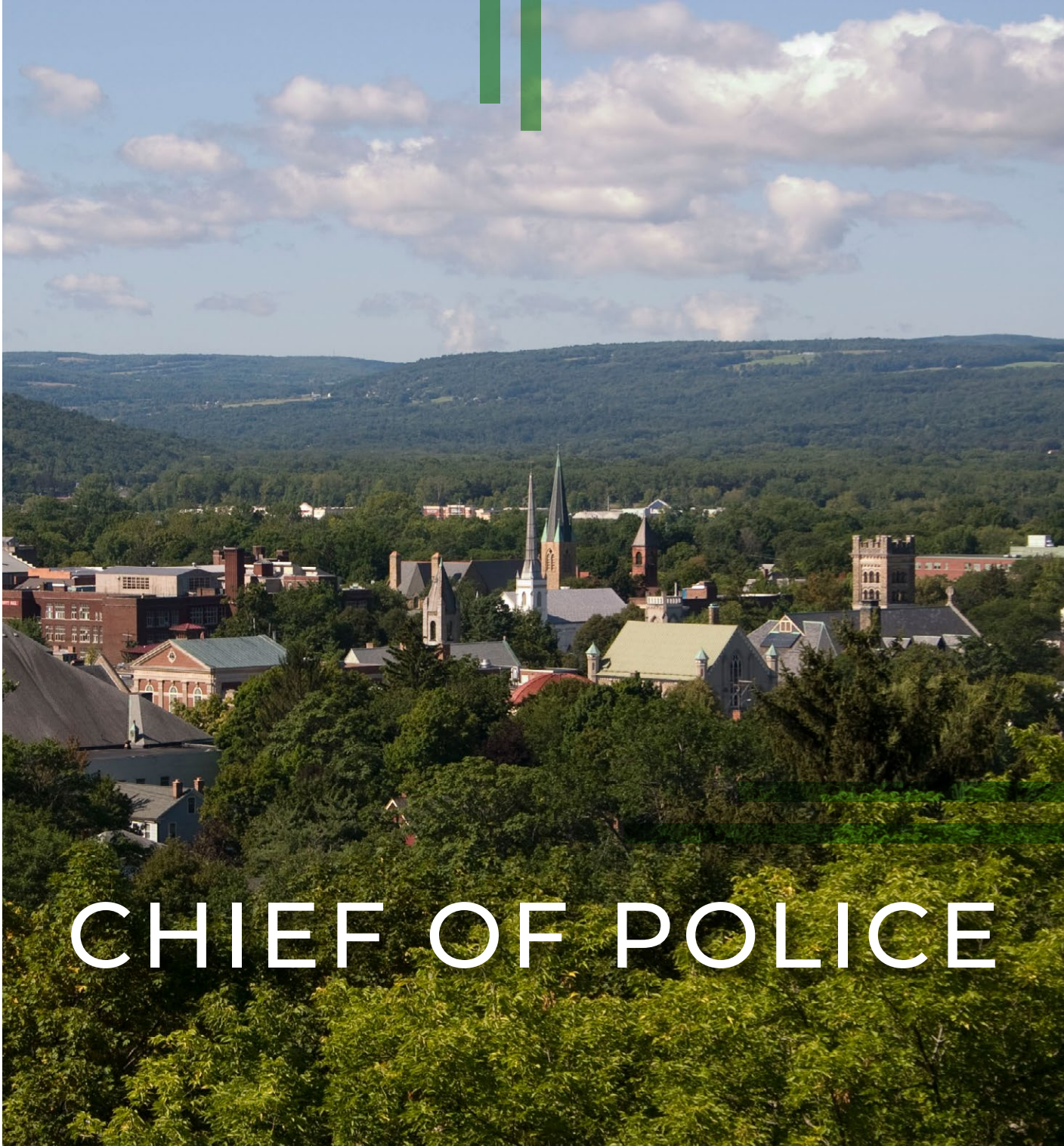


A NATIONAL SEARCH
is underway for a new Chief of Police

Ithaca, New York



CHIEF OF POLICE

ITHACA, NY



THE 01. OPPORTUNITY



A national search is underway to attract a community-minded, reform-oriented Police Chief to lead the Ithaca Police Department (IPD).

This is an incredible opportunity to lead a law enforcement agency poised to make significant changes in an engaged community in upstate New York. The opening comes after a historic social awakening about systemic racism, protests, and political unrest that swept the country over the past few years. With strong civic support, the community looks to implement innovative initiatives that help build community trust, increase transparency, and embrace fair, impartial, and constitutional policing.

In many cities, communities are questioning the role police should play in public safety. Through public discourse, Ithaca created plans to reimagine how public safety services are delivered. Those plans include a civilian response to specific calls for service. The City is poised to begin implementing this initiative and other substantive changes resulting from the dialogue, which had many voices from the community,

public health, non-profits, advocacy groups, police, fire, and the PBA.

Ithaca seeks a police chief who is open-minded and ready to engage all stakeholders during the implementation phase of significant public safety initiatives. The Chief will examine and align IPD's internal policies, practices, and systems to eradicate structural or institutional racism. Successful candidates will have an exceptional career history in a progressive police agency in New York State. The top candidates will have a reputation for being a reformer who is engaging, inclusive, insightful, and collaborative. The selected individual will work with the community, city leadership, union leadership and other stakeholders to operationalize the community's vision for public safety in Ithaca.



02 CITY GOVERNMENT

The City of Ithaca currently operates with an elected Mayor as the Chief Administrative Officer for the City.

In November 2022, Ithaca voters passed a referendum that will change the structure of Ithaca's city government from a Mayor-Council government to a Council-Manager form of government. The Common Council oversees the general administration of the City, makes policy, and sets the budget. The Council will appoint a professional city manager to oversee Ithaca's day-to-day administrative operations. The city manager will be responsible for delivering city services and managing more than 400 employees, 11 department heads, including the

Chief of Police and a budget of \$90 million. The city manager will report directly to the Common Council, which will continue to be chaired by the Mayor, preserving the Mayor's role as a political leader. The transition to a Council-Manager form of government takes effect on January 1, 2024.

For this search, the Search Committee will interview candidates and recommend at least two (2) finalists for the Mayor's consideration. The Mayor will nominate a candidate, who will need a majority vote of the Common Council to be confirmed.





03. THE COMMUNITY

The City of Ithaca sits in the heart of the Finger Lakes region of New York. Located roughly halfway between Manhattan and Toronto, the thriving, culturally diverse City combines small-town warmth and charm with cosmopolitan flair.

Home to Ithaca College, Cornell University, and Tompkins Cortland Community College, this progressive community attracts visitors, students, and scholars from around the globe.

At the heart of this progressive community is the Ithaca Commons. The Commons is a pedestrian-only area that is home to local businesses and restaurants. In addition, this area has many independent, locally owned shops and boutiques and many micro-retail businesses. In 2024, Downtown Ithaca will be home to a state-of-the-art, two-story, 15,000-square-foot conference center. This \$34 Million project will feature a 12,300 SF ballroom, a junior ballroom and breakout rooms, pre-function and trade show space, and a full

production kitchen. Also on the Commons, Ithaca College's physician assistant studies program has a newly opened, state-of-the-art instructional site, which offers a clinical learning and simulation center with advanced technology to provide students the opportunity for hands-on practice.

Ithaca is a tourist destination and offers a wealth of arts, culture, and activity while maintaining a small-town feel. Rolling hills, breathtaking gorges,

and lakes offer countless outdoor activities. Fantastic restaurants, exciting nightlife, vibrant theater, mainstream and independent cinema, and live music abound. Other activities include visiting central New York's award-winning wineries, swimming beneath waterfalls, hiking, skiing, skating throughout the winter, visiting museums and galleries, or shopping along the downtown Commons.



THE POLICE DEPARTMENT 04.

With a 2023 budget of \$12.5 million, the Ithaca Police Department (IPD) provides police services to the Ithaca community.

IPD responds to approximately 20,000 calls for service annually and has a full-time investigations division to investigate felony-level cases, collect evidence, gather intelligence, and provide overall support to the patrol division.

IPD is authorized and funded for sixty-four (64) sworn positions and thirteen (13) FTE civilian positions who work in the Office of the Chief or one of two Bureaus, each managed by a Deputy Chief: Staff officers include four (4) Lieutenants and ten (10) Sergeants.

In addition to the Patrol and Investigations divisions, IPD has ancillary units that specialize in the following: high-risk warrant service, response to critical incidents, crime-scene processing, crisis negotiation, recruitment, and various liaison roles (LGBTQ+ and Youth.)





05 IDEAL CANDIDATE

The next Chief of Police will be a transformative leader committed to social justice and experienced in change management.

The ideal candidate will ensure that employee conduct is consistent with policy, progressive policing practices, and innovative approaches to public safety.

STRATEGIC

The ideal candidate will play a significant role in advancing police reform and, specifically, implementing initiatives arising from the reimagining public safety task force. The Chief of Police will provide expertise and insight from the police executive's perspective. The selected candidate will evaluate the department's operations and work with stakeholders to operationalize new initiatives to improve service delivery. The new police chief will advance community policing and crime reduction strategies while emphasizing transparency and accountability. The successful candidate will have a track record of promoting diversity within their department and demonstrate a genuine cultural competency that will allow them to navigate issues while respecting individual differences.



The mission of the Ithaca Police Department is to enhance the quality of life in our community by working cooperatively with the public and within the framework of the U.S. Constitution. We strive to preserve peace and to provide a safe environment for all of our residents and visitors.

IPD has significant staffing issues that require a unified message from City leadership, the Chief of Police, and the Police Benevolent Association (PBA). Since current employees are the organization's best recruiters, the next Chief will work to be a bridge between the community's drive to reimagine public safety and the natural resistance to change.

INSPIRATIONAL

The next Chief of Police for the IPD will be both an inspirational leader and an experienced executive who will garner trust and confidence from the community while earning the respect of both sworn and civilian employees. The top candidate will be an individual who is empathetic, compassionate, respectful, honest, and ethical. Building strong and genuine connections with an engaged community and department is essential for a candidate's success. The selected candidate will be a good listener and will be approachable, responsive, and open to feedback.

ENGAGING

The new Chief of Police will proactively address internal and external challenges and make tough decisions while advocating for the department and the community. The Chief will embody the philosophy of openness and expect the same from their command staff. The Chief will set an example by being visible and engaging in all segments of the community. The work of the Chief of Police involves significant community engagement and public involvement with elected officials, educational institutions, residents, neighborhood groups, and other governmental agencies and City departments.



06. MINIMUM QUALIFICATIONS

- Possession of a Bachelor's Degree in Criminal Justice, Police Science, Criminology or a closely related field with similar course curriculum and four (4) years of progressively responsible law enforcement experience, at least two (2) years of which must have been at or above the second-line supervisory level; or
- Possession of an Associate's Degree in Criminal Justice, Police Science, Criminology or a closely related field with similar course curriculum and six (6) years of progressively responsible law enforcement experience, at least two (2) years of which must have been at or above the second-line supervisory level; or
- Graduation from high school or possession of a high school equivalency diploma and eight (8) years of progressively responsible law enforcement experience, at least two (2) years of which must have been at or above the second-line supervisory level.

NOTE: "Second-line" supervision refers to the second level of supervisory authority in an agency. For the purpose of these qualifications, it must include the supervision of supervisory law enforcement officers. In the Ithaca Police Department, for example, it would equate to the level of Police Lieutenant. Second-line supervisory experience must have been gained through an actual appointment into a second-line supervisory position. "Acting" or "out-of-title" second-line supervisory experience is not qualifying experience.



SPECIAL REQUIREMENTS:

- Possession of a valid New York State Class D driver license or a valid driver license equivalent to a New York State Class D driver license at the time of appointment and maintenance of said license for the duration of employment.
- Notwithstanding the provisions of any other section of law, general, special or local, in political subdivisions maintaining a police department serving a population of one hundred fifty thousand or less, no person shall be appointed to any rank above the rank of police officer unless he or she has been appointed a police officer from an eligible list established according to merit and fitness as provided by Section 6 of Article V of the Constitution of the State of New York, or has previously served as a member of the New York State Police.

COMPENSATION AND BENEFITS

The current salary for this civil service position will be competitive for the region. The City also provides excellent benefits. See Public Sector Search & Consulting for more details about benefits.

NOMINATION AND APPLICATION PROCEDURES

07.



APPLY TODAY!

Candidates are encouraged to apply immediately by submitting a comprehensive resume, compelling cover letter, and list of professional references via email to apply@publicsectorsearch.com.

Candidates are encouraged to apply by May 19, 2023. This position will be considered open until a final selection is made.

Public Sector Search & Consulting will conduct preliminary interviews as applications are received. Only the most highly qualified candidates will be invited to participate in the selection process in late May 2023. A search committee will interview candidates and recommend at least two (2) finalists for the Mayor's consideration. The Mayor will nominate a candidate, who will need a majority vote of the Common Council to be confirmed.

APPLY WITH CONFIDENCE

Candidates should direct inquiries and questions regarding this position or the recruitment process to the following:

Public Sector Search & Consulting, Inc.

Office: 916.789.9990

www.publicsectorsearch.com

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

916.622.5323 (mobile)

gary@publicsectorsearch.com



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