



CITY OF BRIDGEPORT CONNECTICUT



INVITES CANDIDATES TO APPLY FOR: CHIEF OF POLICE POSITION

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Facts & Figures about the City of Bridgeport

- Population-141,614
- 16 Square miles
- Pop/Sq.Mile-8,851
- 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
- Crime Rate (2004) per 100,000 residents-5435
- Distance to NYC-53 miles
- Total City Budget = \$461,411,919
- Total Police Budget = \$77.2 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 2011. The Mayor shall appoint the Police Chief to a 5-year term which can be renewed for one additional 5-year term.

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) 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 410 sworn members. These include 48 female officers, 116 Hispanic officers, 5 Asian officers and 62 African American officers. By rank, BPD has 67 Sergeants, 50 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 81 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); Communications; 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.

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) and S.E.T ("Strategic Enforcement Teams").



Characteristics of the Ideal Candidate

Management, Leadership & Law Enforcement Knowledge

- Visionary leader—one who sets a mission and goals and builds a team to reach the objectives
- Ability and vision to tighten up where necessary but loosen up where appropriate
- 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
- Ability to manage a workforce with various levels of motivation—ability to recognize and promote talent from within the department—provide the training needed to develop employees
- Strong labor relations experience and skills
- Budget management skills including the ability to control overtime costs
- Ability to promote new ideas for crime prevention
- Thorough knowledge of modern police practices, criminal investigations, and criminal law
- 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, burglaries and youth crime
- Police planning ability—the ability to interpret criminal reports and trends

Community Policing

- Proactively involved in the community—accessible and creates opportunities to meet in the various neighborhoods on a regular basis
- Works cooperatively with the schools, city departments, police commission, businesses and community
- Understand and be sensitive to the diversity of community and staff—become aware of the history of the community and department
- Knowledge and experience in finding and securing grants
- 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.
- Knowledge of how to focus on youth crimes and promoting positive role models for today's youth

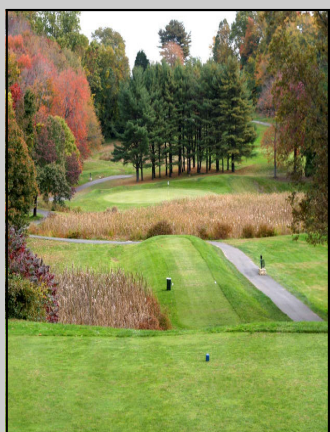
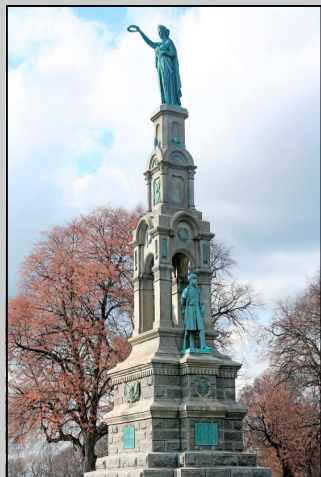
Personal Characteristics

- Strong personality without being an egotist—the confidence born of demonstrated ability—command personality with respect for everyone in the department
- Politically astute and savvy -Ability to compromise and the see the grey
- 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



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 Captain and above in BPD). 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 with a minimum of 25% minority population. 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

- The Police Executive Research Forum (PERF) is now completing a total department study of BPD. PERF's recommendations are due now and should be available to the next Chief upon his/her appointment
- New Police and Fire Central Communications Center has just become operational
- City is hopeful that its 20 plus year court ordered oversight of BPD's hiring and promotion practices will end in late 2010.
- City is currently hiring 20 new officers with federal "COPS" funds using a new process designed to promote diversity while creating employment opportunities for qualified Bridgeport residents.
- Desire for more community policing by working with the various neighborhood groups and many community organizations
- Many citizens and groups are dedicated to the city and the police department, and are willing to help if the Chief is open and accessible
- Very strong union environment — Chief has to have labor relations experience
- Developing a budget with limited resources
- 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
- Need to continue to be innovative with new police technologies and appropriate equipment for department

Compensation and Application Process

The starting salary for this position is negotiable depending on qualifications & experience - (Salary Range-\$109,000-\$119,000) 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
- Residency—Must establish residency within City of Bridgeport within 1 yr of Appt.
- 5 Year Contract with possibility of a second 5 year contract—total 10 yrs

For more information see the City web site: 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 Chief of Police in the City of Bridgeport, Please mail or Email your resume and cover letter immediately (deadline is June 11, 2010) to:

Cover Letters should indicate the population of the communities served and the minority population percentage of the communities served

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