



Open Position:	CHIEF OF POLICE
Salary Range:	\$140,000 - \$160,000 commensurate with experience
Fringe Benefits:	YES
Supervision Received:	Reports directly to the Mayor

About Our Town

Stratford, Connecticut is a historic coastal town in Fairfield County, located on Long Island Sound at the mouth of the Housatonic River in southwestern Connecticut. It was founded by Puritans in 1639 and named after Stratford-Upon-Avon in England. The town combines a long colonial heritage with a modern community feel and is known for its riverfront and shoreline, beaches, and outdoor recreation opportunities. Stratford also has a notable industrial and technological presence, including being the longtime home of Sikorsky Aircraft, a major helicopter manufacturer.

Stratford's attractions include parks, marinas, nature preserves, and cultural sites like Boothe Memorial Park and the National Helicopter Museum, reflecting both its natural beauty and innovation history. It's part of "Connecticut's Gold Coast" and is situated along the Interstate 95 corridor, about an hour from New York City, making it both a residential community and a destination for visitors.

Today, Stratford is a growing, diverse community of more than 52,000 residents. Since 2005 the town has had a strong mayor form of government. The mayor serves a term of four years. There is also a ten-person Town Council that serves as the legislative body. Council members are elected by district and serve two-year terms.

About Our Police Department:

The prime mission of the Stratford Police Department is the preservation of public peace and order, the prevention and detection of crime, the apprehension of offenders, the protection of persons and property, and the enforcement of the laws of the State and the local ordinances of the Town. To achieve this goal the department strives to gain and retain the confidence and respect of the public in such a way as to insure the welfare and betterment of the citizens of Stratford.

The Stratford Police Department was established in 1917 with just 10 officers and one patrol vehicle. Today, it has an authorized strength of 112 sworn officers, including the Chief and Deputy Chief. The department currently has four main divisions, each led by a Captain. They are Patrol, Investigations, Administration, and Professional Standards. There are several specialized units within each division, including a Special Response Team (i.e SWAT), Identification and Forensics Unit, Computer Forensics Unit, K-9s, and a seasonal Marine Unit.

About The Position:

The Town of Stratford is seeking a dynamic, experienced law enforcement professional who has demonstrated leadership skills, strong communication skills, embraces community policing, and is familiar with Connecticut police laws and modern police practices, to serve as its next Chief of Police.



Supervision Received:

This position reports directly to the Mayor.

The Chief of Police shall be responsible for:

- Patrol
- Investigations
- Administration
- Records
- Crime Prevention
- Traffic management
- Community Policing with a focus on improving community relations
- Department Budget – presenting and defending requests before the Mayor / Town Council – controls expenditures / allocations within constraints of approved budgets
- Ensuring compliance with town charter, State, and local laws
- Ensures the proper maintenance of all equipment in the police department
- Development of policies, goals, and objectives focusing on modern policing trends
- Implement / Update community policing model to build partnerships with residents, Town businesses, and Town departments
- Oversees hiring, training, and promotions in a fair consistent manner
- Maintains disciplinary records.
- Regulatory Compliance
- Ensuring the appropriate police response to calls for service
- Creating proactive crime reduction strategies
- Directing internal affairs and civilian complaint investigations
- Administering discipline when warranted, in accordance with collective bargaining agreement and/or any relevant town policies
- Coordinating and conferring with Federal, State, and Regional agencies to address crime / public safety issues of mutual interest
- Performs additional tasks related to the police department, as assigned by the Mayor.

Qualifications:

- A Bachelor's degree from a regionally accredited college or university in criminal justice, law enforcement administration, or related field is required. A Master's degree and/or successful completion of a police executive leadership program such as the FBI National Academy, PERF SMIP, or Southern Police Institute is preferred.
- A minimum of fifteen (15) years of progressively responsible policing experience, including 6 or more years at the rank of Lieutenant or higher in a comparably sized or larger police department is required.
- Must have or be able to obtain Connecticut POST-C certification
- Must have or be able to obtain a valid Connecticut **Class D** driver's license
- Strong leadership skills
- Strong oral and written communication skills
- Excellent problem-solving skills
- Strong Budgeting skills



- Planning skills
- Strong community policing / public relations skills
- Strong moral character

Advanced Training a plus:

- Leadership in Police Organizations
- Chiefs Leadership Certificate Program
- FBI LEEDS
- New Chiefs of Police Orientation

Annual Salary – \$140,000 - \$160,000 commensurate with experience

Fringe Benefits:

- Health and Dental Insurance
- Life insurance
- Retirement Plan

This job description is not, nor intended to be, a complete statement of all duties, functions, responsibilities, and qualifications that comprise this position.

Applications can be found on the Town's website, <http://www.stratfordct.gov/page/human-resources> and should be submitted along with a resume (if available), to the Town of Stratford, Human Resources Department, 2725 Main Street, Stratford, CT 06615 or via email humanresources@townofstratford.com .

The Town of Stratford is an equal opportunity employer. Female and minority candidates are encouraged to apply.