



AGENDA REPORT

TO: Elizabeth Lake
Interim City Administrator

FROM: Michelle N Phillips
Assistant City Administrator

SUBJECT: Contract Agreement for James Beere
as Oakland Police Chief

DATE: July 16, 2026

City Administrator Approval


Betsy Lake (Jul 16, 2026 15:58:59 PDT)

Date: Jul 16, 2026

RECOMMENDATION

Staff Recommends That The City Council Adopt A Resolution Authorizing The City Administrator To Execute An Employment Agreement Between The City Of Oakland And The Chief of Police, James Beere, For A Total Annual Compensation Of \$411,294.96, Which Includes An Annual Salary Of \$358,839.96 And Premium Pay Provided Under The Memorandum Of Understanding Between The City Of Oakland And The Oakland Police Management Association In The Amount Of \$51,255.00 And A Uniform Allowance In The Amount Of \$1200, As Well As Either An Auto Allowance Of \$750.00 Per Month Or Use Of A City Vehicle.

EXECUTIVE SUMMARY

Approval of this resolution authorizes the City Administrator and Mayor to execute an employment agreement with James Beere to serve as Chief of Police for the Oakland Police Department for a three-year term beginning August 1, 2026, through August 1, 2029. The agreement includes an option for the Mayor to renew the contract for one additional two-year term without further action by the City Council.

The total annual compensation of \$411,294.96 for Chief Beere, consists of an annual salary of \$358,839.96 and premium pay totaling \$51,255.00, as provided under the Memorandum of Understanding between the City of Oakland and the Oakland Police Management Association. The agreement also provides for either a monthly automobile allowance of \$750 or use of a City vehicle, executive employee benefits, and severance provisions consistent with City policy and California Government Code Section 53260.

BACKGROUND / LEGISLATIVE HISTORY

Oakland voters approved Measure LL and Measure S1, establishing a civilian police oversight structure centered on accountability, transparency, and community engagement.

Since December 2025, Assistant Chief James Beere has served as Interim Chief of Police following his appointment by Mayor Barbara Lee. During his tenure as Interim Chief, the Oakland Police Department has continued to make significant progress toward sustained compliance with the Negotiated Settlement Agreement (NSA), while maintaining its focus on reducing violent crime, strengthening community partnerships, and advancing constitutional policing practices.

On July 9, 2026, Mayor Barbara Lee announced the appointment of James Beere as the permanent Chief of Police following an evaluation of his leadership, operational performance, and commitment to public safety and police reform.

Chief Beere has served the Oakland Police Department since 1997. During nearly three decades of service, he has held numerous leadership positions including Sergeant, Commander of the Criminal Investigations Division, Deputy Chief of the Bureau of Field Operations, Assistant Chief of Police, and Interim Chief of Police. He also previously commanded the Department's Special Victims Unit.

Chief Beere is a Marine Corps combat veteran and recipient of the Purple Heart, the Blue Star Medal, the Medal of Merit, and the Chief's Excellence in Leadership Award. He holds a Bachelor of Science degree in Business Management from Golden Gate University and is a graduate of the Federal Bureau of Investigation National Academy.

Throughout his career, Chief Beere has demonstrated a commitment to constitutional policing, officer development, crime reduction, community engagement, and organizational accountability. His appointment provides continuity of leadership as the Department continues implementing long-term reforms and public safety strategies.

ANALYSIS AND POLICY ALTERNATIVES

Employment Agreement with Chief Beere:

The proposed employment agreement authorizes the City Administrator to appoint James Beere as Chief of Police effective August 1, 2026.

The agreement establishes a three-year employment term ending August 1, 2029, with an option for the Mayor to renew the agreement for one additional two-year term.

Chief Beere's compensation is consistent with the City's Salary Ordinance and the Memorandum of Understanding between the City of Oakland and the Oakland Police Management Association.

Table 1. Breakdown of Annual Compensation

ITEM	AMOUNT
Base Salary	\$358,839.96
Bachelor's Degree Premium (5%)	\$17,942.00
Post Certification Premium (5%)	\$17,942.00
Advanced POST Premium (2.5%)	\$8,971.00
Uniform Allowance	\$1,200.00
Longevity Premium	\$6,400.
Annual Premium Pay	\$51,255.15
Total Annual Compensation	\$411,294.96

In addition to annual compensation, the agreement provides either: a City vehicle; or an automobile allowance of \$750 per month. The agreement also provides executive employee benefits and severance provisions consistent with prior Police Chief employment agreements and applicable state law.

As Chief of Police, Chief Beere will continue leading the Department's efforts to: sustain the blueprint of compliance with the Negotiated Settlement Agreement by way of constitutional policing reforms, reduce violent crime through data-informed and community-oriented policing strategies; strengthen relationships between the Police Department and Oakland communities; improve organizational accountability and operational effectiveness; and continue recruitment, retention, and development of sworn and professional staff.

FISCAL IMPACT

The proposed employment agreement provides Chief Beere with an annual salary of \$358,839.96 together with annual premium pay totaling \$51,255.00, and \$1,200 for uniform allowance, resulting in annual total compensation of \$411,294.96.

Premium pay consists of:

- Bachelor's Degree Premium
- POST Certification Premium
- Advanced POST Certification Premium
- Uniform Allowance
- Longevity Premium

The agreement also includes either a monthly automobile allowance of \$750 or use of a City vehicle.

Funding for the agreement is available within the approved budget for the Chief of Police position in the Oakland Police Department.

PUBLIC OUTREACH / INTEREST

Public safety remains one of the City's highest priorities. Chief Beere has served as Interim Chief since December 2025 and has established relationships with residents, neighborhood organizations, community partners, City leadership, and members of the Department.

His appointment provides continuity in leadership as the City continues its efforts to reduce crime, strengthen community trust, and maintain progress toward full institutionalization of police reforms.

COORDINATION

This report was prepared in coordination with Human Resources Management Department, Oakland Police Department, Finance Department, Controller's Bureau, and the Office of the City Attorney.

RACE AND EQUITY

Chief Beere's appointment supports the City's ongoing commitment to constitutional policing, accountability, procedural justice, and equitable public safety services. Continued leadership focused on community engagement and transparency advances Oakland's goals of building trust between law enforcement and the diverse communities it serves.

ACTION REQUESTED OF THE CITY COUNCIL

Staff Recommends That The City Council Adopt A Resolution Authorizing The City Administrator To Execute An Employment Agreement Between The City Of Oakland And The Chief of Police, James Beere, For A Total Annual Compensation Of \$411,294.96, Which Includes An Annual Salary Of \$358,839.96 And Premium Pay Provided Under The Memorandum Of Understanding Between The City Of Oakland And The Oakland Police Management Association In The Amount Of \$51,255.00 And A Uniform Allowance In The Amount Of \$1,200, As Well As Either An Auto Allowance Of \$750.00 Per Month Or Use Of A City Vehicle.

For questions regarding this report, please contact Michelle N. Phillips, Assistant City Administrator, at 410-238-6903.

Respectfully submitted,

Michelle N. Phillips

Michelle N. Phillips (Jul 16, 2026 15:41:54 PDT)

Michelle N. Phillips
Assistant City Administrator

Reviewed by:
Miya Saika Chen, Chief of Staff
Mayor's Office