice Administration</b>	<b>POST, FBI National Academy, Boston U Senior Mgmt Institute Police</b>	<b>Captain</b>	<b>Cracked Mary Quigley cold case, Wrote first DNA warrant, won federal grant to create cold case team, won Crimestoppers award, Retired Officer Army Reserves</b>	<b>Afghan American</b>
<b>Santa Clara Assistant Chief (2)</b>	<b>130,000</b>	<b>\$298,576</b>	<b>Criminal Justice, Law Enforcement Administration</b>		<b>FBI National Academy, IMI Academy (Israel) security and anti-terrorism</b>	<b>Captain</b>	<b>Holds law firearm safety patents , 1997 County sheriff's Top Cop award</b>	<b>White</b>
<b>Santa Clara Former Asst. Chief</b>	<b>130,000</b>	<b>\$292,976 (2019)</b>	<b>Management</b>	<b>JD</b>	<b>FBI National Academy, POST, PERF</b>	<b>Captain</b>	<b>Northern California Special Olympics Board Member</b>	<b>White</b>

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Concord	130,000	\$175,660	International relations	Public Policy	POST Advanced Certificate, Senior Management Institute for Police	Deputy Police Chief		White
Vallejo	122,000	\$261,606	Psychology	Organizational leadership	FBI National Academy	Deputy Chief		African-American
Fairfield	117,000	168,729	Education	Administration	Northwestern U Police Staff & Command School, Int'l Assoc of Chief of Police Leadership in Policing Organizations	Police chief	24th District Congressional Woman of the year, International Association of Chiefs of Police, Adjunct faculty Northwestern U	African-American woman
Inglewood	108,000	\$216,280	Criminal Justice			Acting Police Chief		
Daly City (Acting)	107,000	\$225,031	Criminal justice	Mgmt & Org Leadership		Captain		White
San Mateo	106,000	\$220,404	Political science	Public administration, Homeland Security studies	Harvard Senior Executives in State and Local Government program, Stanford Local Governance Institute , POST Master Instructor	Police Chief	Past president of the San Mateo County Police Chiefs and Sheriff Association.	White
Livermore	90,000	\$216,884	Criminal justice	Finance	FBI National Academy	Interim Police Chief		White
Santa Barbara (interim)	88,000	242,787	American history	Public Administration, Policy Planning & Development (PhD)		County Undersheriff	Former Director federal Office of Community Oriented Policing Services, Medals of Valor and Courage, Sol Price Award 2012 doctoral project	White

