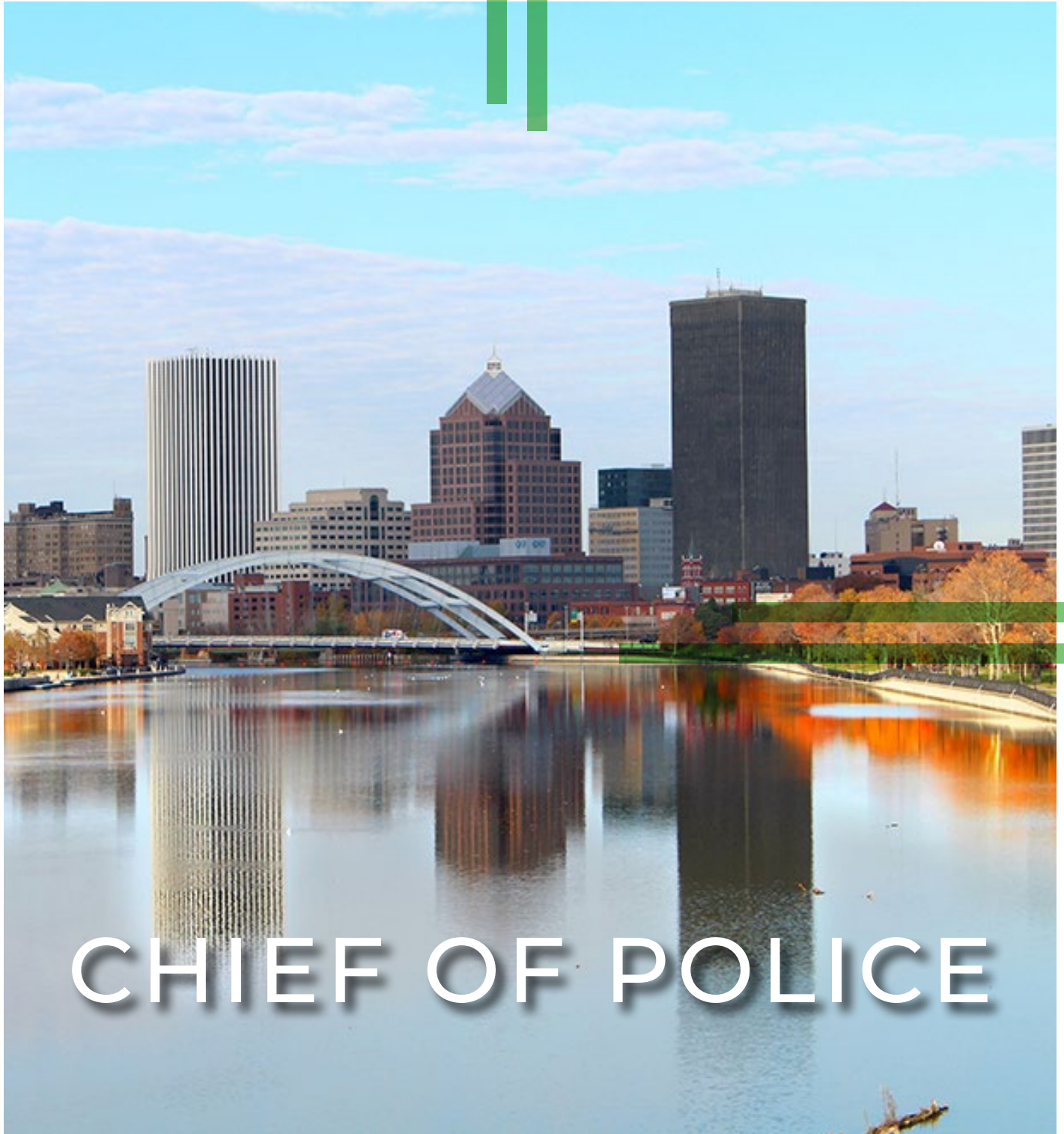


A NATIONAL SEARCH
is underway for a new Police Chief

Rochester, New York



CHIEF OF POLICE



THE CITY OF ROCHESTER, NY

01. AN INCREDIBLE OPPORTUNITY



A national search is underway to attract a highly qualified candidate to lead the Rochester Police Department (RPD).

In the aftermath of high-profile incidents, both nationally and locally, Mayor Malik Evans' administration prioritized community safety, engagement, and innovation. As a result, the next police chief will have an opportunity to advance strategies to reduce crime, build trust, and improve public safety services in all communities within the City of Rochester.

Rochester seeks an individual with strong leadership skills and a collaborative approach to solving problems. The most qualified candidate will not only be an accomplished leader, but well-prepared to address an array of vital issues, including gun violence, community policing, department staffing, and the police department's relationship with the Police Accountability Board. Top candidates will have a stellar career history in a major metropolitan area or a comparable size city and will be known for their engaging and personable style. In addition, the selected candidate will have excellent communication and change management skills.

THE GOVERNING STRUCTURE

02.

Rochester has an elected mayor who serves as the chief executive of the municipal government.

Mayor Malik Evans, the city's current Mayor, was elected in November 2021. Mayor Evans is advancing a citizen-centered approach and working to increase government trust. The City Council is a nine-member legislative body that works with the Mayor's Office to pass laws and govern the City. The City Council is comprised of five at-large members who represent the entire City and

four district members who are the voice for the the Southwest, Northwest, Southeast, and Northeast sections of the City. All Councilmembers serve a four-year term in office. The five at-Large Councilmembers are elected in the same year as the Mayor, and all District Councilmembers are elected two years later.





Located in Upstate New York, along the southern border of Lake Ontario, the City of Rochester serves as the county seat for Monroe County and the commercial and cultural hub of a six-county metropolitan area with more than one million residents.

Incorporated in 1858, Rochester is one of America's first boomtowns and the birthplace of iconic companies such as Xerox, Kodak, and Bausch & Lomb. Home to approximately 211,000 residents, Rochester's densely populated streets are lined with people from truly diverse backgrounds. The City's demographic reflects the rich diversity of the Rochester community. The latest census indicated the community is 38% African American, 37.1% White, 17.5% Hispanic, 3.8% Asian, 3.6% listed other. In addition, Rochester ranks as the 8th most LGBTQ-friendly city in the nation.

Rochester boasts several exciting outdoor events, exhibits, and museums. Rochester was named the 17th most arts-vibrant City by the National Center for Arts Research. The City is an international hub for higher education in the medical and technological fields and home to the University of Rochester (UR) and Rochester Institute of Technology (RIT). While real estate prices have increased, homes are affordable with a median price of \$140,000 (Realtor.com). Traditional ethnic neighborhoods, restored Victorians, modern high-rises, and a bustling economy provide a backdrop that contrasts the concerns and challenges associated with crime and poverty in some parts of the City. Unfortunately, in 2021, the community experienced eighty-one (81) homicides and several other shootings. As a result, some community members do not feel safe in their neighborhoods.

Moreover, the community and police department have yet to recover from the mass demonstrations on various social justice issues, including police use of force and police accountability (2020-2021). Some call for police to address the violence, while others ask for additional police reforms to change the nature of the police-community relationship. The next Chief must bridge the gap between RPD and the community, so RPD can start the process of rebuilding trust and addressing the community's safety concerns.

THE POLICE DEPARTMENT 04.

The Rochester Police Department is recognized in New York State as a leading law enforcement agency.

The RPD is authorized 850 staff which includes both sworn and non-sworn civilian employees who serve residents and work out of the Office of the Chief of Police or one of three Bureaus each managed by a Deputy Chief as follows:

- The **Office of the Chief of Police** is responsible for managing the police department and overseeing internal investigations and community relations initiatives. The Chief of Police is supported by the Deputy Chief of Administration, Deputy Chief of Operations, Chief of Staff, and Professional Standards Section.
- The **Operations Bureau** consists of two divisions: **Patrol and Special Operations**. Patrol is the largest division in the department and is divided into five geographical Patrol Sections: Lake, Genesee, Goodman, Clinton, and Central. The **Special Operations Division** includes three Sections: Central Investigations, Special Investigations, and Special Operations.
- The **Administration Bureau** includes the **Administrative Services Division** and several Sections: Professional Development, Technical Services, Research and Evaluation, and the Background Unit, Police Budget, and Personnel Offices.
- The **Community Affairs Bureau** includes the RPD Recruitment Unit, Community Policing Unit, and Crime Prevention Officers assigned to the City's Neighborhood Sections and Service Centers.

The Patrol Division operates out of three geographically distinct Patrol Section Offices, with plans for additional section offices in the future. Two different unions represent department members. The Chief of Police and the Deputy Chiefs work with the unions but are not members.



IDEAL CANDIDATE 05.

The next Chief will be a visionary leader who can communicate the need for long-lasting and systemic change.

The successful candidate will demonstrate an ability to manage and lessen the tensions that sometimes accompany the community's right to First Amendment expression. The Chief will set clear goals and a plan for the Department that emphasizes trust-building and accountability from command staff to rank and file. The Chief will be forward-thinking, focused on 21st Century Policing, and driven to implement best policing practices appropriate in today's world. The Chief will also be both a strong leader and an experienced executive who will inspire confidence and trust from the community and earn the respect of sworn and civilian employees. The Chief will have the conviction and courage to make tough decisions while also standing up for what is in the best interest of the community and the police department. The top candidate will be an individual who is compassionate, respectful, honest, ethical, and possesses the highest level of integrity. The Chief will welcome and embrace the rich diversity that is the fabric of Rochester and its unique neighborhoods. The ability to build strong and genuine connections with a complex community is essential for success in this position. The ideal candidate will have a commitment to an active model of community policing and engagement.

The selected candidate will quickly identify the most pressing issues and implement meaningful changes while working with the Mayor's Office, city departments, community stakeholders, and the Police Union where appropriate.

The Chief will always be transparent in communications (both internal and external), valuing full transparency above short-term public relations management considerations, recognizing that transparency is necessary for building trust and genuine long-term trust is more important than image. The Chief will embody the philosophy of openness and expect the same of their command staff. The Chief will be a stabilizing force in the department and their calmness will engender trust within all levels of RPD.



SERVING WITH PRIDE

“Professionalism,
Respect, Integrity,
Dedication and
Excellence”

QUALIFYING CRITERIA 06.

EXPERIENCE

The new Chief will possess at least five years of progressively responsible law enforcement experience, including expertise in police management; or any equivalent combination of training and experience. Candidates must have a proven and demonstrated history of working effectively in a culturally and ethnically diverse community. Experience should also include developing and implementing strategies that have led to comprehensive organizational improvements and improved community safety. In addition, candidates must have experience working with senior management personnel, the media, and public officials on complex and sensitive issues.

EDUCATION

Possession of a bachelor's degree in criminal justice or a related field is required. A Master's degree is preferred, as is executive-level training such as the FBI National Academy, SMIP, NEI, or other recognized executive command program.

CERTIFICATION REQUIRED

Must be a certified peace officer or have the ability to obtain certification as required by NYS.

RESIDENCY REQUIREMENT

The police chief must reside in the City of Rochester.



COMPENSATION AND BENEFITS

This is an at-will position that serves at the pleasure of the Mayor. The current top salary is \$151,000, and an excellent benefits package will augment salary. Benefits include: 401(a) Defined Contribution Plan, Health, Dental, and Vision Insurance, and Retiree Health. Contact the recruiter for details.





07.

PUBLIC PROCESS FOR COMMUNITY AND DEPARTMENT **INPUT**

To complement this comprehensive recruitment process, we have encouraged input from both the community and RPD on the attributes and characteristics of the ideal candidate.

As a result, Mayor Evans approved a public engagement plan that authorized Public Sector Search & Consulting (PSSC) to host four different community input sessions and several small stakeholder focus groups. PSSC also hosted Community and Departmental

Surveys to provide another avenue to provide input. This brochure reflects the collective input from the community engagement process and will be used by PSSC when evaluating prospective candidates during the recruiting, screening, and selection process.





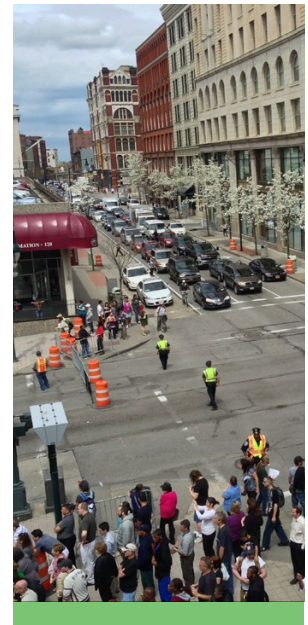
NOMINATION AND APPLICATION PROCEDURES

08.

APPLY TODAY!

This is a confidential process and will be managed accordingly throughout the various stages of the process. PSSC encourages prospective candidates to contact Mr. Gary Peterson for additional information that may help them evaluate this opportunity. This position is “open” until a final selection. For optimal consideration, candidates should apply by Friday, April 8, 2022. Please send a compelling cover letter, resume, and list of references to apply@publicsectorsearch.com.

Only the most highly qualified candidates will be invited to participate in the selection process in late April 2022. Top candidates (typically 3-4) will be vetted by a selection committee and invited to participate in the final selection process. An offer, contingent on the successful completion of a detailed background investigation, will follow. Ideally, the new Chief of Police will join the City of Rochester in May 2022 or upon a mutually agreed upon date.



APPLY WITH CONFIDENCE

Confidential inquiries regarding this career opportunity are welcome and should be directed to the search consultant:

Public Sector Search & Consulting, Inc.

www.publicsectorsearch.com

Mr. Gary Peterson (Chief of Police, Ret.), President/CEO

gary@publicsectorsearch.com

(916) 789-9990 – office | (916) 622-5323 – cell

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