



# Town of Bloomfield

## INVITES CANDIDATES TO APPLY FOR: CHIEF OF POLICE—BLOOMFIELD POLICE DEPT

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### Why Bloomfield offers a positive opportunity for the new Chief of Police

- Stable community related to finances, staff and elected officials;
- Offers an integrated and diverse community;
- Good economic development programs with large corporations, premier continuing care communities;
- Town investing \$100 million in school facility improvement program;
- Town owns award winning Wintonbury Hills Golf Course;
- Strong support from the Town Manager and Town Council;
- Benefits and challenges of a small community in proximity to a big city.

### COMMUNITY PROFILE AND HISTORY

#### **History of Bloomfield**

Formally incorporated in 1835, the Town of Bloomfield is rooted in a 1640 settlement known as Messenger Farms, located at the eastern end of what is now Park Avenue. Originally part of Windsor, the settlement slowly grew to more than 900 people by 1835. The formal incorporation of Bloomfield was spurred by the founding of a new parish called Wintonbury in 1736. "Wintonbury" is a composite of the names of the three founding towns of Windsor, Farmington, and Simsbury.

Traditionally an agricultural community, Bloomfield began to diversify its economic base after it was incorporated. Tobacco was added to the list of agricultural products, and numerous cider mills and a brandy distillery were built. The Prosser Inn on Simsbury Road housed the headquarters of the Hartford to Westfield stage line, and the Hartford to Tariffville stage line passed through the Town Center. Within thirty years of its incorporation, Bloomfield's new rail service included eight trains that traveled daily to and from Hartford, and was serviced by four stations in Town. In 1891, the Hartford Electric Light Company brought Bloomfield into a bright twentieth century. By 1920, the Town's population had grown to more than 2,000.

#### **Bloomfield Expands in the 1950s**

Until the advent of the automobile, growth in Bloomfield was restricted to those areas near rail, trolley, or bus lines. In the 1950s, the suburban exodus from Hartford began, adding to Bloomfield's population growth. It was accelerated by the construction of interstate highway Route 91,

which gave Bloomfield easy highway access via Windsor to downtown Hartford. Between 1950 and 1970, Hartford's population declined, while the populations of six suburbs contiguous to Hartford rose. Bloomfield's 220% growth rate topped all the other suburban towns by a wide margin. The expanding population spurred housing development and a fast-growing local economy brought industrial growth to the Town.

This expansion continued through the 1970s, when Bloomfield's population neared 20,000. In 1973, the Town of Bloomfield was named an All-American City, an award that recognized Bloomfield's success as an ethnically and culturally diverse community.

Bloomfield has become an important focus of commercial development in the Boston-New York corridor, providing business, goods, and services to north central Connecticut and beyond. Yet, Bloomfield maintains the rural beauty and charm of a New England town.

#### **A Few Facts about Bloomfield,**

The Town of Bloomfield encompasses 26.4 square miles, with an estimated population of 20,000. Bloomfield is located in north central Connecticut, just 10 minutes west of the state capitol of Hartford. Bloomfield is approximately 10 minutes from Bradley International Air-

port and has easy access to Interstate Routes 84 and 91. Bloomfield - it's a perfect combination of suburban, modern, and historic housing and services.

- Bloomfield is strategically located half-way between Boston and New York City;
- It is a destination and a stopping-place for vacationers touring New England;
- The commercial development is dynamic and expanding responsibly;
- Bloomfield is the home of world-class institutions such as CIGNA and MetLife Insurance Companies;
- A former agricultural community, it still has large tracts of natural and undeveloped land that attract hikers, cross-country skiers, and nature enthusiasts;
- The housing prices are reasonable, and housing construction is steady.



## **Form of Government**

Bloomfield has a Town Council-Town Manager form of government. The Council as the Town's elected legislative body, exercises and performs all of the right, powers, duties and obligations of the Town and, by charter, appoints the Town Manager. The Town Manager acts as the Town's "chief administrative officer," implementing the policies set by the Council and overseeing day-to-day operations of the Town. As the designated director of public safety, the Town Manager appoints the Chief of Police.

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## **BLOOMFIELD POLICE DEPARTMENT**

The Bloomfield Police Department is staffed by 48 sworn officers and 12 civilians employees. The department's current budget of \$6.8 million supports five internal divisions: Administration, Patrol, Support Services, Professional Services and Emergency Medical Services.

### **Administration**

The Administration Division includes the Chief, a Captain, Senior Administrative Assistant, Part-time Administrative Clerk and the Information Technology Technician. The Division is responsible for overall operations of the Police Department and Emergency Medical Service and the Chief serves as the Town Emergency Manager and Traffic Authority. The Division handles development of policies, management of personnel and labor relations, technology, grants and fiscal management.

### **Patrol Division**

The Patrol Division includes one Lieutenant, 6 Sergeants and 26 Patrol Officers to handle patrol, traffic, K-9 unit and officers who serve on regional units such as SWAT, SCUBA, accident reconstruction, hostage negotiation and incident command units.

### **Professional Services Division**

This Division is responsible for Training, Communication, Emergency Management, Internal Affairs and all requests under the Freedom of Information Act (FOI). The Training Unit ensures all officers have received mandated State certification and other training to improve police services. The Communication Unit manages the dispatching of all 911 calls and non-emergency calls for Police and Emergency Medical Services. The Chief of Police and Police Department serve as the Emergency Management Unit responsible for training and emergency operations for the town.

### **Support Services Division**

This Division includes one Lieutenant, 2 Sergeants, 4 Detectives, 1 Animal Control Officer, 2 School Resources Officers (SRO), 1 Community Services Officer and 3 Records Clerks assigned to the Investigations, Community Services and Records Units. The Investigations Unit handles major, long-term and highly technical criminal cases. The Community Services Unit includes School Resource Officers, Juvenile Review Board, Animal Control Services, and Community Policing. Some of the Community Service programs include: bike patrol, Citizens Police Academy, neighborhood and commercial block watch groups. The Records Unit manages all records, accident reports, pistol permits, etc.

### **Emergency Medical Services Division**

The Emergency Medical Services Division, under the supervision of a Coordinator who in turn is under direction of the Chief, provides 24-hour ambulance coverage utilizing a blend of volunteer Emergency Medical Technicians (EMT) and contracted Paramedics.

## **CHIEF OF POLICE—JOB DESCRIPTION**

Under the Town Manager, the Chief of Police is responsible for leading, developing, managing, administering, and supervising the police operations for the Town Bloomfield. This is accomplished through effective and efficient policing services according to all applicable laws and current professional policing standards. This includes the management and development of:

- Comprehensive and complex police operations through the analysis of community requirements;
- Assignment of staff and resources based on budget limitations and labor relations regulations;
- Cooperation with regional, state and federal agencies including the Blue Hills and Center Fire Districts, Chamber of Commerce, Bloomfield Schools and various task forces;
- Serving as Town Emergency Manager for town emergency responses and Emergency Operation Center;
- Town Ambulance Division with volunteer EMTs and contracted paramedics;
- Policies and procedures and internal investigations.



## **Characteristics of the Ideal Candidate**

- Team, Bridge and Consensus Builder;
- Strong communication skills with police staff, department heads, community groups, etc.;
- Management by walking around and good listening skills;
- Budget preparation and management skills;
- Ability to think outside-of-the-box and complex problem-solving ability;
- Labor relations skills including handling of grievances and negotiating union contracts;
- Ability to work collaboratively and cooperatively with the school system;
- Consistently apply leadership by rewarding and disciplining employees on a fair basis;
- Ability to work with volunteer committees and volunteer ambulance group;
- Understand law enforcement and simultaneously deal with quality-of-life issues for residents;
- Knowledge of tactical approaches to drug and gang crimes;
- Active participant in emergency management—include town department heads and state and federal agencies;
- Ability to work with a culturally diverse community and staff.

**Qualifications:** Minimum qualifications require a Bachelor's Degree (Master's preferred) in Criminal Justice or related field (FBI National Academy or equivalent preferred) with over 10 years of full-time sworn police experience including a minimum of 3 years of supervisory experience and 3 years of police command experience. CT POST Certification as Police Officer or ability to obtain certification and valid drivers license





## **Challenges and Opportunities**

- Promote community policing programs –such as bike patrol, neighborhood and business watch groups— and be proactive with the community
- Continue the good record of case closures and quick response to crimes
- Serve as traffic authority and respond positively to citizen's concerns
- Continue the success of the Truck Inspection program
- Be an active member of the Town Management working closely with other departments
- Understand how to work with a citizen volunteer resources such as EMS
- Be an active member of the community—attend various community group meetings
- Participate in Foster Care Programs to bring a positive image of police to children
- Work with two separate Fire Districts—911 operators hand off fire service calls to fire district dispatchers
- Improve relationship with the schools – need to clarify the role of the School Resource Officers
- Understand the Chief's relationship with the Town Manger as a consultative one-inform Manager of issues and present various solutions with recommendations
- Understand how Police touch the community and increase service-oriented policing
- Improve labor/management relations, deal with internal issues, provide equitable treatment of staff
- Promote proactive communication with citizens—celebrate successes of staff
- Review drug and gang law enforcement methods to deal with overflow of crime from neighboring communities
- Resolve budgeting, deployment and staffing issues during a recession
- Continue to build Department professionalism and improve qualifications of staff
- Promote community relations and outreach—police need to bond with community



## **Compensation and Application Process**

The starting salary for this position is negotiable depending on qualifications and experience - (Salary Range-\$82,600-\$120,000) with an excellent benefits package which includes:

- Moving expenses negotiable
- ICMA Retirement Corporation – Plan Options
- IACP Membership

For more information see the Town web site: [www.bloomfieldct.org](http://www.bloomfieldct.org)

Bloomfield is an EOE/AA/Equal Access Employer

If you meet these qualification and want to be considered for this challenging position as Chief of Police in the Town of Bloomfield, please mail or email your resume and cover letter immediately to the address below. The deadline for receiving applications is 8/2/10.



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