



# The City of Stamford, CT *invites your interest in the position of* Police Chief

## Introduction

The City of Stamford is seeking a strong, compassionate leader who can build on a tradition of deep community engagement and inspire the confidence of the community and police officers as the city's Police Chief. The successful candidate will have exceptional management skills and a proven record of implementing community-focused solutions to public safety problems, and a demonstrated ability to effectively engage with a diverse community.

The City of Stamford has retained the Police Executive Research Forum (PERF) to assist in the search for its next Police Chief.

## The City of Stamford

With a population of 129,000, Stamford is Connecticut's third-largest city and is expected to become the second-largest in 2019. Stamford has an impressive number of corporate headquarters, including three Fortune 500 companies

and eight in the Fortune 1000. The dense number of corporate headquarters is unrivaled in the state, and uncommon for a city of its size. Stamford is a city rich in cultural diversity that features a rapidly growing tech startup community, a strong health care system, top-tier schools, an unemployment rate well below the federal and state levels, and residential options for all ages and income levels.

Stamford is often called the "Gateway to Connecticut," given its proximity to New York City (with Metro North express trains to Grand Central Station in 48 minutes). Amtrak Acela Express trains run from Stamford to Boston; Philadelphia; Baltimore; Washington, DC; Newark International Airport; and Providence. The Stamford Transportation Center also features Greyhound, Peter Pan, and CT transit buses as well as taxi and corporate shuttle services. This connectivity allows people to commute to and from Manhattan, New Haven, Greenwich, and Westchester, NY. Stamford is the second busiest Metro North Station on any line and on any day





of the week, only after Grand Central Terminal.

Stamford's vibrant nightlife, events, and high-quality housing allow it to attract young people who desire a higher quality of life. The excellent schools, unique neighborhoods, and extensive employment opportunities enable Stamford to keep them once they start families and businesses.

35% of Stamford residents were born outside the United States. Stamford has always welcomed immigrants and is dedicated to ensuring that all are welcome and treated with dignity and respect.

Stamford is an important residential suburb in one of the highest per-capita income areas of the United States. However, in some ways, Stamford is a tale of two cities. The 2015 median household income in the Stamford metropolitan area was \$79,359, which was higher than the median income of \$70,331 for households in Connecticut. In spite of this level of per capita income, 55% of children in public schools receive free or reduced lunch and 43% of children speak a language other than English at home. There are 67 languages

spoken in the Stamford School District.

## Stamford Police Department

With a budget of over \$59 million, the Stamford Police Department has 287 sworn police officers and 23 professional staff members.

Based on crime statistics, Stamford is the safest city in Connecticut, the 6th safest city in the Northeast Region (which includes all of New England, New York, New Jersey and Pennsylvania) and the 17th safest city in the nation among cities with populations over 100,000. The Department is firmly committed to a collaborative, cooperative, and interactive community policing philosophy. District Captains and Patrol Commanders regularly attend meetings with neighborhood and community groups. These meetings are an integral part of many community functions, providing a forum for citizens to express their concerns and work with the Department to identify and solve issues before they become crime problems.

The Department has made several improvements in recent

years which add to its capabilities in crime detection, response and protection for the City's visitors and residents. The Department continues to hire new officers on a regular basis. The Department has nearly completed its transition from the older Crown Victoria Police Interceptor to the newer Ford Police Interceptor. A new Hostage Negotiation Team vehicle has been purchased. Enhancements have been made to the Emergency 911 system to improve police response, and an E-ticket system is now in place which will help eliminate duplication, improve speed, and reduce paperwork. The Department is beginning its Body-Worn Camera Program, and has added Trauma bags to all patrol cars. The Department continues to conduct enhanced training on active shooter incidents, crisis intervention, advanced life-saving, and counter-terrorism.

The Department provides a host of services that go well beyond traditional police responses, including:

- The "Gun & Crime Stopper" program offers rewards for anonymous information that leads to an arrest.
- The "SecureCam" program encourages private and commercial security camera owners to register their cameras with the Department, so police can quickly identify surveillance cameras that may have captured video footage of incidents that the police are investigating.
- The "Coffee with a Cop" program offers citizens an opportunity to sit down and speak with an officer informally about local issues.



- The “Gun Buy-Back” program allows individuals to turn in unwanted firearms and other weapons to the police with no questions asked.
- The “Drug Turn-In” program allows individuals to turn in unwanted medication for safe disposal.

The Department has a long history of working with local service providers to meet the needs of residents, such as Child Guidance, which assists at-risk youths; the Domestic Violence Crisis Center, which assist victims of intimate partner violence; and the Domus Foundation, which assists youths through programs like the Girls Leadership Program and the Juvenile Review Board.

The City is in the final stages of construction for a new state-of-the-art police facility, and the department is expecting to move in the coming months.

The Stamford Police Association represents all police officers through the rank of captain. The current union contract expires on June 30, 2019.

## City Governance Structure

The chief executive officer of the City is the Mayor, who is elected to a four-year term of office. Mayor David Martin began his second term on December 1, 2017. The legislative function is performed by a 40-member Board of Representatives whose members are elected, two from each of twenty districts, for four-year terms. The Board of Representatives adopts ordinances and resolutions and must



approve all expenditures of funds. A six-member Board of Finance, elected to staggered three-year terms with provisions for representation of two major political parties, establishes fiscal policy and must approve all expenditures of funds.

The City administers a Civil Service System, including hiring, promotional and competitive examinations and disciplinary actions. In addition, the Civil Service System conducts training programs and maintains employee benefit programs.

## The Police Chief

The Chief has complete responsibility for the policy and operational management of the Police Department. This position requires exceptional management skills, a proven record of implementing community-focused solutions to public safety problems, and a demonstrated ability to engage and build trust with a diverse community. Excellent communication, negotiation, planning, budgeting, and management skills are required. The Chief reports to the Director of

Public Safety. The Director of Public Safety is appointed by, and serves at the pleasure of the Mayor. The Chief is appointed by the Mayor with the consent of the Board of Representatives.

## The Ideal Candidate

The Police Chief, who reports to the Director of Public Safety, must possess:

- Demonstrated competencies leading the development and implementation of effective, community-engaged policing strategies.
- A professional and personal track record that demonstrates alignment with the Stamford Police Department’s culture and ethos of community engagement and collaborative problem-solving.
- Extensive experience in the many aspects of contemporary policing practices in a diverse urban community.
- The ability to inspire confidence and serve as a role model and representative of the police department and the city.





- Strong interpersonal skills, and a demonstrated commitment to being visible, available, and approachable within the department and in the community.
  - An excellent ability to communicate with all stakeholders, in person, in group settings, and using social media.
  - A willingness to listen and be responsive to ideas generated by City of Stamford stakeholders, and commitment to effective communication with the community.
  - Experience and demonstrated success building strong relationships of trust, mutual understanding, and accountability with other city officials, within the community, among rank and file officers, and with local and regional public safety partners.
  - Demonstrated commitment to and experience with engaging with youth and immigrant communities.
  - Exceptional organizational and management skills, including the ability to maintain a strong leadership team in light of upcoming retirements and an increasingly young officer corps.
  - Cultural awareness and sensitivity.
  - A commitment to increasing the diversity of the department throughout the organization.
  - Extensive experience in budget management and labor relations.
  - An understanding of and commitment to the recommendations contained in the [\*Final Report of the President's Task Force on 21st Century Policing\*](#).
  - A proven commitment to staff development and progressive department-wide training that is consistent with and responsive to the needs of the community.
  - A commitment to leading an open and transparent police department.
  - An understanding of and interest in the appropriate role of technology solutions to support and enhance the work of the department.
- The position requires a four-year college degree, progressively responsible command-level experience in policing in an urban community, and knowledge of best practices in policing. However, an equivalent combination of training

and experience that provides the necessary knowledge, skills and abilities to perform the job will be considered. Additional specialized leadership education, such as the Senior Management Institute for Police (SMIP) or the FBI National Academy, is preferred. The successful candidate must be able to obtain certification as a police officer from the State of Connecticut.

## Salary and Compensation

Salary Range: \$130,000-\$156,000 DOQ, plus a very competitive fringe benefits package.

## The Process

The Police Executive Research Forum (PERF) is assisting the city in the selection process. PERF will recruit and perform initial assessments of candidates. The most qualified applicants will be contacted by the PERF, and a select group may be recommended for onsite interviews.

## To Apply

Qualified candidates should apply by **March 15, 2019** with cover letter, résumé, and a list of five references in confidence to:

[StamfordPC@policeforum.org](mailto:StamfordPC@policeforum.org)

Stamford is an Equal Employment Opportunity Employer.

Women and minority candidates are encouraged to apply.

If you have any questions regarding this opportunity, or a recommendation of a colleague, please contact: Rebecca Neuburger at [rcneuburger@gmail.com](mailto:rcneuburger@gmail.com) or (202)997-6287.