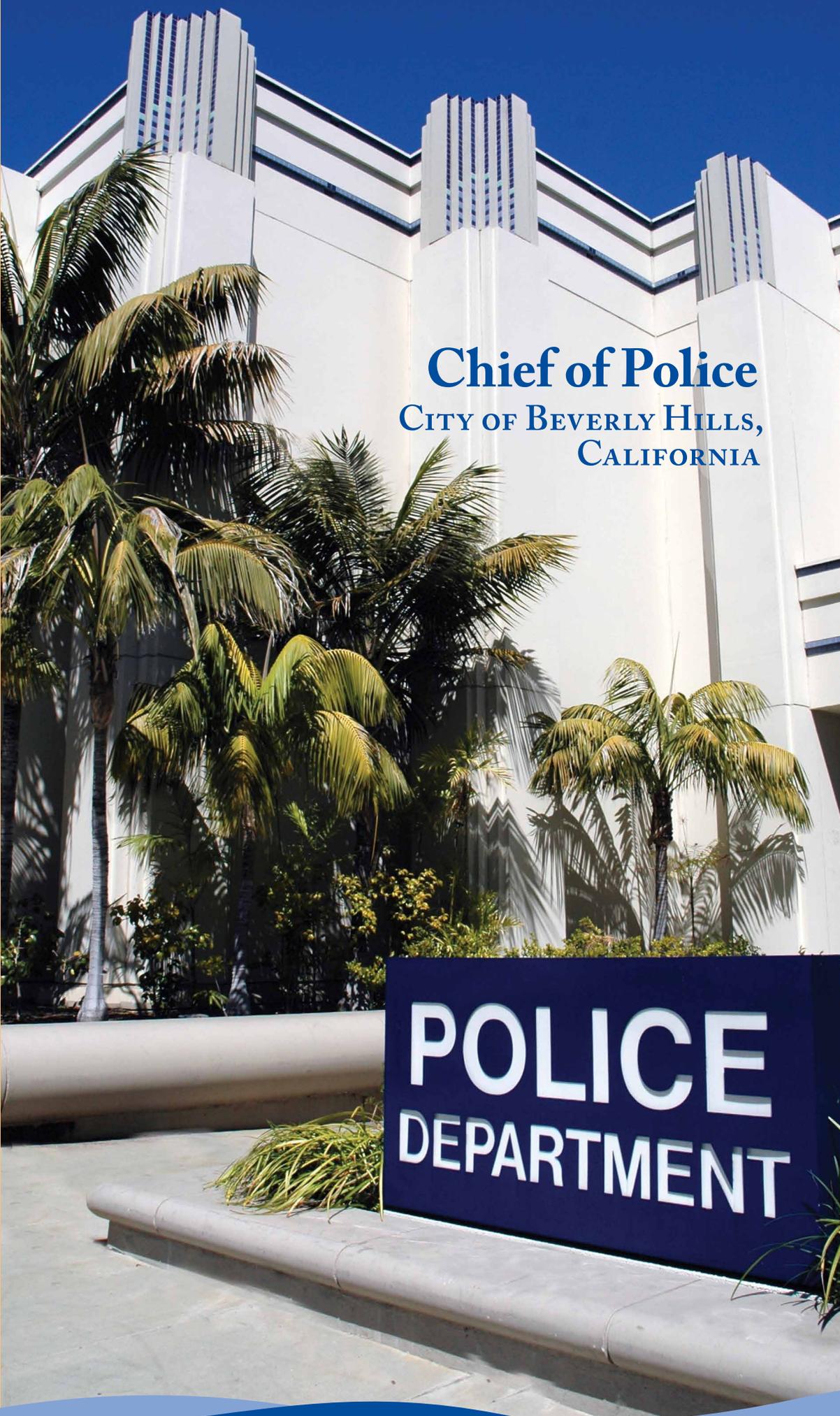


Peckham & McKenney
"All About Fit"



Chief of Police
CITY OF BEVERLY HILLS,
CALIFORNIA

PECKHAM
&
MCKENNEY
EXECUTIVE SEARCH

THE COMMUNITY

The community of Beverly Hills is comprised of tree-lined neighborhoods and a vibrant commercial center that invite residents, shoppers and visitors through an array of opportunities to enjoy its charm and beauty. From outdoor and recreational activities in beautiful parks, to taking a leisurely stroll or shopping in an elite boutique, Beverly Hills is like no other city in America. Residents in upscale neighborhoods enjoy a small town atmosphere with easy access to shopping, businesses and restaurants. Local arts, music and theater complement the exceptionally high quality of life enjoyed by residents, local visitors and international tourists alike. The Beverly Hills Library is located in the Civic Center Complex and is a focal point of the community. More than 50,000 individuals have library cards and public support for literary endeavors, charity events and the arts are strongly supported by residents.

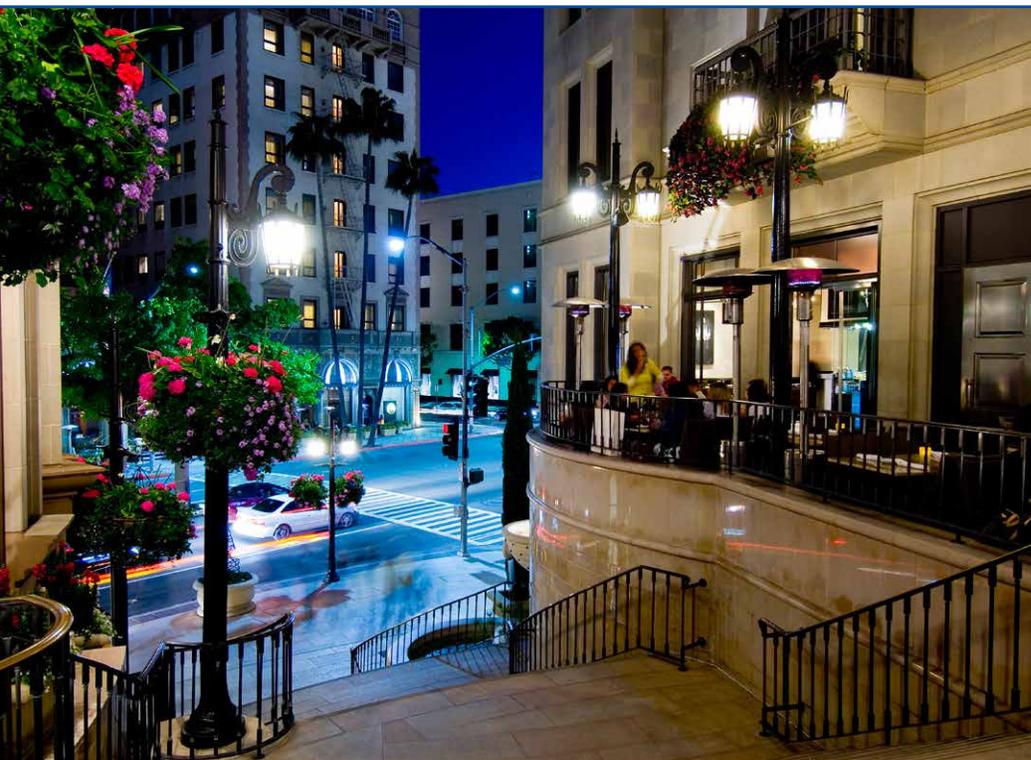
Incorporated in 1914, Beverly Hills was known first as a residential enclave for Hollywood celebrities. Spanning 5.7 square miles, this exclusive community is bordered by the cities of Los Angeles and West Hollywood. The nighttime population is approximately 34,833 yet grows to an estimated 250,000 - 290,000 during the daytime. Beverly Hills is renowned for its distinct environment, in part due to its master plan created in 1906 by one of the nation's most respected urban planners and landscape architects, Wilbur Cook. The sophisticated design of the City and its impressive neighborhoods, handsome shopping districts and tree-lined streets remain a model of successful urban planning.

Today, the City continues to contribute regionally with important retail, entertainment, financial, and professional centers serving the growing greater Los Angeles and Southern California markets. The City has a rich history with the entertainment industry. Beverly Hills



is home to agents, producers, and film libraries, as well as talent agencies, entertainment technology firms, and advertising companies. The Academy of Motion Picture Arts & Sciences is headquartered in Beverly Hills, and the west coast branch of the Paley Center for Media (formerly the Museum of Television & Radio) is also located in the City. The exclusive Rodeo Drive and its trendy shops and restaurants continue to draw customers and invite frequent celebrity sightings. The City benefits from high-end car sales, luxury hotels, financial services, and medical businesses. Additionally, the community is well served by the renowned Cedars-Sinai Medical Center, located in the adjacent City of Los Angeles.

The Beverly Hills School District is among the top public school systems in the nation. The community embraces its school district with remarkable support, including a joint powers agreement through which the City contributes significant funds to the School District in exchange for the use of School District property. The School District is representative of the community's diversity with more than 50 different languages spoken by students as first languages. The five most prevalent languages are English, Farsi, Hebrew, Spanish, and Korean.



For more information about Beverly Hills and the region please visit www.lovebeverlyhills.com.

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THE ORGANIZATION

As a General Law City, Beverly Hills is governed by five City Council members elected for overlapping four-year terms. Every odd-numbered year either two or three members are elected at-large to serve four-year terms. Each March the Council chooses one of its members as Mayor and one as Vice Mayor. The Mayor is the presiding officer of the Council and serves in this capacity for one year. The community also elects a City Treasurer, who serves a four-year term. The City Council appoints the City Manager, City Attorney and City Clerk. The City Council employs the City Manager to carry out policies and to serve as the executive officer for the City.

The City of Beverly Hills has a longstanding reputation for providing superior customer service to residents, businesses and visitors. This characteristic, combined with outstanding staff in all departments, has been a hallmark of success for this high performance organization.

The municipal government provides the highest quality safety services, recreational facilities, municipal services and physical environment. With approximately 1,050 employees, the City is one of the two largest employers within the incorporated city limits (the Beverly Hills Unified School District being the other). The employees work within nine departments in addition to the City Manager's Office.

The proposed 2015-16 Budget is approximately \$453 million for all funds, including a \$198 million

General Fund and a \$55 million dollar budget allocated for capital projects. The City carries a coveted AAA bond rating from all three rating agencies, which makes the City one of only a handful of cities nationwide to hold this rating. General Fund tax revenues are split relatively equally among Business, Property, Sales, and Transient Occupancy Taxes and represent 75% of all revenue in that fund. Total General Fund revenues for 2015-16 are projected to be \$213 million. Assessed property values within the 3,646 acre incorporated area exceeded \$24 billion in 2014.

Few communities in the world rival the City of Beverly Hills for the quality of life experienced by its residents. Supported by superlative city services, exceptional public safety, beautiful parks and its trend-setting commercial town center, Beverly Hills is universally acclaimed as one of the most prestigious municipalities in the world.

For information on the City of Beverly Hills please visit their website at www.beverlyhills.org.

THE DEPARTMENT

The Beverly Hills Police Department (BHPD) is one of the finest public safety agencies in the nation - and is held in high regard by the citizens and provides a strong source of pride for the community. The BHPD is responsible for safeguarding the lives and property of City residents and is a leader in early response times. It is also known for establishing a community



oriented policing philosophy that was literally decades ahead of its time.

The department currently has 127 authorized sworn and 65 authorized civilian full-time employees and is led by Interim Chief of Police Dominick Rivetti (not a candidate) and consists of the Office of the Chief, Administrative Services, Investigative Services, and Field Services. The total departmental budget for 2015-16 is just over \$59 million.

Within the Office of the Chief you will find Community Relations, the Intelligence Unit, Media Relations/ Executive Officer, and the Professional Standards Unit. Under Administrative Services are the Special Projects Unit, Personnel and Training Bureau, Records Bureau, Property and Evidence Unit, Communications Bureau, and the Jail Bureau. Within Investigative Services are the Identification Bureau, High Tech Unit and the Detective Bureau. In Field Services you will find the Emergency Services Bureau, Traffic Bureau, and the Patrol Bureau.

THE POSITION

The City of Beverly Hills is seeking a talented professional with a solid background in law enforcement that is committed to being a positive and proactive member of an excellent management team, working collaboratively in a team environment, and providing support to other City Staff and Departments. The new Chief of Police will be a highly qualified, motivated, visionary leader with unquestionable ethics and integrity as well as excellent management, organizational, conflict resolution, and financial skills.

The ideal candidate will possess outstanding listening and communication skills coupled with excellent interpersonal skills and the ability to interact with a diverse staff and community. The new Chief of Police will at all times provide open and responsive customer-oriented service both internally to the organization and externally to the community at-large and will recognize the shared responsibility and connection between themselves and the community in making Beverly Hills a safe place to live, work, and recreate.

The selected individual will be a collaborative manager with experience in labor relations who will challenge her/his staff to bring new ideas and evaluate options to current practices. Candidates must have broad and extensive experience in all major aspects of municipal police work, including six years of increasingly responsible management level experience in a comparable size or larger municipal law enforcement

agency, of which at least two years of experience must have been at a police captain or higher level.

A Bachelor's degree in administration of justice, public or business administration, political science or a closely related field also required. A Master's degree in administration of justice, public or business administration, political science or a closely related field

contribution of one half the normal cost); Management Incentive Pay; Holiday, Vacation, Sick, Bereavement, Administrative, and Witness and Jury Leaves; Medical, Dental and Vision Insurance for employees and dependents through the City's Cafeteria Plan; Life and Disability Insurance; Uniform Allowance; and Deferred Compensation.

SEARCH SCHEDULE

Resume filing deadline	October 12, 2015
Preliminary Interviews.....	October 14 through October 30, 2015
Recommendation of Candidates	November 3, 2015
Final Interview Process	November 18, 2015

These dates have been confirmed, and it is recommended that you plan your calendar accordingly.

or graduation from the POST Command College and/or FBI National Academy are highly desirable.

THE COMPENSATION

The salary range for this tremendous Chief of Police opportunity is from \$218,832 to \$296,064 depending on qualifications and experience with a generous benefits package including, but not limited to, CalPERS Retirement: Classic Member formula of 3% @ 55 with final compensation based on three year average (employee pays the 9% member contribution), and New Member formula of 2.7% @ 57 with final compensation based on three year average (employee pays the employee

THE RECRUITMENT PROCESS

To apply for this outstanding career opportunity, please send your resume and cover letter electronically to:

Peckham & McKenney

apply@peckhamandmckenney.com

Please do not hesitate to contact Phil McKenney toll-free at (866) 912-1919 if you have any questions regarding this position or recruitment process.



www.peckhamandmckenney.com