

TOWN OF TRUMBULL

Pride is our Past, Faith is our Future”

INVITES CANDIDATES TO
APPLY FOR:

POLICE CHIEF—TRUMBULL POLICE DEPT



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FACTS & FIGURES

- Total Town Budget including schools is \$156 million
- Trumbull School System is ranked #18 out of 164 school systems in the State
- Current population is over 36,000
- The Town has over 1600 acres of parks and recreation land and 10.2 miles of bike and walking trails
- Trumbull is ranked as the 4th safest community in CT according to real estate website www.movoto.com
- Trumbull has been recognized for its high quality of life by CT Magazine, CNN Money Magazine and Family Circle Magazine named Trumbull one of the “Ten Best Towns for Families in 2011”

COMMUNITY PROFILE AND HISTORY

History of Trumbull

The Town of Trumbull was settled and owned and controlled by the Town of Stratford from 1639 until May 1725 when the northwest farmers of Stratford petitioned the Colony of Connecticut to establish their own separate village. They proposed calling their village Nickol’s Farms after the family that owned a large farm in its center at the time. However, the new village was approved and called Unity. In 1744 Unity merged with the Long Hill parish to form the Society of North Stratford. Due to the distance to Stratford Town Meetings the group petitioned the Connecticut General Assembly for their own Town. After ten years they were finally granted town rights in 1797. The new Town was named for Jonathan Trumbull, Connecticut governor during the Revolutionary war and a valued adviser to George Washington.

Growth of Trumbull

Population in 1900 was 1600 with mostly farmers. Some light industry was added, but Trumbull really grew during the 1940’s to 8600 when the veterans purchased homes in Trumbull to be near Bridgeport which was a manufacturing powerhouse during World War II. The growth continued during the Baby Boom years when economic prosperity propelled families desire for suburban homes. This trend was also advanced by the greater affordability of automobiles as well as the expanding road network including the Merritt Parkway and the Interstate High System. By 1970 the population was 31,000

Business in Trumbull

Trumbull’s transportation network also contributes to its attractiveness for retail and commercial activity. The Town hosts a regionally-known Westfield Trumbull Mall, which began operations in 1963 as well as other notable shopping and entertainment destinations like Target, Best Buy, and Kohl’s at the Hawley Lane Mall and the Crown Marquis Theaters. Trumbull has a suburban setting with more than 1000 business entities such as: Unilever, Sikorsky Aircraft, Digital Realty and Sun Products that call Trumbull “home.” The region’s workforce is well educated and skilled, and educational and career development resources are excellent.

Economic Development

Trumbull is a vibrant, safe, clean and financially strong community in a beautifully natural setting. Trumbull is easily accessible via CT Routes 8, 15, and 25 and is minutes from Interstate 95. Trumbull is a short drive from major airports, railways, regional bus service and ports of Bridgeport and New Haven. Trumbull has long time established industries in R&D, medical instrumentation, consumer products, finance and insurance. Trumbull combines a Fairfield County business location with a small town New England lifestyle.

Recreation

Outdoor recreation opportunities include:

- The 18-hole Tashua Knoll’s public golf course and the 9-hole par 33 executive Tashua Glen public golf course
- More than 20 tennis courts, with many lit for night play, and basketball and volley ball courts
- Two public and two private natural swimming areas, one indoor and two outdoor swimming pools
- A BMX bike track and hiking trails
- Tot lots and playgrounds
- Numerous lacrosse, baseball and soccer fields
- Hikers and cyclist travel from all over the State to enjoy Trumbull’s Pequonnock River Valley State Park



Form of Government

The First Selectman is the Chief Elected Officer and Chief Executive Officer of the Town. The legislative body is a 21-member Town Council elected every two years. The Police Commission has 6 members appointed by the First Selectman with the First Selectman serving as an ex-officio member who can vote if there is a tie vote. The Police Commission provides general oversight over the department and is specifically responsible for appointing the Police chief. In addition the Police Commission has the responsibility for determining the organizational structure of the department and also acts as the second step hearing board in certain disciplinary matters. The Commission typically meets monthly in its oversight role.

TRUMBULL POLICE DEPARTMENT

The Trumbull Police Department is staffed by 78 sworn officers of which 52 are assigned to patrol and 8 FT and 3 PT civilian employees. The current budget is about \$8.2 million

Chief's Office

The office includes the Chief and two Deputy Chiefs one in charge of Uniform Operations and one in charge of Investigations & Administration (who is also retiring). A Lieutenant in charge of Professional Standards also reports to the Chief along with Animal Control. The functions of Emergency Management & Emergency Response Teams are also under the Chief.

Patrol Division

The Patrol Division includes 3 Lieutenants, 6 Sergeants, 32 Patrol Officers, 2 K-9 Officers, and 9 Communications Officers. The Communications Officers serve in patrol or in dispatch depending upon needs of the shift. Officers have a 6-3, 6-4, 6-3 schedule working 8.25 hours per day. There are 3 full time civilian dispatchers and 2 part-time civilian dispatchers. Officers are the first responders and therefore are EMR's (Emergency Medical responders). Division also includes dive team, motorcycle team, traffic reconstruction/investigation unit and SWAT.

Detective Division

This Division has 1 Sergeant and 4 Detectives and one acting detective (rotating position for a year). Functions handled by the staff include court liaison, regional burglary team, participation in State & Federal task forces and juvenile matters.

Administrative Division

This Division is supervised by one Lieutenant, and has 2 Sergeants. One in charge of Records, Property & Evidence as well as responsible for the Communications system. One in charge of Personnel which includes the responsibilities of quartermaster and scheduling. Other functions handled in this Division include Training and Selection, Information Technology, Traffic Unit & Fleet Maintenance, Media Relations and Budgeting. This Division also runs a successful Explorer unit as part of their community and youth programs. The Department is just starting the process of renovations for a **New Communication Center** which eventually will go from 2 to 4 stations.

Fire and EMS Services in the Town of Trumbull

There are currently 3 separate volunteer fire stations and one volunteer ambulance station which also contracts for additional services as needed under the EMS Chief. Fire & EMS calls are currently transferred to CMED.

Crime Statistics Summary

In 2013 there were 800 cases of Group A Offenses with 347 of them being for shoplifting and theft from buildings and vehicles. Group B Offenses totaled 246 in 2013. The biggest concern like most communities is the rise in Heroin overdoses.



POLICE CHIEF—JOB DESCRIPTION

The primary purposes of this position are to administer, supervise, and direct police operations and administrative functions to provide the community, residents and others with effective and efficient policing services according to all applicable laws and current professional policing standards and practices. S/he accomplishes these services through the deployment of resources, overseeing policing operations and direct service delivery in cooperation with other governmental agencies to achieve effective law enforcement objectives, productive community relations and protection of life and property.

- Utilize efficient methodologies to establish patrols that deter crime in targeted areas
- Analyze operations to evaluate performance of the Department and its staff in meeting objectives; determine areas of potential cost reduction, program improvement or policy change in order to maximize returns on investments and to increase productivity
- Investigate complaints from citizens regarding actions of officers; review internal affairs investigations and make final disciplinary decisions
- Represent Department at civic organizations, public interest groups, business groups, schools, etc.
- Prepare, administer and monitor operating budget for department
- Develop and enforce policies of department with employees
- Handle human resource issues including union contract negotiations



Characteristics of the Ideal Candidate

- Creates a culture of accountability, with fair and equitable treatment of employees
- A Chief who is approachable with the community, officers and staff –Serves as ambassador for Department
- Knowledgeable on the latest and newest practices and procedures for police operations
- Not the officer's best friend but commands respect and has a command presence
- Knowledge of fair union contract administration (including appropriate discipline) and negotiations
- Ability to review overtime budget and protocols to reduce costs
- Understand small town culture of a community that is next to a poor urban city
- A diplomat that can address morale issues
- Ability to work with community groups such as TPAUP-Trumbull Parents Against Underage Drinking
- Experience with operations and resource allocation to meet the needs of the department
- Ability to review the policies and procedures to update them for today's police force – understand the generational shift of officers
- Technology savvy—understand the technology needs of the department
- Cooperative with all state, federal and regional agencies to provide the best public safety

Qualifications:

Minimum qualifications require a Bachelor's Degree (Master's preferred) in Criminal Justice or related field with over 10 years of full-time sworn police experience including a minimum of 3 years of supervisory experience and 3 years of police command experience. CT POST Certification as Police Officer or ability to obtain certification and valid drivers license



Challenges and Opportunities

- New Police Chief will be involved in union negotiations shortly after starting
 - Preparing a budget that meets the needs of the department and provides appropriate resources while implementing efficiencies to reduce costs
 - Implement the latest law enforcement practices to promote best practices
 - Review policies and procedures to instill fair and equitable treatment of all officers
- Continue work with Mall and management of substation along with working with all other businesses to improve security
 - Keep Police Commission informed about issues and concerns weekly between monthly meetings
 - Follow through with proper design and implementation of new Communication Center in Police Department
 - Develop an appropriate community policing program that educates the citizens and is proactive about public safety
 - Manage the Explorer program to promote public safety careers
 - Continue partnership with school administration and the new security officers—promote a team effort to keep each other informed
 - Promote new ideas and technology to improve services
 - Enhancing training for officers especially for the dive team, emergency response Team-SWAT, and accident reconstruction/investigation team that work with neighboring communities



Compensation and Application Process

- The starting salary for this position is negotiable depending on qualifications and experience - (Salary Range-\$120,000-\$130,000) with an excellent benefits package which includes:
 - Moving/Relocation expenses negotiable
 - IACP Membership
 - Health Benefits (9% premium share)
 - 401 A—Town & Employee 7% contribution
 - Residency after appointment very strongly preferred

For more information see the Town web site: www.trumbull-ct.gov

Trumbull is an EOE/AA/Equal Access Employer

If you meet these qualification and want to be considered for this challenging position as Police Chief in the Town of Trumbull, please email your resume and cover letter immediately to the consultant below. The deadline for receiving applications is October 25, 2014



Ms. Randi Frank
Randi Frank Consulting, LLC
7 Promontory Drive
Wallingford, CT 06492
randi@randifrank.com
www.randifrank.com
203-284-3707

Consulting Partner –Bob Slavin can be reached at:
slavin@bellsouth.net
www.slavinweb.com
Phone 770-449-4656
Fax 770-416-0848