



TOWN OF REDDING CONNECTICUT

JOB ANNOUNCEMENT

POLICE CHIEF

The Town of Redding is seeking an experienced professional to join the Town’s management team as the Police Chief. The successful candidate will be a dedicated, positive, effective team player with experience in the field. The Police Chief is a direct report to the First Selectwoman.

TO APPLY:

Please submit an Application for Employment (“Employment” at www.reddingct.gov) along with a cover letter and resume by 4:00 p.m. on May 1, 2025, to:

Ginger Fiore, Assistant to the First Selectwoman
100 Hill Road, PO Box 1028
Redding, CT 06875
email: GFiore@reddingct.gov

THE COMMUNITY:

The Town of Redding, Connecticut was first settled in 1686 and incorporated in 1767. Redding is a low density rural residential community of 3,473 households, a population of 8,756 residents, with excellent schools and a high quality of life. Redding is located in the geographic center of Fairfield County and covers an area of 31 square miles, with 90 miles of town-maintained roads. Over 1/3 of the Town’s landmass is permanently protected open space, with more than 60 miles of trails.

Redding students with from Pre-K to Grade 8 attend Redding Elementary School and John Read Middle School respectively. Students in Grades 9-12 attend Joel Barlow High School in Redding, the regional high school shared with the Town of Easton.

The Town operates one public park with a pond and beach facilities and has several other outdoor recreational areas located at a community center and the local schools. The Town is also home to two State Parks: Putnam State Park and Huntington State Park.

Metro North’s West Redding train station provides rail service to Grand Central Station in New York City. Commercial activity in Redding is concentrated primarily in Redding’s Georgetown and West Redding business districts. The Meadow Ridge senior living community of 340 +/- apartment units is also located in Georgetown.

THE ORGANIZATION:

The Town of Redding operates under a Selectman/Town Meeting form of Government. A three-person Board of Selectmen superintends the concerns of the Town. The First Selectman is the Chief Executive Officer of the Town and is a full-time employee of the Town. Municipal services are provided in the functional areas of public safety, public works, land and building administration, health and welfare, recreation, and the pre-K-12 public education system. The Town also provides significant support to the Mark Twain Library.

The Town employs approximately 65 full-time employees and 70 part time employees, not including seasonal employees (lifeguards, camp counselors).

Fire protection and EMS services are provided in Redding by three volunteer Fire Departments: Georgetown Volunteer Fire Company, Redding Fire & EMS Co. #1, and West Redding Volunteer Fire Department. The Town contracts with Danbury Hospital to provide Paramedic services. All Fire and EMS calls within Redding are dispatched by the Redding Police Department communications center.

Additional information about the Town can be found at www.reddingct.gov. The Town's adopted Fiscal Year 2024/2025 operating budget and the Fiscal Year 2023/2024 Annual Comprehensive Financial Reports can be found on the Town's website "Financials" page at <https://reddingct.gov/financials/>.

The strength of the Town of Redding's economic circumstances and quality of municipal government are reflected in the Town's AAA bond rating from Standard & Poor's.

THE POLICE DEPARTMENT:

The Redding Police Department was established as an independent police department in 2002. Highly regarded locally and statewide, in 2014 the Department was among the first in the State to be a State of Connecticut Accredited Police Department. That culture of excellence continues. In February 2025, the Town was notified that the Redding Police Department successfully met the requirements for the Connecticut Police Officer Standards and Training Council (POST-C) Tier III POST-C Accreditation.

The men and women of the Redding Police Department are committed to excellent police service through a partnership with the community. The primary goal of which is to: reduce crime, create a safe environment, build trust, and to enhance the quality of life in our community and in our schools. The Department is committed to delivering quality service to the Redding community in an effective, responsive, and professional manner. The Department's philosophy is to provide "Service Above and Beyond". This is accomplished by being proactive and responsive to community concerns.

The Department includes a staff of one Chief, one Captain, three Sergeants, one Detective, ten Patrol Officers, 1 SRO, 2 School Safety Officers, 5 Dispatchers, one Animal Control Officer.

The Redding Police Department is the Public Safety Answering Point (PSAP) for the Town of Redding and its communications center dispatches all calls for emergency services within the Town. The Redding police department is the supplemental first responder and all Redding police officers are required to hold EMR certification.

POLICE CHIEF CANDIDATE PROFILE

The role of Police Chief is pivotal to the safety and well-being of the community. Under administrative direction of the First Selectman, the Police Chief plans, organizes, and directs the operations and activities of the Police Department in the maintenance of law and order and the protection of life and property. The Police Chief formulates operating policies for the Police Department, exercises final command, supervision, and administration of all personnel, activities, operations, and resources of the Police Department.

This position requires a blend of leadership, strategic planning, and community engagement to ensure effective law enforcement and public safety. This role demands a leader who is committed to upholding justice, building trust within the community, and guiding the police department with integrity and excellence.

REQUIRED QUALIFICATIONS:

Bachelor's degree from a four-year college or university accredited by an accreditation agency recognized by the U. S. Department of Education (USDE) or the Council for Higher Education Accreditation (CHEA) in the field of Criminal Justice or a related field.

Ten or more years of progressively responsible experience in law enforcement with the most recent three to five years at a senior management level OR an equivalent combination of experience and training.

A comparable combination of education and experience that demonstrates an equivalent level of preparation in the knowledge, skills and abilities listed.

ESSENTIAL FUNCTIONS:

Leadership and Management

- Provide visionary leadership and strategic direction to the police department.
- Plan, organize, and direct the operations and activities of the department to achieve established goals.
- Supervise all department staff, including both sworn officers and civilian employees.
- Develop, implement, and enforce policies and procedures that align with best practices and legal standards.
- Ensure full compliance with local, state, and federal laws, regulations, and department policies.

Community Relations

- Foster and maintain strong, positive relationships with community members and local organizations.
- Promote transparency and accountability within the department through community outreach and engagement.
- Encourage open communication and collaboration with stakeholders to address public safety concerns.

Budgetary and Financial Management

- Oversee the development and management of the department's budget, ensuring fiscal responsibility and resource optimization.
- Identify and pursue grant opportunities to enhance department capabilities and resources.
- Authorize department expenditures and plan for future financial needs.

ESSENTIAL FUNCTIONS: CON'T.

Personnel Management

- Lead efforts in recruiting, hiring, training, and retaining, a diverse and highly skilled workforce.
- Conduct regular performance evaluations and provide constructive feedback to staff.
- Address personnel issues and foster a supportive work environment that promotes professional growth.

Law Enforcement

- Ensure the preservation of public peace and safety, prevention of crime, and apprehension of offenders.
- Direct investigations of major incidents and oversee the maintenance of accurate police records.
- Adhere to the Redding Police Department's policies and procedures.
- Collaborate with other law enforcement agencies to enhance public safety and security efforts.

Skills

- Exceptional leadership, communication, and interpersonal skills.
- Strong problem-solving and decision-making abilities.
- Proficiency in budget management and strategic planning.

Other

- Ability to pass a comprehensive background check, including criminal history and employment verification.
- Ability to achieve and maintain State of Connecticut Police Officer Standards and Training Certification as "Police Officer".
- Valid Connecticut Motor Vehicle Operator's License.
- Resident of the State of Connecticut.

The above job description is illustrative and not a complete itemization of all facets of the position.

COMPENSATION AND BENEFITS:

Compensation will be commensurate with experience and qualifications. Benefits include Medical and Dental Coverage, Life Insurance, Defined Contribution Plan with employer contribution, vacation, sick, personal and holiday leave pay.

Residency in the Town of Redding is not required, however, the ability to respond to an emergency situation within 30-45 minutes is required.

The Town of Redding provides reasonable accommodation to persons with disabilities in accordance with the Americans with Disabilities Act (ADA). If you need an accommodation in the application process, please contact the Human Resources Department prior to the closing date.

The Town of Redding is AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER