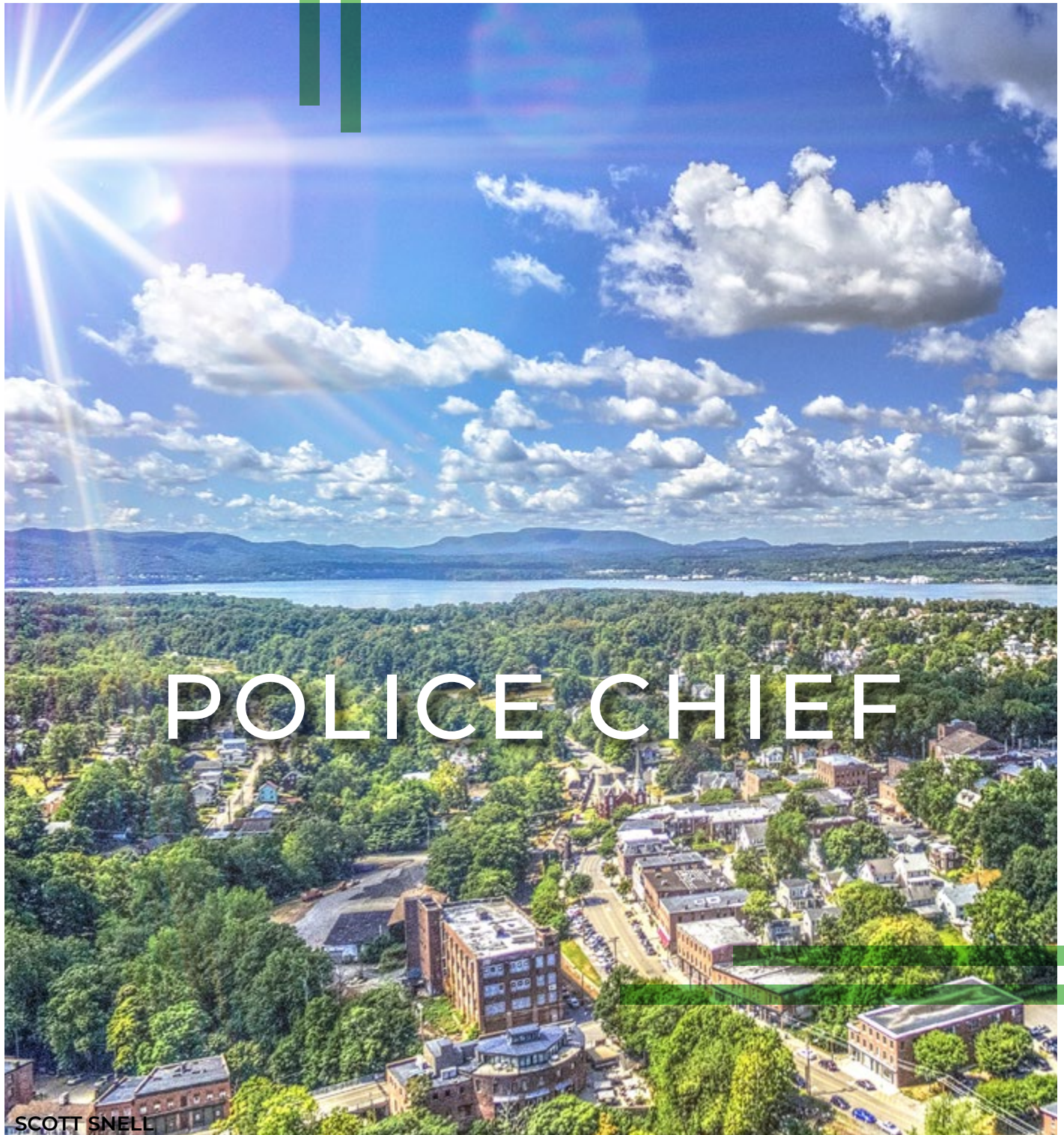
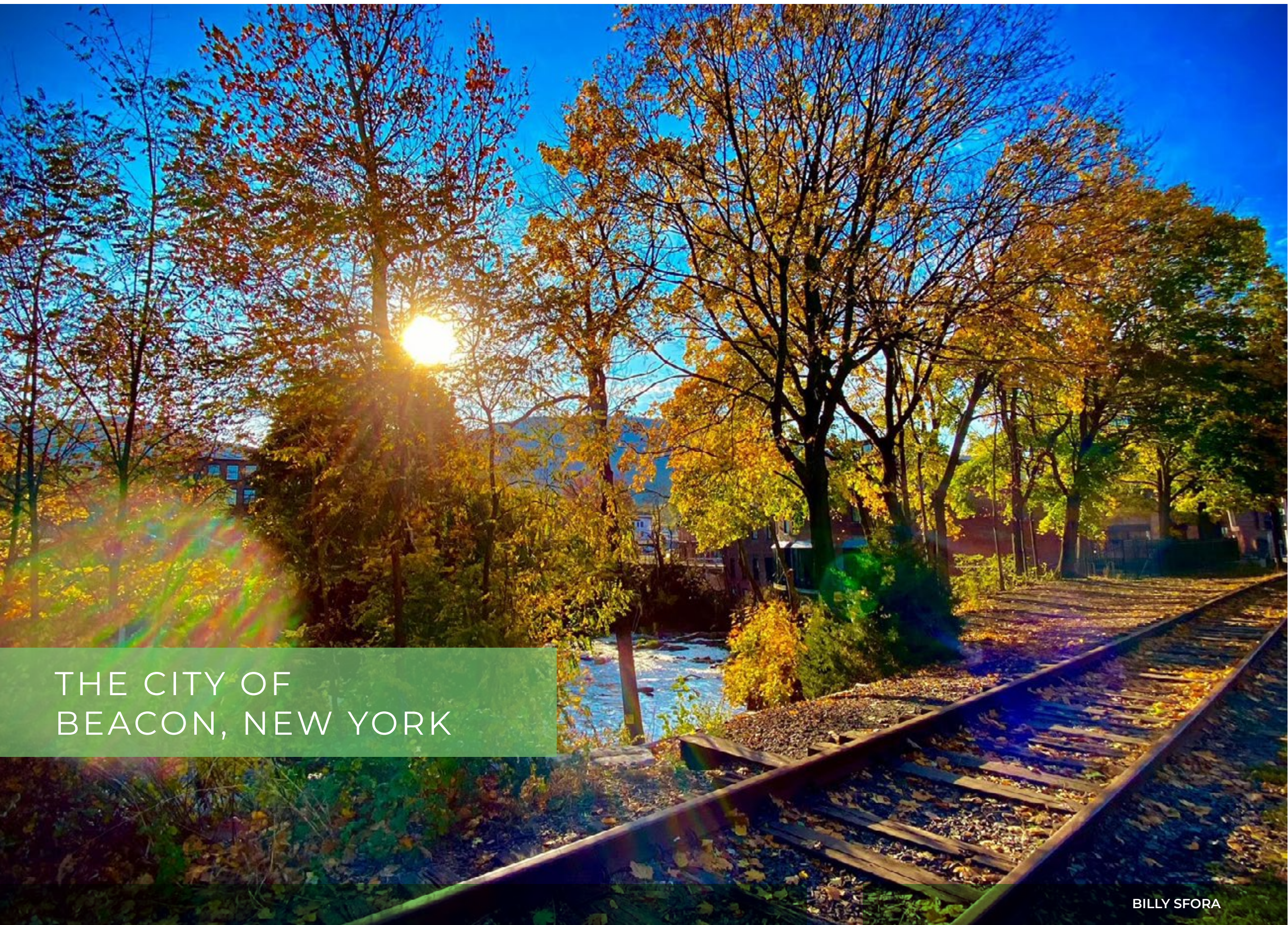


A SEARCH IS UNDERWAY
in New York State for a new
Police Chief

City of Beacon, NY



SCOTT SNELL



THE CITY OF
BEACON, NEW YORK

BILLY SFORA

01
AN
EXCITING
OPPORTUNITY



The City of Beacon, New York, offers an exciting career opportunity for a progressive law enforcement professional to serve as the City’s next Police Chief.

Beacon is a city eager to make positive changes that build both community trust and ensure public safety. The police chief must have the highest level of integrity and a record that includes progressive and dynamic police leadership. Beacon seeks an individual who possesses excellent interpersonal, problem solving, fiscal, and management skills. The Police Chief is a civil service position appointed by the Mayor that reports directly to the City Administrator.

02. THE COMMUNITY

Beacon, New York is located on the eastern shore of the Hudson River 60 miles north of New York City, with a population of 15,000.

Originally a Native American settlement, the area was purchased from the Wappinger Tribe in 1683 and settled by Dutch and other Europeans, leading to the riverfront community of Fishkill Landing on the Hudson, and the mill community of Matteawan on Fishkill Creek. The two communities were incorporated together as the City of Beacon in 1913, named for the Revolutionary War signal fires on Mount Beacon. Beacon thrived as a 19th and 20th Century factory city, but as factories closed after WWII and the local economy declined, the City went through a period of hard times. Today, Beacon is in

the process of reinventing itself as a 21st Century river community centered around tourism, the arts and access to the scenic Hudson River heritage area. A diverse and thriving small city, it is now home to DIA:Beacon (one of the largest exhibition spaces in the country for modern and contemporary art), a network of Hudson River parks connecting to Fishkill Creek and Mount Beacon trails, and a vibrant historic Main Street of art galleries, shops, cultural venues, and restaurants. Beacon sits on the Metro-North commuter line offering visitors and residents easy access to NYC. More information about the City of Beacon can be found [here](#).



ED MENDOZA



SCOTT HARRISON



SCOTT SNELL

03. THE GOVERNING STRUCTURE

Beacon operates under a strong Mayor/Council form of government with the City Council as the legislative body.

The Mayor is elected in a citywide vote to a four-year term. The City Council consists of six members, all elected for a two-year term; two are elected at-large, and the other four are elected from one of four wards. The City Council adopts the City budget and establishes law and policy. The Mayor presides at the City Council meetings and is recognized as the city government's chief executive officer. The Mayor appoints the City Administrator with the consent of the City Council and all other department heads, including the Police Chief.



04. POLICE DEPARTMENT

The Beacon Police Department is responsible for all law enforcement functions, as well as traffic safety.



The Police Chief oversees an authorized staff of 37 full-time employees (including 34 sworn personnel), with an annual operating budget of nearly \$5 million. The Department provides all core police services, including patrol, detectives and dispatch. A Captain (vacant) assists the Police Chief in managing the Department. The Department is organized as follows:

- **The Patrol Division** is responsible for providing direct police services to the public. These services include dispatch, street patrol, traffic control and enforcement, responding to calls for service, emergencies, and community policing efforts.
- **The Detective Bureau** is supervised by a Detective Sergeant and is responsible for overseeing the investigation of crimes committed against persons or property, and serious or unusual incidents following the initial response and investigation by patrol officers. The Bureau also has personnel assigned to a multi-jurisdictional drug task force.



The Beacon Patrolmens Benevolent Association is a recognized union representing police officers, detectives, sergeants, and lieutenants.

The Beacon Police Department was the subject of a [Department of Justice Civil Rights investigation](#) resulting in the execution of an Agreement between the Department of Justice and the Beacon Police Department in 2010 to address concerns raised during the investigation. In August 2016, the DOJ acknowledged that the Department had complied with all the requirements in the Agreement and closed its investigation. The Beacon Police Department has also successfully obtained [accreditation](#) through the New York Division of Criminal Justice Services.



Currently, Beacon is actively working to fulfill Governor Andrew Cuomo's [Executive Order](#) requiring each local government in the state to adopt a police reform plan by April 2021. The City Council recently unanimously passed a [resolution](#) outlining specific steps for the Police Department and City to advance its police reform efforts.

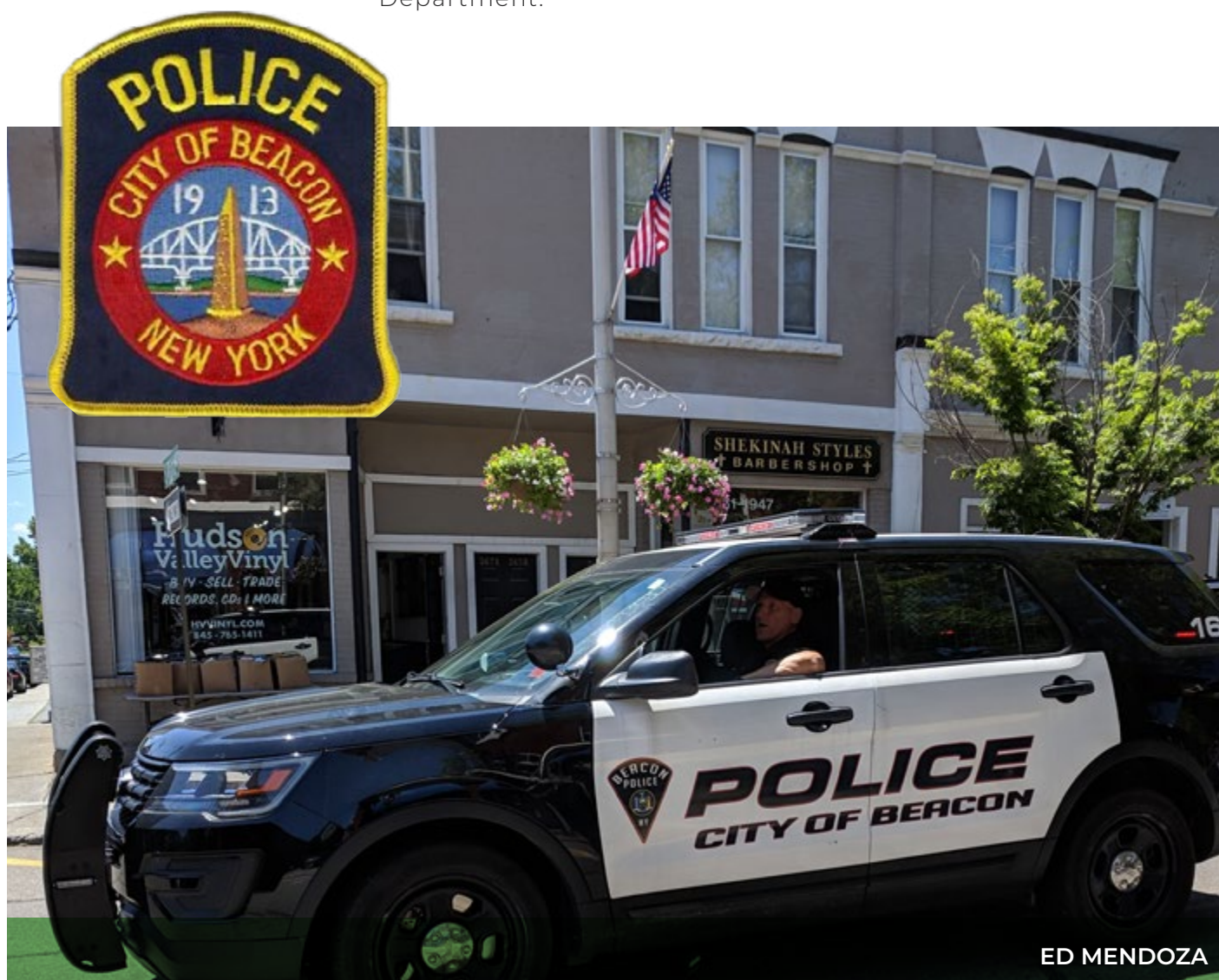


05.

THE POSITION

The Police Chief is appointed by the Mayor and works under the administrative direction of the City Administrator.

The Police Chief is responsible for all police functions and must have an exceptional ability to plan and direct law enforcement activities. The Police Chief is responsible for ensuring that recruits are thoroughly trained and that high standards are maintained throughout the Department. In addition to leading the Beacon Police Department, the Police Chief is accountable for its relationship with the community, city government, and outside agencies. The Police Chief is also responsible for the overall performance and efficiency of the Department.



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FULL PERFORMANCE KNOWLEDGE, SKILLS AND ABILITIES

06.

The Police Chief will have a thorough knowledge of police administration including; modern principles, policies and practices of police work; New York State Penal Law, Criminal Procedure Law and Vehicle and Traffic Law; scientific methods of crime detection and criminal identification; good knowledge of current developments in police science and administration; ability to lead and direct the activities of police officers; ability to interpret the work of the police department and to maintain cooperative relationships with other city officials and with the general public; ability to write reports; high social intelligence; resourcefulness; sound judgment in emergencies; integrity; tact; physical condition commensurate with the demands of the position.

TYPICAL WORK ACTIVITIES

- Issues working orders for the Department;
- Organizes the force into units to handle different kinds of work, and assigns officers to posts;
- Revises activities and reports of officers;
- Is responsible for the discipline and morals of the Department;
- Sees that recruits and regular officers receive adequate training in police methods and procedures;
- Cooperates with other city departments, state and federal law enforcement agencies and the public;
- Directs the investigation of major criminal offenses;
- Recommends the purchase of necessary supplies and equipment;
- Attends meetings and conferences and addresses interested groups regarding crime prevention and police activities;
- Prepares or directs the preparation of periodic reports and the annual budget
- Does related work as required



THE IDEAL CANDIDATE

07.

The next Police Chief will have impeccable integrity and a strong background in implementing and strengthening community policing. They will be an effective communicator who is genuine, personable, welcoming, and tactful in their interactions with department members, city staff, and the community.

The ideal candidate will also:

- Have experience policing in a diverse community and a track record of managing organizational change;
- Have a demonstrated commitment to transparency and accountability;
- Be visible, accessible, and engaged in the Department and community;
- Promote trust within the organization by fostering communication throughout the ranks and valuing the contributions of all department members;
- Be a personable yet professional Chief, with cultural sensitivity and a commitment to an active model of community policing and engagement;



- Have a track record of working creatively and collaboratively to address the needs of marginalized and vulnerable populations, such as children and youth, undocumented residents, unhoused residents, victims of domestic violence, LGBTQIA+ residents, the elderly, and other groups at high risk of criminal victimization;
- Have an infectious “can do” attitude that inspires others to accept and manage change while upholding high-performance expectations;
- Be politically astute but apolitical



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QUALIFICATIONS 03

PROMOTIONAL:

Two (2) years of permanent competitive status as a Police Captain in the City of Beacon immediately preceding date of exam.

OPEN COMPETITIVE:

High school graduation or possession of a high school equivalency diploma and twelve years of progressively responsible experience in a police force or law enforcement agency with not less than 20 full time uniformed officers, which shall have involved investigating or apprehending suspects; at least five years of which shall have been in a command position: Chief, Captain, or Lieutenant.

Experience as a Sergeant in the New York State Police may be substituted as command experience on a year-for-year basis.

NOTE: For the open competitive examination, study at a regionally accredited or New York State registered college or university in a field related to criminology, police science or law may be substituted for up to four (4) years of the non-supervisory experience on a year-for-year basis.

SPECIAL REQUIREMENTS:

CITIZENSHIP: United States citizenship is required.

RESIDENCY: In accordance with the City of Beacon Charter, residence in the City of Beacon or within 15 miles from the nearest boundary line of the City of Beacon is required at the time of appointment.

DRIVER'S LICENSE: Possession of a valid New York State driver's license is required. (Applications will be accepted from candidates eligible for such license).

* Candidates must have been appointed as a Police Officer from an eligible list established according to merit and fitness as provided by Section 6 of Article five of the Constitution of the State of New York or must have previously served as a member of the New York State Police. It will be necessary for candidates to provide documentation showing they meet this requirement unless you are currently employed or have previously been employed as a Police Officer in an agency under the jurisdiction of the Dutchess County Personnel Department.



TO BE CONSIDERED

09.

COMPENSATION & BENEFITS

The salary for this executive position has a range of up to \$140,000 and is under review. Placement will depend on qualifications, accomplishments, and experience. In addition, the salary is supplemented by a very generous benefits program. The recruiter will provide more information about the benefits.

APPLY TODAY!

Candidates are encouraged to apply immediately by submitting a comprehensive resume, compelling cover letter, and a minimum of five work-related references via email to apply@publicsectorsearch.com. Confidentiality will be maintained to the extent possible and practical. References will not be contacted without the express consent of the candidate.

Applications will be accepted until November 6, 2020.

Interviews and Search Committee recommendations to the Mayor will follow. After the Mayor makes the final selection, the next Police Chief will take office at a mutually agreeable date before the end of 2020.



APPLY WITH CONFIDENCE

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

Public Sector Search & Consulting, Inc.

Gary Peterson (Police Chief, Ret.)

President / CEO

gary@publicsectorsearch.com

Mobile: (916) 622-5323 | Office: (916) 789-9990

The City of Beacon provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, gender, sexual orientation, gender identity or expression, transgender status, national origin, age, disability, genetic information, marital status, amnesty, or status as a covered veteran in accordance with applicable federal, state and local laws.



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