

**CITY OF NEW LONDON
CONNECTICUT**

RECRUITING ANNOUNCEMENT

AN EQUAL OPPORTUNITY EMPLOYER

Position title: Deputy Chief of Police

Salary range: Commensurate with experience

General Description of Job:

The purpose of this position is to act as second-in-command of the Police Department, to oversee and supervise officers and all personnel and to ensure compliance with all applicable regulations, policies, laws and requirements. The Deputy Chief of Police keeps the Chief of Police informed on ALL operational activities on a day-to-day basis and will assist in developing and carrying out the vision and mission of the department. The work of the Deputy Chief of Police is performed under the direction of the Chief of Police and the Deputy Chief may assume complete responsibility and command of the police department in the Chief's absence.

Minimum Qualifications:

A Bachelor's degree from a recognized college or university plus 15 years of police or command supervisory experience, with a minimum of five (5) years at the rank of Captain or above, and/or any combination of education and/or experience that provides equivalent knowledge, skills and abilities. Candidate must be POST Police Officer Certified and possess a valid Connecticut driver's license.

Selection Process:

*Training & Experience Evaluation	Oral Interview	Police Chief & Department Head Interview	Health Physical & Background Investigation
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*Resumes will be screened in order to determine selection to move forward in the recruitment process.

Employment Benefits:

Liberal fringe benefits include Anthem, Cigna Dental, life insurance, sick leave, vacation, holidays, and workers' compensation.

How to Obtain Information:

Apply in person by dropping off or mailing an application to the New London Personnel Office, 13 Masonic Street, 2nd floor, New London, CT 06320, or email your application to jobs@newlondonct.org
Closing date is October 25, 2024, at 3:00 pm. EOE MFH

Closing date is October 25, 2024, at 3:00 pm.

FLSA: Exempt
Grade: UN-25
Location: Police Department
Approved by Personnel Board: 09/30/2024
Concurred Union: n/a
Hours: 35

Position No. 41250

DEPUTY CHIEF OF POLICE

The purpose of this position is to act as second-in-command of the Police Department, to oversee and supervise officers and all personnel and to ensure compliance with all applicable regulations, policies, laws and requirements. The Deputy Chief of Police keeps the Chief of Police informed on ALL operational activities on a day-to-day basis and will assist in developing and carrying out the vision and mission of the department. The work of the Deputy Chief of Police is performed under the direction of the Chief of Police and the Deputy Chief may assume complete responsibility and command of the police department in the Chief's absence.

Essential Duties and Responsibilities

The following duties are normal for this position. These are not to be construed as exclusive or all-inclusive. The omission of specific statements of duties does not exclude them from the position if the work is similar, related, or logical assignment to the position. Other duties may be required and assigned.

- Responsible for organizational accountability and functions as a "quality control" point to ensure the New London Police Department is maintaining a work environment that fosters the core values which include professionalism, integrity, collaboration, innovation, honesty, fairness, respect, and accountability.
- Oversees, manages and supervises police personnel; maintains standards and evaluates performance. Oversees employee conduct and recommends discipline/commendation as appropriate; provides guidance and counseling.
- Establishes priorities; administers and oversees police activities to fulfill short- and long-term goals of the department. Plans and oversees the work of the entire department. May assist the Chief or other staff in updating law enforcement technology.
- Prepares and/or reviews a variety of reports, documents and correspondence regarding all department matters; prepares and implements directives, policies and procedures; compiles and prepares statistical and narrative reports.
- Analyzes and evaluates public opinion and attitudes regarding the department; responds to and resolves complaints from citizens regarding department staff/activities. Represents the department and acts as a liaison to other City officials, the public {and}, other agencies and community organizations.

- Assists the Chief with labor relations; answers grievances and testifies at Labor Board hearings; maintains knowledge of and administers collective bargaining agreements and personnel rules.
- Coaches and evaluates department personnel in accordance with the collective bargaining agreement, human resource policies and best practices.
- Works to establish and maintain a safe and healthy work environment for all personnel.
- Ensures the department facilities and equipment are properly maintained.
- Works in conjunction with the Chief of Police to implement appropriate risk management practices to protect personnel and reduce financial liability for the City of New London.
- Maintains and updates knowledge of all federal and state laws and City ordinances; provides focus on current trends in law enforcement.
- Responds to all emergencies as notified and assumes command of scene as appropriate;
- Performs other related functions as assigned or required.
- Conducts special investigations, research projects and studies on crime and departmental operations as directed by the Chief of Police.
- Represents the Department and the Police Chief at various meetings of boards, community groups or public gatherings, and speaks in public with news media as directed by the Chief of Police.
- Assists in the preparation of the annual departmental budget, and in controlling the expenditure of departmental fund allocations within the constraints of approved budgets.
- Acts as departmental personnel officer, reviews personnel actions, investigates personnel problems and complaints, prepares reports of findings and recommendations, and directs training activities for the department.
- **Minimum Training and Experience Required to Perform Essential Job Functions**
 - A Bachelor's degree from a recognized college or university plus 15 years of police or command supervisory experience, with a minimum of five (5) years at the rank of Captain or above, and/or any combination of education and/or

experience that provides equivalent knowledge, skills and abilities. Candidate must be POST Police Officer Certified and possess a valid Connecticut driver's license.

- **Physical Demands**
 - The requirements are the same as that of a Patrol Officer
- **Work Environment**
 - The requirements are the same as that of a Patrol Officer
- **Certifications**
 - The requirements are the same as that of a Patrol Officer
- **License**
 - Must possess valid Connecticut Motor Vehicle Operator's license.
- **Interpersonal Communication**
 - Requires the ability to perform data analysis including the ability to coordinate, strategize, systematize and correlate, using discretion in determining time, place and/or sequence of operations within an organizational framework, Requires the ability to implement decisions based on such data, and oversee the execution of these decisions.
 - Ability to manage and direct a group of workers, including the ability to provide counseling and mediation, Ability to persuade, convince and train others. Ability to advise and interpret regarding the application of policies, procedures and standards to specific situations,
 - Requires the ability to utilize reference, descriptive, consulting, design and advisory data and information such as police reports, permits/license applications, evaluations, budgets, laws, codes, regulations, rules, contracts, legal briefs, economic analysis, and organizational analysis,
 - Requires the ability to communicate orally and in writing with the Chief of Police and all department personnel, other City officials and employees, other agencies, the media and the public.

09/25/2024