



Chief of Police

City of Syracuse, NY





An Incredible Opportunity

A national search is underway to attract highly-qualified candidates to lead the Syracuse Police Department (SPD). In this special and challenging time in American law enforcement history, this is a rare and incredible opportunity to lead the 5th largest law enforcement agency in the State of New York. Syracuse is a city eager to build on the positive changes brought forth by longtime Chief of Police, Frank Fowler, who distinguished himself during his long career and nearly decade long tenure as the chief. With strong civic and community participation, Syracuse desires a police-community relationship that engenders trust, advances community policing, and increases public safety. Syracuse seeks a Chief of Police who is passionate about that mission and enthusiastic about this opportunity. Top candidates will have a career history that demonstrates outstanding leadership skills and the ability to embrace and celebrate culture, diversity, community values, and all that the City of Syracuse represents. Importantly, this highly accomplished individual will also be well-prepared to address an array of operational and policy issues including gun violence, crime reduction, body worn camera implementation, community engagement, police accountability and transparency. The new chief will assume responsibility for bringing a collaborative and strategic focus to a community that is collectively focused on community safety and the police-community relationship.



The Governing Structure

Syracuse operates in a strong mayor form of governance. The Mayor - the chief executive of the city - is elected by the voters and is eligible for two four-year terms. The Mayor also sets strategy and direction for the City, and works with the Common Council, on a variety of legislative matters. The Common Council consists of a president and nine members. The Mayor appoints the Chief of Police and all other department heads. Like other department heads, the Chief of Police is an at-will employee and serves at the pleasure of the Mayor.

On November 7, 2017, Ben Walsh was elected Mayor of Syracuse. He began his term in January 2018, as the first independent candidate elected as Mayor of Syracuse in over 100 years. As a model of innovation and citizen engagement, Mayor Walsh launched a community process to solicit input from stakeholders to identify and define criteria for prospective candidates and to help inform his decision (We will insert a link).

Syracuse also has a Citizen Review Board (CRB) that is charged with providing an open, independent, and impartial review of allegations of misconduct by members of the Syracuse Police Department. The CRB also receives complaints and assesses the validity of allegations through an investigation and hearing process and makes disciplinary and policy recommendations to the Chief of Police. The CRB consists of eleven members and an executive director, who is appointed by the board and serves at their pleasure. Three board members are appointed by the Mayor and eight by the common council.



The Community

Syracuse is the county seat of Onondaga County, New York, and the 5th most populous city in New York State with more than 143,000 residents within the city's 25.8 square miles. The metropolitan area has a population approaching 750,000 and is seen as the economic, educational and cultural hub of Central New York. Syracuse is a diverse city with residents of African-American (29%), Caucasian (51%), Asian-American (6.7%), Hispanic/Latino (8.7%) American Indian/Alaskan Native (0.9%) and other descent (5.6%). The New York Daily News reported Syracuse as the 32nd most LGBT-friendly city in the United States.

This year, [Forbes](#) touted Syracuse as undergoing a “modern day renaissance,” calling it one of the most underrated cities in the country. Forbes said, “Syracuse is brimming with excitement and charm.” Known nationally for Syracuse University basketball and more recently football, the city has been undergoing a modern-day renaissance in recent years and has more to offer to residents and visitors than ever before. Greater Syracuse boasts art galleries and museums, historical societies and theaters for those looking to enjoy history and culture. Syracuse has an array of other activities including fine dining and



historic tours. The Syracuse University Art Gallery proudly display works by some of the world's most notable artists, while the Landmark Theatre features major Broadway shows which can be enjoyed without having to make the trip to New York City.

In addition to Syracuse University events, there are an abundance of options for sports enthusiasts that include the Syracuse Chiefs, the Triple-A affiliate of the New York Mets, and the Syracuse Crunch of the American Hockey League. The Lakeview Amphitheatre, one of the region's best seasonal open-air concert venues, seats over 17,000 people and brings an array of award-winning artists to its stage.

While Syracuse values its diverse neighborhoods and an improving economy, like many urban cities, it also suffers from the challenges associated with poverty, gun violence, and drugs. The community input sessions illuminated community concerns around a variety of social justice issues including police use of force, accountability and the community-police relationship. Segments of the population are calling for an improved relationship between the police and the community.



The Police Department

With a 2018-2019 budget of \$48 million, the SPD has an authorized staff that includes 489 sworn and 116 civilian employees. Currently, SPD has 424 sworn officers, which includes a current academy class. Both sworn and civilian staff work in the Office of the Professional Responsibility or one of four Bureaus each managed by a Deputy Chief:

» **The Office of Professional Standards** reports directly to the Chief of Police and facilitates the process of receiving internal and external complaints alleging employee misconduct. The Office investigates complaints, maintains documentation of complaints, prepares charges (criminal, civil, and Departmental) when appropriate, and assists in the representation of the Department in arbitration matters.

» **The Administration Bureau** is commanded by the First Deputy Chief, who is responsible for coordinating and over-seeing the Department's operations, and daily administrative functions. The Administration Bureau is comprised of the following Divisions: Audit and Budget Control, Central Records, Human Resource, Inspections, Technology, Property, Training and Transportation.

» **The Community Services Bureau** is responsible for the operations of the following Divisions and Sections: Community Policing Division, Recruitment Section, D.A.R.E. / G.R.E.A.T. Section and Community Relations Section.

» **The Investigations Bureau** is responsible for overseeing the investigations of crimes committed

against persons or property, and serious or unusual incidents following the initial response and investigation by patrol. The Investigations Bureau is comprised of the following Divisions: Criminal Investigations and Special Investigations. The Department is also represented on the regions Gang Violence Task Force.

» **The Uniform Bureau** is responsible for providing direct police services to the public. These services include street patrol, traffic control and enforcement, responding to calls for service, emergencies and community oriented policing operations. The Bureau is comprised of the following Divisions: Airport, Patrol, Patrol Services and Traffic.



The Ideal Candidate

The next Chief of Police will be a visionary leader, able to communicate the need for and create long-lasting and systemic change to improve the Department. The new Chief will set clear goals for the Department and a clear plan emphasizing accountability from command level to rank and file. The ideal candidate will be forward thinking, focused on 21st Century Policing, and driven to implement the best policing practices to make Syracuse a safer and better place to live.

The next Chief of the Syracuse Police Department will also be both an inspirational leader and an experienced executive who will inspire confidence and trust from the community, as well as earn the respect of both sworn and civilian employees. The top candidate will be an individual who is compassionate, respectful, honest, ethical, and will possess the highest levels of integrity. The new Chief will welcome and embrace the rich diversity that is the fabric of Syracuse and its unique neighborhoods.

The selected candidate will be expected to quickly identify, address, and implement changes while working in conjunction with the Mayor's Office, other Department Heads, community stakeholders, and when appropriate, the Police Benevolent Association.

The new Chief will always be transparent in communications (both internal and external), recognizing that understanding is a necessity for building community trust. The Chief will embody the philosophy of openness and will expect the same of his/her command staff.



Qualifications

Experience – The most competitive candidates for the Chief of Police position will possess at least ten years of progressively responsible law enforcement experience, including senior executive assignments and management of community policing efforts. It is preferred that this experience be with a large metropolitan police agency. Candidates must have a proven and demonstrated track record of working effectively in an urban environment with a culturally and ethnically diverse community. Experience should also include developing and implementing strategies that have led to comprehensive organizational improvements.

» **Education** – A Bachelor's degree, preferably augmented by graduate studies, is highly desirable

- » **Certification Required** – Must be certified police officer in New York State or be eligible to submit an equivalency application to the New York State, Division of Criminal Justice Services ([Link to NYDCJS](#)).
- » **Residency Requirement** – The selected candidate is required to reside within the City of Syracuse during their tenure as the Chief of Police.

Compensation and Benefits

This at-will position will have a competitive market rate salary augmented by an excellent benefits package. Further details on compensation and benefits may be obtained through Public Sector Search & Consulting, Inc.

To Apply

This is a confidential process and will be handled accordingly throughout the various stages of the search and selection process. This position will be considered “open” until a final selection is made. Candidates are strongly encouraged to apply by September 15, 2018.

Electronic submittals (strongly preferred) are to be sent to apply@publicsectorsearch.com and should include a compelling cover letter, comprehensive resume and list of references.

Only the most highly qualified candidates will be invited for an interview with the Mayor’s Search Committee early October 2018. Finalists candidates (typically three) will be forwarded to Mayor Walsh for a final decision and selection during early-to-mid October. An offer, contingent on detailed background, will follow. Ideally, the new Chief of Police will join the City of Syracuse before the end of the year or in January 2019 or upon a mutually agreed upon date.

Confidential inquiries and questions regarding this career opportunity should be directed to:

Public Sector Search & Consulting, Inc.

Gary Peterson, (Chief of Police, Ret.), Search Consultant

gary@publicsectorsearch.com

Mobile (916) 622-5323

Office (916) 789-9990



The City of Syracuse reaffirms its policy of equal employment opportunity for all individuals regardless of race, color, sex, religion, creed, age (18 and over), marital status, national origin, disability, veteran status, gender identity or gender expression, sexual or affectional preference or orientation, or any other classified group within the protected class.