

Steve Belcher



Steve Belcher, Director

Education	<ul style="list-style-type: none"> • Master's Degree Public Administration, Golden Gate University • Bachelor's Degree Administration of Justice, Fresno State College • Associate Arts Degree Administration of Justice, Cabrillo College • FBI National Academy, Quantico Virginia
Law Enforcement Experience	<ul style="list-style-type: none"> • Forty + years of law enforcement experience starting as an extra help patrol/jail deputy in Fresno County and retiring as the Chief of Police of the Santa Cruz Ca. Police Department. • Partner and President of Belcher, Ehle, Medina & Associates (Management and Consulting Services) 2007-Present. • Management Consultant, (Belcher & Associates Management Consulting Services) 2004 – Present. • Interim Chief of Police, Capitola Ca. Police Department, July 2004. • Interim Chief of Police, East Palo Alto Ca. Police Department, August 2004 – May 2005. • Interim Chief of Police (& Recreation Director), Marina Ca. Department of Public Safety, November 2005 – December 2006. • Interim Chief of Police, Soledad, Ca. Police Department, July 2009 – December 2009. • Interim Chief of Police, Bell, Ca. Police Department, October 2011 – October 2012. • Interim Captain & Chief of Police East Palo Alto Ca. April 2014 – September 2014.
Certificates/ Experience	<ul style="list-style-type: none"> • College/Academy Instructor. Burglary, robbery, theft, ethics and performance. • POST National Accreditation Evaluation Committee Member. • Police Records Managers certificate. • University of California, Santa Cruz; Instructor, Police/Public Management for foreign police chiefs. • Regional Training Consortium; Instructor - Criminal Investigations, Ethics, Leadership and Field Training Officer Management. • Certified Litigation Professional Certificate - Lethal & Less Lethal Force, Discipline & Internal Investigations, Agency Compliance & Management Auditing.
Professional Memberships	<ul style="list-style-type: none"> • Police Planners and Research Officers Association of Ca. Vice President. • Department of Justice, Megan's Law Committee Member. • Standards and Ethics Committee, Chair, Ca. Peace Officers Association. • American Society of Industrial Security, member. • California Police Chiefs Association, member. • International Association of Chiefs of Police, member. • Anti-Terrorism Task Force member. County Chiefs Association representative. • Criminal Justice Council of Santa Cruz County, Chair. • Santa Cruz County Emergency Communications Committee, Chair. • Santa Cruz Metro Consolidated Records System Committee, Chair. • Americans for Effective Law Enforcement, member. • Police Executive Research Forum, member.
Career Achievements	<p>Forty years in law enforcement has provided me the opportunity to experience a wide variety of situations and challenges. Listed below is a snapshot of some of those issues, assignments and experiences.</p> <ul style="list-style-type: none"> • Integrated Community Policing concepts in several police agencies. Served on national panel on Community Policing. • Revised hiring & training standards that exceeded state POST requirements. • Provided leadership in implementing departments' first SWAT team. • Implemented scheduling system to address the increase in service demands. Weekend population growth 2-3 times city week day population. • Implemented geographic commands for patrol managers to increase communication and accountability. • Worked closely with other local departments to increase efficiencies and coordinate and consolidate services where practical. • Worked closely with civilian police review board for 9 years. • Implemented/conducted internal reviews of various police operations. • Instrumental in obtaining/building new police facility, Santa Cruz, Ca. • Presenter at the California Police Chiefs conference. • Chair of the Standards and Ethics Committee, California Peace Officers Association. • Served as Chair of the Emergency Communications Committee and involved in the evaluation of, and later the establishment of the consolidated communications dispatch center in Santa Cruz County. • Served as Chair and host agency for county wide study of Racial Profiling. • City of East Palo Alto, served as interim Chief of Police. Resolution of significant internal issues relating to organizational management and use of force. Completed work on Police Department Organizational Assessment . • City of Marina, Department of Public Safety, worked toward resolution of organizational issues to allow for the separation of the police and fire departments, while forming a stand-alone police agency. • City of Soledad. Served as Interim Chief of Police (former chief –vote of no confidence).Completed Organizational Review and assisted in recruitment of new police chief. • City of Bell, served as Interim Chief of Police after major city scandal which resulted in numerous criminal prosecutions of city staff, including city manager and several council members; resolved numerous internal and external issues and completed organizational review with goals and objectives to assist new city manager and new chief. • Served as Interim Police Captain & Chief of Police City of East Palo Alto for 2nd time in 10 years. Completed organizational review to assist with future planning. • Private consultant in areas of police policy, communications technology/revenue enhancements and internal affairs, 2004 to present, partial client list; Bell, Ca., Capitola, Ca., Davis Ca., East Palo Alto Ca., Fairfield, Ca., Los Gatos Ca., Marina Ca., Menlo Park, Ca., Oakland, Ca., Scotts Valley, Ca., Soledad, Ca., Sheridan, Wyoming, University of California and California counties of Contra Costa, Merced, San Benito and Santa Clara.