



Chief of Police City of Danbury

THE COMMUNITY

Danbury is the largest city in northern Fairfield County, situated just north of the New York City metropolitan area. It is traversed by I-84 and Route 7, and adjacent to I-684. It is easily accessible to New York, Hartford and Norwalk and has a municipal airport. According to a new 24/7 Wall Street study, Danbury is the second best city to live in the United States with plenty of leisure activities, nature parks and marinas around picturesque Candlewood Lake. According to the Federal Bureau of Investigation's 2014 Uniform Crime Report, Danbury was found to have a very low crime rate and is ranked the Safest City in Connecticut. The unemployment rate in Danbury is below the national rate and the area has faster recent job growth than the national job growth rate. Danbury has an approximate population of 84,000 and is a highly diverse community. Residents represent more than 60 different nationalities and students entering Danbury Public schools speak over 43 different languages. Danbury is a hub for retail shopping and the Danbury Fair Mall is renowned for its family-oriented atmosphere.

CITY GOVERNMENT

The City of Danbury was incorporated in 1889. The City operates under a charter and is governed by a full time Mayor and a twenty-one member City Council. The Chief Executive Officer of Danbury is the Mayor, who serves a two-year term. The current mayor, Mark D. Boughton, is currently serving his eighth term. The Mayor is the presiding officer of the City Council, which consists of 21 members, two from each of the seven city wards, and seven at-large.

POLICE HEADQUARTERS THE FLORENCE B. SULLIVAN STATION



DANBURY POLICE DEPARTMENT MISSION

The mission of the Danbury Police Department is to provide an environment for the people of Danbury that is free from the fear of crime, where people can enjoy a high quality of life, and the entire community can prosper. The Danbury Police Department executes its mission from a new state-of-the-art 75,000 square foot headquarters building on Main Street in downtown Danbury. We employ a fleet of over 100 vehicles, including cars, trucks, motorcycles, boats and specialty vehicles to patrol the 44 square miles under our protection.

The City of Danbury partnered with IXP Corporation to consolidate the City's 911 operations and provide highly trained and certified Tele-Communicators. These Civilian Dispatchers have greatly enhanced the City's services by allowing Danbury to increase the number of Public Safety personnel in the field.

Our employees are involved in the community both on and off duty. Our managers and supervisors are system thinkers, responsive to the constantly changing needs of the community. They employ best practices in law enforcement, manage up, and break down the silos that often form in large government agencies.

It is the dedicated men and women in uniform of the Danbury Police Department who patrol our streets 24-hours a day, 7 days a week. It is the hard working plain-clothes detectives who work long and tedious hours to solve our most complex crimes and bring those responsible to justice. It is the personnel in Records, Administration and Professional Standards who provide the best possible support to our field operations. It is the collective effort and unwavering dedication of our employees who consistently make Danbury the safest large city in Connecticut.

The City of Danbury is currently seeking motivated and qualified candidates for the Chief of Police position. The Chief of Police candidate must be able to demonstrate a strong motivational leadership style with a track record of having affected positive change in an organizational environment. The Chief of Police candidate must understand and have experience in the development of vision, mission and organizational values. The Chief of Police must show significant knowledge and experience in the municipal police arena. This is leadership and administrative police work. An employee in this classification has the general supervision of the department as a member of the Mayor's staff.

A strong candidate will be:

- A Change agent and possess the ability to effectively drive change
- An approachable and accessible person who values a collaborative process involving other city staff, City Council, and the community.
- A results-oriented administrator who stays calm under pressure and thinks critically and strategically;
- An administrator with a strong work ethic, high integrity, credibility and trustworthiness who operates transparently in an open government;
- Responsible to direct and supervise activity of members of the Danbury Police Department command staff.
- Responsible for all operational units and operational activities of the Danbury Police Department.
- Responsible for the Department's budget planning and regulate Department budgetary needs.
- Well versed in Homeland Security and terrorism issues.
- Responsible for the supervision of systems and processes for all internal records, book, reports and correspondence of operational units of the Department.

A strong candidate must have:

- Considerable knowledge of State Laws, City Ordinances, Criminal Laws and Traffic Laws as they apply to police work.
- Considerable knowledge of traffic control.
- Considerable knowledge of modern office practice as it relates to police administrative work.
- A strong background in labor relations and negotiations
- Demonstrated experience in understanding crime trends and development of plans to address those patterns and trends.
- Experience in organizational development, policy review and development including such things as use of force and discipline.
- A strong track record of consistency in all aspects of leadership.
- Excellent communication skills both written and verbal
- A commitment to become an integral part of the community not only as the Chief of Police but also as a citizen of Danbury.

EXPERIENCE and TRAINING

Must possess a Bachelor's Degree from an accredited college or university in the field of Criminal Justice, Public Administration, Criminology or a related discipline. At least ten (10) years of progressive, responsible experience in law enforcement with Five (5) plus years in a Leadership/Management role. Strong preference will be given for a Master's Degree.

SPECIAL REQUIREMENTS

The Chief of Police is required to become a resident of the City of Danbury within 6 months of hire and maintain residency for the duration of the appointment.

COMPENSATION AND BENEFITS

- The salary range for the Chief of Police is \$120,000 to 130,000 annually, commensurate with experience
- Retirement Plan
- Health Insurance
- Group Universal Life Insurance
- Police Pension
- Section 457 Deferred Compensation Plan
- Holiday and Vacation



DANBURY CT



SELECTION PROCEDURE

Please visit our City's website to view the full description of the position and its requirements at www.danbury-ct.gov or applications may be obtained from the Human Resources/Civil Service Office Department, Danbury City Hall, 155 Deer Hill Avenue, Danbury, CT 06810. Candidates must include a cover letter expressing their interest and the knowledge, skills and experience that they would bring to the position, a resume, writing sample (such as a staff report), salary history, and five professional reference contacts along with the completed application. EEO/M-F/D-V

Application Deadline: March 3, 2016

The final filing date for this recruitment is **March 3, 2016 at 5:00 pm**. The selection process will begin with a complete evaluation of the application and supplemental materials. Candidates deemed the most qualified will be invited to an oral interview and/or assessment that will measure the candidate's combination of experience, training, knowledge, education, skills; abilities and other characteristics. The selected candidate will undergo an extensive pre-employment testing and background process. Contact Human Resources at humanresources@danbury-ct.gov or at 203-797-4598 if you have any questions.