



CHIEF OF POLICE

Albany, New York



THE OPPORTUNITY

A national search is underway to attract highly qualified candidates to lead the City of Albany Police Department in the state of New York. In this challenging time for American law enforcement, this is a rare and incredible opportunity to lead one of the most progressive police departments in the nation. In 2015, the Albany Police Department was one of only 15 police agencies nationwide selected by the White House to take part in the 21st Century Policing Initiative and was recognized as a model police department based on their community policing strategies and progressive approach to community safety. The City of Albany seeks a strong leader who will embrace an engaged and hopeful community and inspire department members to continue to work collaboratively to advance community trust building and public safety.

Albany's next Chief of Police will be passionate about the mission and enthusiastic about the opportunity to improve on initiatives and programs that have been implemented. Top candidates will have a career history that demonstrates outstanding leadership skills and the ability to embrace and celebrate the culture, ethnic diversity, community values, and all that Albany represents. Importantly, this highly accomplished individual will also be a strategic leader who is well-prepared to address an array of vital organizational and policy issues including strategic planning, resource management, accountability, transparency, and

discipline. Candidates with a track record of working collaboratively with city departments as well as community partners in conjunction with academia to evaluate systems and innovate will stand out.

Highly qualified candidates will be top law enforcement executives known for having a confident yet engaging and personable style, along with excellent communication skills. This position warrants serious consideration for those select few on a local, regional, and national basis that clearly exceed typical expectations.

THE GOVERNING STRUCTURE

The City has a mayor-council form of government, which functions under the Dongan Charter, adopted in 1686 when Albany was incorporated as a city. While revised in part in 1998, the City has the distinction of being the longest running municipality in the Western Hemisphere. The Mayor and Common Council are elected every four years. The Mayor serves as the Chief Executive Officer of Albany's municipal government. The current mayor, Kathy Sheehan, was first elected in 2013 and was recently re-elected in 2017. The Common Council represents the legislative branch of city government and is made up of fifteen council members, each elected from one ward and one at-large Common Council President. The current president is Corey Ellis; he began his term in January 2018.

The City of Albany has been the seat of Albany County since the County's formation in 1683 and the capital of New York since 1797. As such, the City is home to all branches of the county and state government, as well as its own.

The Chief of Police is appointed by the Mayor, subject to confirmation by a majority vote of the Common Council.

ALBANY, NEW YORK

The City of Albany was first claimed by Henry Hudson for the Dutch in 1609 and was chartered as a city in 1686. The City's rich history is prominently displayed in its architecture and venerable institutions, including one of the oldest museums in the country - the Albany Institute of History & Art (Founded in 1791). Located 150 miles north of New York City, Albany sits on the west bank of the Hudson River, about 10 miles south the Mohawk River. With a population of just over 88,000, the City of Albany serves as the economic and cultural core of the Capital District of New York State, which comprises the Albany-Schenectady-Troy, NY Metropolitan Area, including the nearby cities and suburbs of Troy, Schenectady, and Saratoga Springs. With an estimated population of 1.1 million, the Capital District is the third-most populous metropolitan region in the state and 38th in the nation.

The historic and diverse neighborhoods are the foundation of the City, and new investment in neighborhoods can be seen in Park South, the South End, Sheridan Hollow, Arbor Hill and beyond. Over the past several years, Albany has re-built or renovated every public elementary and middle school in the City. Every neighborhood library has also been renovated and three new neighborhood branches have been built. The Downtown has seen unprecedented growth that includes new apartments and condominiums.

The vibrant arts and entertainment district continues to be a destination that draws thousands of people into Albany. Importantly, the State recently opened a newly constructed convention center bringing visitors to a growing Downtown.

Albany has a diversity of educational opportunities and is home to the State University at Albany, the College of Saint Rose, and major medical, pharmacy and law schools. Albany is also the home to the

College of Nanoscale Science and Engineering, a world-renowned institution that has attracted global businesses to the area, making the region a premier business destination.

Albany is an ethnically diverse city, with residents of African-American (31.4%), Asian Pacific Islander (5.97%), Hispanic or Latino (6.9%), mixed (3.1%), Caucasian (52.4%) or other (.4%) descent. In 1970, Albany opened the "Pride Center of the Capital Region," the country's first-ever gay and lesbian community center. Today, Albany ranks in the top 10 in LGBTQ friendly cities.





THE ALBANY POLICE DEPARTMENT

With a 2017-2018 budget of \$56.2 million, Albany Police Department (APD) employs more than 500 employees including 340 sworn officers and 160 civilian employees who are assigned to one of five bureaus: Administration, Detectives, Office of Professional Standards, Patrol (Center Station, South Station), and Special Operations. Each bureau is led by a commander who reports to the deputy chief. Rooted in history and tradition, the APD seeks to inspire confidence through collaborative problem solving and the enforcement of laws. Protecting the community and proactively improving quality of life are of the utmost importance.

In April 2016, Albany Police Department implemented a ground-breaking, innovative public safety and public health intervention that aimed to reorient the City's approach to substance use, mental health, and poverty-driven contact with law enforcement. This initiative, called Law Enforcement Assisted Diversion (LEAD®), was originally piloted in Seattle/King County, Washington. LEAD is built on the framework that recognizes these issues are complex and concedes that behavioral change is often a difficult and lengthy process with systemic

barriers often requiring a true "meeting of a person where they're at." Individuals who would typically be arrested for non-violent offenses driven by psycho-social challenges are instead diverted to harm reduction-based case management and outreach services. This strategy is in place and has been fully embraced by the community.

Growing out of its commitment to 21st century policing and desire to transform the Department and promote long-term positive change, APD started its own police academy. The new academy promotes a relationship and trust building between the community and the Department. In addition to traditional course work, the academy introduces new recruits to Department philosophy, values, and LEAD - the staple program of the Department.

While police officer retention is a growing challenge, the new Chief's recruiting and hiring practices will shape the Albany Police Department for generations to come. The new Chief of Police will need to find innovative ways to recruit new employees that are more representative of the community, while providing meaningful opportunities and challenging work for existing staff.

THE IDEAL CANDIDATE

The City of Albany's next Chief of Police will be a visionary leader with the ability to implement best policing and business practices and communicate the need to celebrate the culture of continuous improvement. The Chief will represent continued progress and positive movement toward better service delivery to all neighborhoods.

The Chief of Police will evaluate the Department's operations and ensure the organizational model is appropriate for the delivery of efficient services. The selected candidate will be expected to identify issues and work collaboratively with City leadership, community stakeholders, and the various police unions. The ideal candidate will remain focused on the Department's ability to advance community policing and crime reduction strategies as well as continue to emphasize accountability and transparency from command-level to rank and file.

The Chief of the Albany Police Department will 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, and ethical and will possess the highest levels of integrity.

The new Chief of Police will have the conviction and courage to proactively address challenges and make the tough decisions, while also standing up for what is in the best interest of the Department and the community. The Chief will always be transparent in communications (both internally and externally), valuing trust from the Department and community over political image. The Chief will embody the philosophy of openness and will expect the same of his/her command staff. The Chief will engender trust within all levels of the Department.



QUALIFYING CRITERIA

The new Chief of Police will have progressively responsible law enforcement experience, including three years of satisfactory full-time paid experience as a permanent Chief of Police, Deputy Chief or Commander (or equivalent from outside agency) or Lieutenant.

- Residency Requirement – The Albany City Charter requires the Chief of Police to live within the city of Albany.

COMPENSATION AND BENEFITS

The compensation for this at-will position is under review and will be market competitive. Further details on compensation and benefits may be obtained through Public Sector Search & Consulting.

TO APPLY

This is a confidential process and will be handled accordingly throughout the various stages of the process. This position will be considered “open” until a final selection is made. For optimal consideration candidates are strongly encouraged to apply early to Public Sector Search & Consulting by sending a compelling cover letter, comprehensive resume, and current salary to apply@publicsectorsearch.com.

Only the most highly qualified candidates will be invited to take part in the selection process that is anticipated to be in early June. Top candidates (typically three) will be forwarded to Mayor Sheehan for her consideration and selection. An offer, contingent on a detailed background investigation will follow. Ideally, the new Chief of Police will join the City of Albany in July 2018 or upon a mutually agreed upon date.



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

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