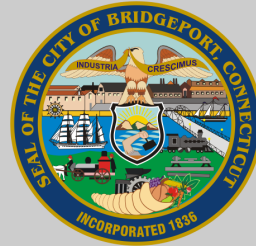




# CITY OF BRIDGEPORT CONNECTICUT



## INVITES CANDIDATES TO APPLY FOR: ASSISTANT CHIEF OF POLICE –SECOND IN COMMAND

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### Facts & Figures about the City of Bridgeport

- Population-144,229
- 16 Square miles
- Pop/Sq. Mile-8,800
- Median Age- 33
- Households - 50,144
- Median Household Income-\$42,651
- Minority % - 54%
- School Pop—25,572
- 20% of the population have Bachelor's Degrees or above
- 45 Parks with 1330 acres with 2 beaches and a City owned Golf Course
- Distance to NYC-53 miles
- Total City Budget = \$511,760,560
- Total Police Budget = \$86 million
- Top 5 Major Employers in 2006 were: Bridgeport Hospital, People's United Bank, St Vincent's Medical Center, Bridgeport Health Care Center, Sikorsky Aircraft

### COMMUNITY PROFILE AND ATTRACTIONS

The City of Bridgeport is located on the northern shore of the Long Island Sound, approximately 60 miles northeast of New York City and 60 miles southwest of Hartford. The City is the crossroads of one of the best land, sea, rail and air transportation systems in the State. State Routes 8 and 25, with their links to Interstates 84 and 91, merge with Interstate 95 in downtown Bridgeport. Bridgeport Harbor is one of the three deep-water ports in Connecticut; its 35-foot deep channels and anchorages can accommodate most ocean-going vessels involved with international trade and shipping. Amtrak and Metro-North provide passenger service to the City from the downtown Transportation Center, and Conrail operates a major freight yard within a quarter-mile of the Port of Bridgeport. The Sikorsky Memorial Airport is a City-owned and operated general aviation facility that is located in Stratford, Connecticut, ten minutes from downtown.

The City is a major medical, legal, industrial, financial and entertainment center. Two medical centers provide for many of the health care needs of the Greater Bridgeport area. Federal, State, and County courthouses are located within the central business district. Corporate and regional business offices are located downtown, including the principal office of one of the largest Connecticut-based banks, People's United Bank.

Major employers residing within the City's boundaries include Bridgeport Hospital, St. Vincent's Medical Center, University of Bridgeport and Bridgeport Health Care Center. The City, long a major manufacturing center, remains the home of more than 200 manufacturing companies. These companies typically exploit new technologies and occupy unusual or even unique market niches.

The Greater Bridgeport area hosts four institutions of higher learning: The University of Bridgeport, Fairfield University, Sacred Heart University, and Housatonic Community College. These educational institutions provide the City's corporate and business communities with skilled personnel, and enhance the area's cultural and community activities. Housatonic Community College, located in the heart of the City's central business district, has

been one of the fastest growing community colleges in New England. Overall enrollment for 2009-2010 has experienced a 10.4% increase.

Bridgeport is also the home of numerous attractions that enhance the City's economic fortunes. The Barnum Museum showcases the life and times of the former City Mayor and renowned showman, P.T. Barnum. The Ballpark at Harbor Yard and The Arena at Harbor Yard bring hundreds of thousands of visitors annually to Bridgeport's Downtown to watch minor league baseball, minor league hockey, college basketball, college hockey, concerts and other shows. The Beardsley Zoo is one of the most visited tourist attractions in the State. The Discovery Museum, located in the north end of the City, offers interactive science and space displays.



## **Form of Government**

The City has a Mayor-City Council form of government. The City's Mayor is the chief executive officer of the City and serves a four year term. The City Council, which acts as the City's legislative body, consists of twenty members elected for two-year terms. The current Mayor— Bill Finch's term expires in November of 2015. The Mayor appointed the Police Chief, Joseph Gaudett to a 5-year term on Dec. 2010 which can be renewed for one additional 5-year term. The Police Chief appoints the Assistant Chief of Police who serves as second in command and acting Police Chief during absences .

## **Police Commission**

The Board of Police Commissioners is comprised of seven members who serve overlapping 2-year terms. This Board establishes departmental policies, goals and objectives; reviews and approves rules and regulations as recommended by the Chief of Police and it conducts hearings concerning officer disciplinary actions which involve more than a 30-day suspension. The Board also hears citizen complaints investigated by internal affairs, and it serves as the traffic authority for the City.

## **BRIDGEPORT POLICE DEPARTMENT**

The Chief of Police is the head of the Bridgeport Police Department (BPD) with the Assistant Chief of Police as second in command and, as such, is responsible for the operation of the department consistent with directives of the Mayor and policies of the Board of Police Commissioners.

BPD currently employs 422 sworn members. These include 48 female officers, 114 Hispanic officers, 2 Asian officers 1 Native American and 63 African American officers. By rank, BPD has 67 Sergeants, 55 Detectives, 22 Lieutenants, 12 Captains 4 Deputy Chiefs and one Assistant Chief. Except for the Chief and the Assistant Chief, all sworn officers are represented by the union.

BPD also employs 80 civilians. Their assignments include clerical and payroll staff, maintenance and fleet personnel, detention officers and parking enforcement personnel.

BPD is organized into the following divisions: Patrol (with 3 shifts divided into east, west and central districts); Detective Bureau (including Major Crimes, Burglary/Robbery, Domestic Violence, Auto Theft); Records Division; Narcotics Division; Youth Bureau; Administrative, Animal Control, Parking Enforcement, Office of Internal Affairs, and the Training Division. A central dispatch system for police, fire, and ambulance is a separate department managed by a civilian director.

BPD's special programs or units include: Community Services (with School Resource Officers); Marine Unit; Mounted Police Unit; Canine Unit (including a drug sniffing canine); Traffic Unit; Scuba Team; Emergency Services Team ("SWAT"); Crime Analysis, Victim Assistance; Officers on Segways and Bicycles; Tactical Operations with TNT (Tactical Narcotics Teams).



## **Characteristics of the Ideal Candidate**

### **Management, Leadership & Law Enforcement Knowledge**

- Visionary leader—one who assists the Police Chief in setting goals and building a team to reach the objectives set
- A consistent leader who is inclusive, fair and evenhanded with staff and community
- Progressive leader who had state-of-art knowledge of law enforcement related technology and equipment
- Strong labor relations experience and skills—ability to enforce the rules under the contract
- Budget management skills including the ability to control overtime and sick leave costs
- Ability to promote new ideas for crime prevention
- Strong criminal investigations experience and internal affairs process
- Understanding of tactical approaches to drug and gang crime issues
- Must understand urban crime issues and urban dynamics— Bridgeport's major crime statistics are down compared to other Connecticut cities but it still face serious issues related to drugs, gangs, property crimes and youth crime
- Police strategic planning ability— to develop new policies, best practices and see the big picture

### **Community Policing**

- Works cooperatively with the schools, city departments, police commission, businesses and community under Chief's direction or in his absence
- Understand and be sensitive to the diversity of community and staff—become aware of the history of the community and department
- Ability to build upon the positive trend of reduced crime rates in the city
- Committed to "Community Oriented Policing" and able to find innovative ways to allocate limited resources to support this community valued activity through day to day operations.
- Knowledge of how to focus on youth crimes and promoting positive role models for today's youth

### **Personal Characteristics**

- Strong personality without being an egotist—the confidence born of demonstrated ability—command personality with respect for everyone in the department—good listener
- Unfailing personal integrity—Communication skills are a high priority
- Ability to work with multi cultural staff and community
- Excellent interpersonal, administrative and management skills
- Strong negotiation skills to work with various groups
- Partner with Police Chief—Loyalty to City and Department

### **Key Responsibilities**

- Monitor Investigations (concentrate on gangs & drug activity) & Internal Affairs
- Enforcement of Union Contract—Management of Overtime & Sick Leave
- Best Police Practices in Technology—embrace and promote new technology

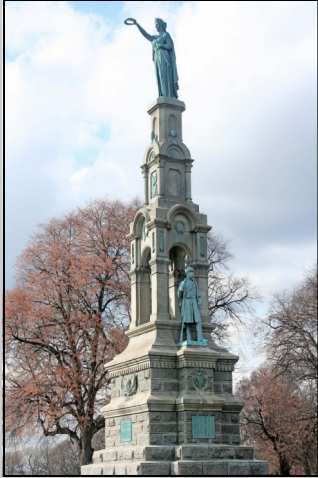


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### **Qualifications:**

Candidates must possess a minimum of 10 (ten) years of urban law enforcement experience with a minimum of 5 (five) years of command experience (command experience is equivalent to a position of fourth in command in department similar to Bridgeport). Candidate's operation and management experience must be in an agency that served a community population of 80,000 or above and a community population which is ethnically or racially diverse. A Bachelor's degree is preferred. Preference will be given to candidates who can demonstrate active and successful experience in advanced professional education, including drug enforcement and successful labor management experience.





## **Challenges and Opportunities**

- Very strong union environment — Assistant Chief has to have labor relations experience and ability to enforce union contracts
- Citizens feel there is a need for a focus on our City's youth
- Internal Affairs Division reports to the Police Commission and not the Police Chief—Assistant Chief will be assigned to monitor Internal Affairs process
- Need to continue to be innovative with new police technologies and appropriate equipment for department –Need an Assistant Chief who is comfortable with technology and new ways to create efficiencies through technology
- Assistant Chief will be assigned to monitor Investigations division, to monitor crime trends and time to complete investigations and costs of overtime
- Promote crime prevention and community policing by monitoring crime trends and balancing operational response with proactive policing
- Department has been working with Center for Child Advocacy to promote options for juveniles through juvenile review board and other methods
- New License Plate Reader (LPR) has improved departments enforcement of scoff laws
- Implementation of new records management system had just started
- A class of 25 officers have been trained and are on the road with the plan for a new class of 20-25 to start at Bridgeport's Academy shortly
- Need for a rewrite and update to department policies
- Plans to work with Sacred Heart University to develop a Bridgeport Police Leadership institute for officers.

## **Compensation and Application Process**

The starting salary for this position is negotiable depending on qualifications & experience - (Salary Range-\$111,000-\$121,000) with an excellent benefits package which includes:

- Moving expenses (negotiable)
- Retirement Plan –ICMA Annuity/Retirement Plan (City & employee contribution)
- IACP Membership paid by City
- Health Benefits—Medical, dental, prescription & vision—employee contribution 25%
- Life Insurance—\$75,000

For more information see the City web site: [www.bridgeportct.gov](http://www.bridgeportct.gov)

Bridgeport is an EOE/AA/Equal Access Employer

If you meet these qualification and want to be considered for this challenging position of Assistant Chief of Police in the City of Bridgeport, Please mail or Email your resume and cover letter immediately (deadline is July 15, 2012) to:

Cover Letters should indicate the population of the communities served and the diversity of the population in the communities served

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