

JOB ANNOUNCEMENT

Chief of Police

The City of Meriden, Connecticut is seeking candidates who possess a strong commitment to professionalism and contemporary police administration and practices to direct its police department. The Police Chief manages an annual operating budget of \$13.49 million. The department is a progressive, internationally accredited law enforcement agency with 119 sworn officers and 23.5 civilians working in a variety of areas including a PSAP.

The City of Meriden is a thriving, diverse, full service mid-size city located in central Connecticut, within minutes of New Haven and Hartford, the state capital. Meriden is a community of 60,838 residents knit together by award winning schools, spirited civic, service and cultural groups, and activities. Our City includes 24 square miles with well-preserved geological features, over 3,000 acres of municipally owned park space and 74 different recreational areas. We are located at the "Crossroads of Connecticut" and conveniently located just two hours from New York City and Boston. Meriden has its own Water & Sewer Facilities, Meriden Markham Airport, a centrally located Public Library, two high schools, Hunter Memorial Golf Club (ranked in the top ten of public golf courses in CT), and a wonderful linear trail system. The City of Meriden operates under City Manager/City Council form of government with a popularly elected Mayor, elected Board of Education and 25 appointed boards and commissions. Meriden operates under a council/manager form of government. The Police Chief reports directly to the City Manager.

Bachelor's degree from an accredited college or university required, supplemented by courses in police science and administration, plus 10 years of increasingly responsible experience in police work required, including four years at or above lieutenant rank or equivalent preferred. Master's degree in Public Administration, Business Administration or related discipline preferred. Experience with and record of success in community oriented policing, professional development, innovative management, and a diverse community and police force is desired. Must be a strong communicator, a leader, and willing to engage with all segments of the community and town government in a collaborative manner. Salary range is \$125,000 - \$140,000.

If you are interested in this outstanding career opportunity, the application, job description and position profile are available in the Human Resources Department. To be considered for this opportunity, please submit your resume and completed employment application by March 31, 2020 to:

City of Meriden
ATTN: Human Resources Department
142 East Main Street, Meriden CT 06450

Online applications are available at our City of Meriden website:

<https://www.meridenct.gov/government/departments/human-resources/careers/>
No faxed or e-mail copies of resumes and/or applications will be accepted.

The City of Meriden shall not discriminate on the basis of race, color, creed, age, sex, national origin, physical disability or sexual orientation. The Human Resources Department provides reasonable accommodation to persons with disabilities in accordance with the Americans with Disabilities Act (ADA). If you need an accommodation on the application or testing process, please contact the Human Resources Department.

The Meriden Police Department has received Tier II accreditation from the Connecticut Police Officer Standards and Training Council in November of 2019.

Mission Statement

The mission of the Meriden Police Department is to protect life, safeguard property, and enforce the law in an ethical, compassionate, and constitutional manner while providing community-based, problem-solving police services in an effort to reduce crime, the fear of crime, and enhance the quality of life for all citizens.

The department's 2019/20 budget was adopted at \$13.497 million. The Meriden Police Department staff of 119 sworn officers is made up of 73 patrol officers, 17 Detectives, 18 Sergeants, 5 Lieutenants, 3 Captains, 2 Deputy Chiefs and the Chief. The department also has 23.5 civilian support staff employees.

Police officers are members of the Meriden Police Local #1016 AFL-CIO. The current union contract will expire on June 30, 2021.

In addition to a strong tradition of professional development and community engagement, the department is expected to continue its strong commitment to work towards a workforce whose racial and ethnical demographics reflect the community as a whole.

It is also a priority to maintain regional engagement, participation and leadership.

Meriden Police Department

Chief of Police Qualification Criteria

The City of Meriden is seeking candidates who possess a strong commitment to professionalism and contemporary police administration and practices to direct its police department. The Police Chief is appointed by the City Manager, reports to, and is evaluated by the City Manager.

Required Criteria

- Bachelor's degree from an accredited college or university, supplemented by courses in police science and administration.
- Possess ten years of increasingly responsible experience in police work.

Applicants must be Connecticut P.O.S.T. (Police Officers Standards and Training) Certified or eligible for comparative certification by Connecticut P.O.S.T. Council. Final appointment is contingent on meeting P.O.S.T. requirements.

Preferred Criteria

- Master's degree in Public Administration, Business Administration or related discipline preferred.
- Four years at or above lieutenant rank or equivalent

The following are the preferred experience, knowledge and skills that the City is looking for in the successful candidate.

Experience

- In-depth experience and understanding of modern police operation techniques, methods and practices related to community policing, proactive police patrol, investigations, training, public education, crime prevention, school liaison programs, traffic and pedestrian safety programs, and administration/management in a progressive police protection/service organization of comparable size and background to Meriden.
- Experience with an accredited police agency is preferred, and support of the goals and objectives of accreditation is essential.
- Experience in the challenges faced by a police department in a diverse community; have proactive sensitivity to the need for fairness and integrity in all aspects of policing.
- Experience in developing positive working relationships with other municipal departments; have ability to discuss and address issues that cross-departmental lines.
- Experience in strategic planning and goal setting processes along with the effective implementation of goals.
- Experience in preparing and controlling budgets and a background in successful cost-effective administration of human and financial resources to include inventory management.
- Experience in media relations and the ability to serve as the department's spokesperson; be able to represent the department in a positive light and, if necessary and appropriate, defend the department's position on an issue.
- Experience in interacting positively with the business community, school officials and representatives from other units of local government.
- Experience in creating and working in a management environment where police services are coordinated and work cooperatively with other municipal services in a team environment, being able to foster that spirit of cooperation and mission throughout the police organization.

- Experience in developing and maintaining a positive, trusting and cooperative work environment as well as fostering a culture of fairness in dealing with all employees.
- Experience in all aspects of community policing and a history of serving in various police department functions during the course of the candidate's career.
- Experience in effective, professional police training, and police training programs.
- Experience at the command level in a comparable size police department and city.
- Experience managing or conducting diversity training. Extensive classwork in diversity training is a strong preference as well.

Knowledge

- Thorough knowledge of the principles of personnel management, including employee/organized labor relations experience as well as experience with recruiting, training, promoting, disciplining and terminating employees within a civil service environment; experience in labor relations and involvement in a union environment including negotiations, contract administration and grievance management is important.
- Be computer literate and knowledgeable about technology appropriate to modern police service operations and activities; understand how technology can and will influence the efficiency and effectiveness of police operations in the future.
- Demonstrated knowledge of local or regional governmental structure, and current issues and trends.

Skills

- Demonstrated leadership skills that combine employee involvement in departmental policy discussions with effective decision-making.
- Demonstrated ability to work effectively with elected and appointed officials and members of the general public.
- Demonstrated competence in researching the type of equipment, supplies, services or contracts the department should engage; prepares bid specifications for equipment and projects.
- Capable of soliciting employee participation in departmental policy discussions, and developing consensus among diverse opinions, providing prompt and thoughtful feedback.
- Foster an environment of open and thorough communication with employees as well as elected and appointed officials.

- Fair and consistent application of departmental rules and regulations to all employees.
- Skilled in evaluating personnel performance and in evaluating the effectiveness of police service activities.
- Excellent written and verbal communication skills and be capable of making effective public presentations, including oral or written responses to public concerns and suggestions.
- Have a record of accomplishment in dealing effectively with youth oriented current issues, and working with schools and social service organizations to resolve those issues.

The Application Process

To be considered for this outstanding opportunity, please submit your cover letter, resume and completed employment application to:

City of Meriden, Human Resources Department
142 East Main Street, Meriden, CT 06450

Following the closing date of March 31, 2020, resumes, and applications will be screened in reference to the criteria outlined in this Recruitment Profile as well as in the job description. The most qualified candidates will be invited to participate in an oral examination. The top scoring candidates will then be invited for an interview with the Selection Committee who will provide a recommendation for hire to the City Manager. All candidates will be advised of their status once finalists have been selected.