Welcome to Glastonbury, CT!

Population: 34,000
Area: 52 square miles

The Town of Glastonbury is pleased to announce the recruitment process for the position of Chief of Police. This position announcement will help familiarize prospective candidates with the Town, Police Department, and this outstanding opportunity to join the Glastonbury community.

Mission Statement

“Building on over 300 years of tradition and heritage, Glastonbury continues to balance the preservation of its natural resources with the evolving needs of our community. Through positive community partnerships, careful planning, and professional management, we are committed to the highest levels of responsible and equitable service, integrity, and fiscal responsibility. Ongoing innovation, regional cooperation, and effective leadership will ensure that Glastonbury will always be a great place to live, learn, work, play, and do business.”
Town Profile

The Town of Glastonbury is a highly successful, desirable community located in close proximity to Hartford, Connecticut’s capital city, and just a short drive to Boston and New York City. Glastonbury is well-known for its excellent municipal management, outstanding public education, historic character, and exceptionally high quality of life. The community offers a variety of local attractions, quality restaurants, and recreational opportunities for all ages. Examples include Hartford Stage, the Bushnell Theater for Performing Arts, XL Center, Mystic Seaport, Foxwoods and Mohegan Sun Casinos, and UCONN Sporting events. Connecticut is home to a number of colleges and universities including UConn, University of Hartford, Trinity College, Yale University, Central Connecticut State University, Goodwin College, Wesleyan University, Connecticut College, and a host of other 2 and 4 year institutions. Glastonbury is located along the Connecticut River and presents a variety of residential opportunities, high quality economic development, farms, orchards, historic properties, and an active, positive citizenry. Local events are sponsored throughout the year such as the Apple Harvest Festival, Summer Music Series, Santa’s Run Road Race, antique show, farmer’s market, arts and crafts show, music and theatrical performances, and similar events.

Residents and businesses have a shared interest in retaining the quality of life and standard of excellence for town and education programs and facilities. Glastonbury is also recognized with AAA and Aaa ratings by Standard and Poor’s and Moody’s Investor Services.

Glastonbury Government

Glastonbury adopted a Town Council/Town Manager form of Government in 1959. The Council is comprised of nine bipartisan members, elected every two years by the Town’s registered voters. The Council is responsible for establishing policies and ordinances, adopting the annual budget, and other such local legislative actions. The Town Manager is appointed by the Town Council and serves as the Chief Executive Officer with responsibility for general management of all Town operations and follow-through on legislative actions by the Council. The current Town Manager has held the position for approximately 24 years.

The Department

The Police Department is highly regarded on a local, state, and regional basis. The Department achieved national accreditation through CALEA in 1986 and has successfully been reaccredited on 9 occasions, most recently in March 2016. Staffing includes 78 sworn and civilian members dedicated to the highest levels of the law enforcement profession and service to the community. The 78 Department members include 59 full-time sworn officers, 12 dispatchers, 1 animal control officer, and 6 support staff. Full-time staffing is supported by part-time community service officers. The Department mission statement reads as follows:

“All members of the Police Department are committed to providing quality service in a professional and sensitive manner to everyone in our community. We encourage an open dialogue and positive interaction to form a partnership which will enhance the quality of life for all.”
Organizational Structure

The Chief of Police reports directly to the Town Manager and is responsible for executive management and leadership of Department operations. The Chief is also assisted by a Police Captain and 4 Lieutenants who oversee the agency’s three divisions: Patrol, Investigations, and Services.

Patrol Division: Responds to citizen requests for police services including 911 calls, reports of crime, traffic accidents, medical emergencies, and animal control. This division also includes the Court Liaison Officer and Part-Time Community Service Officers (CSOs).

Investigations Division: Provides follow-up and special investigative services involving complex and serious crimes. Performs background investigations on police personnel and permit applicants. Processes crime-scenes. Investigates crimes involving children as victims and as offenders, and maintains a strong emphasis on youth education programs and the school resource officer program. Investigates crimes involving computers and digital media devices.

Services Division: Responsible for day-to-day operations of the police facility as well as administration of the Department’s budget, fleet, records unit, training unit, animal control functions, and regional dispatching center for the towns of Glastonbury and East Hampton.

The Ideal Candidate

The Town of Glastonbury is seeking a highly experienced, Police executive with a demonstrated history of successful management of police operations in a municipal department. Ideal candidates for the Chief of Police position will possess a track record of the highest levels of personal and professional integrity and the ability to maintain public confidence in the performance of the Department. Desirable candidates will have the ability to effectively delegate while keeping informed of department operations and hold team members accountable for their activities and performance. Additional qualifications include:

- Minimum of 6 years of police management experience, 2 of which are at, or above the level of Lieutenant
- Approachable with a proven ability to cultivate and support a strong and effective leadership team
- Strong interpersonal skills with a demonstrated ability to build trust and maintain visibility & accessibility to staff and Glastonbury’s citizens and business community
- Track record of establishing positive relationships and strong personal and professional ethics
- Community-oriented philosophy with considerable knowledge of organizational management, operating and capital budget preparation and management, loss control, and all facets of effective department management
- Demonstrated success in community needs assessment, strategic planning, and innovation
- Proven track record of achieving successes and accomplishments through Police executive leadership

Training and Certifications:

- Connecticut Police Officer Standards and Training Council (POST) certified or eligible for comparative certification by POST

For a full list of qualifications and detailed job description, please visit www.glastonbury-ct.gov/employment.
Compensation & Benefits

Salary Range: $99,879 - $134,823 (effective July 1, 2016)

- Defined Benefit (traditional pension) and Deferred Compensation Plans
- Vacation, Personal, Holiday, and Sick Leave
- Health and Dental Insurance
- Life Insurance
- Long-term Disability

Residency

Residency in the Town of Glastonbury is not required for the Chief of Police position. Candidates will be selected based on their experience, demonstrated successes and accomplishments, and ability to effectively perform the many responsibilities required of the position.

How to Apply

Applications will be accepted until March 17th, 2017. AA/EOE.

Employment Applications are available on the town website at www.glastonbury-ct.gov/employment, or by contacting the Town Hall information center at (860) 652-7710.

Please submit your cover letter, resume, and completed Town of Glastonbury Employment Application to the Human Resources Department at infocenter@glastonbury-ct.gov, or by mail at:

P.O. Box 6523
Glastonbury, CT 06033-6523

Applications will be screened upon receipt.