



City of Bridgeport, Connecticut
Bridgeport Police Department
Assistant Chief of Police



APPLICATION DEADLINE: September 10, 2023

The City of Bridgeport, Connecticut is currently seeking applications for the position of Assistant Chief for the Bridgeport Police Department. The successful candidate for the Bridgeport Police Department will have a proven record of success in administering a community focused police department for a diverse and highly populated municipality and will demonstrate by experience that he or she possesses the leadership, integrity and interpersonal skills to ensure the City's success as a professional and constituent-focused municipality.

THE CITY OF BRIDGEPORT, CONNECTICUT

Located in Fairfield County at the mouth of the Pequonnock River on Long Island Sound, Bridgeport is bordered by the towns of Trumbull to the north, Fairfield to the west, and Stratford to the east. With an approximate population of 148,000 and a population density of 9,253 residents per square mile, Bridgeport is the largest City in Connecticut.



DEMOGRAPHICS¹

0.5% American Indian/Alaskan Native
 3.8% Asian
 34.4% Black/African American
 42.0% Hispanic or Latino
 6.7% Two or More Races
 38.1% White



Interesting Facts about Bridgeport

The Bridgeport harbor played a role during the Revolutionary War, as the Continental Army used it to dock several ships, including one that was helmed by David Hawley, a famed naval commander.

In 1821, free African-Americans founded a community in the city. The residents of "Little Liberia," a.k.a. "Ethiope," were freed slaves, refugees from southern states and the remnants of the area's native tribes. Many worked as seamen and whalers on the busy port. One house from the settlement still stands.

Bridgeport was the home of 19th century showman P.T. Barnum. He also became the elected mayor of Bridgeport in 1875, serving a one-year term.

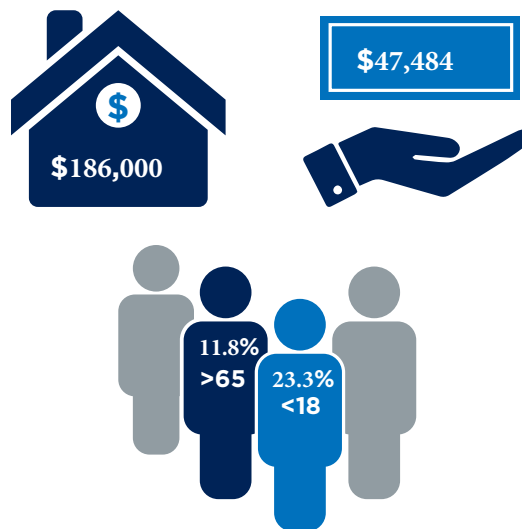
In 1860, Abraham Lincoln campaigned in Bridgeport, where he made an impassioned speech against slavery. After his speech, a cheering crowd followed Lincoln all the way back to the train station, as a local paper reported.

Popular sandwich restaurant chain Subway first started as "Pete's Super Submarines" in Bridgeport. It was established by Fred Deluca, a graduate of Central High School.

The world's first-ever helicopters were manufactured in Bridgeport. After engineer Igor Sikorsky successfully achieved liftoff in Stratford in 1939, he received a contract from the US government, prompting him to manufacture this new type of aircraft in Bridgeport.

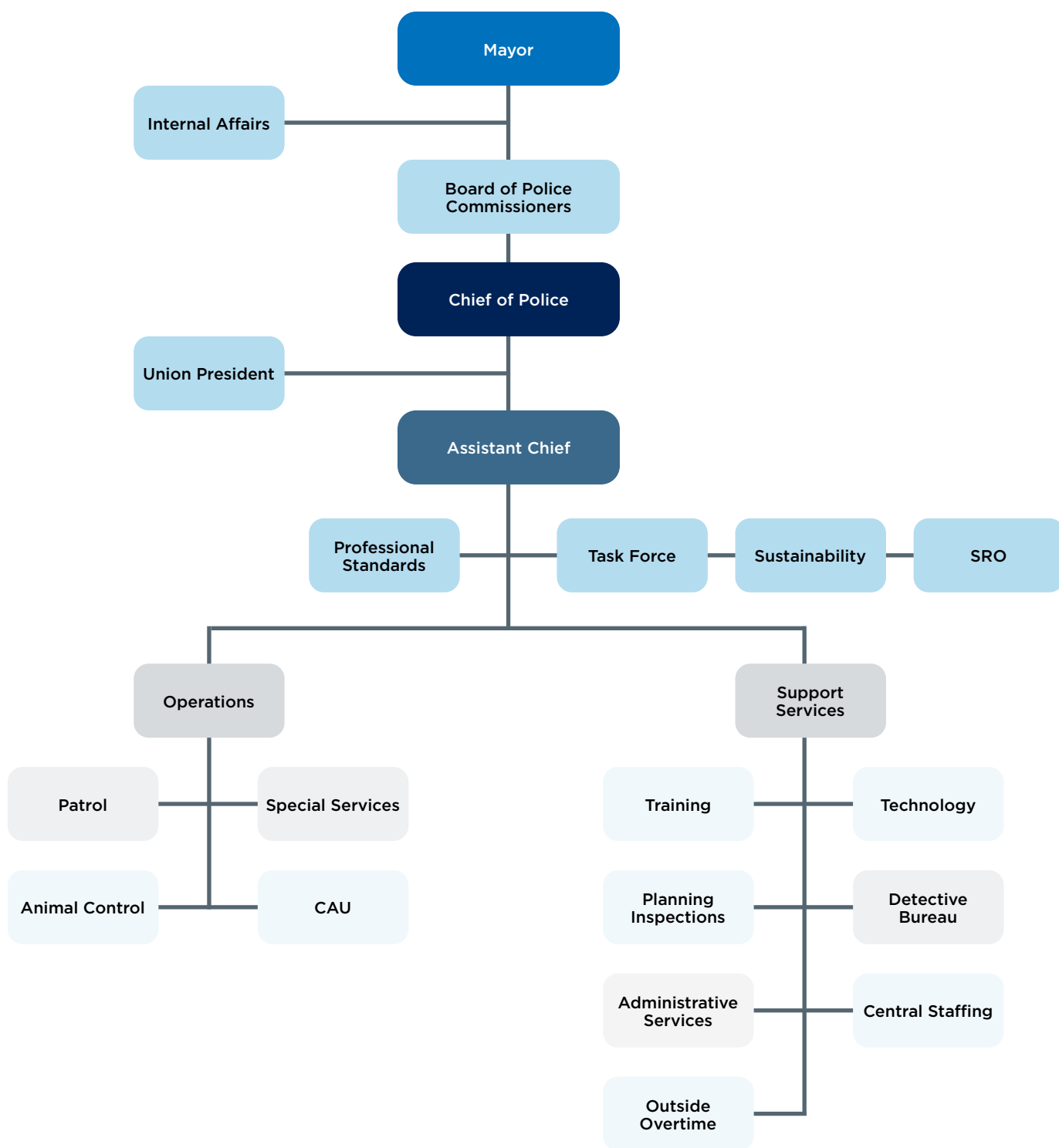
Bridgeport is known as Park City because it has over 1,300 acres of public park space. In addition to its well-known parks like Pleasure Beach and Seaside Park, almost every neighborhood in the city has its own pocket park.

The **median house income** for a family in Bridgeport is **\$47,484**. The **median owner-occupied housing value** is **\$186,000**. **23.3%** of the population is **under 18 years old** and **11.8%** of the population is **over the age of 65**.



¹ U.S. Census Bureau (2020)

BRIDGEPORT POLICE DEPARTMENT ORGANIZATIONAL CHART



CITY GOVERNMENT

The City of Bridgeport was incorporated in 1821. Bridgeport has a Mayor-City Council form of government. The City's Mayor is the chief executive officer of the City and is elected to four-year term(s). The City Council, which acts as the City's legislative body, consists of twenty (20) members elected for two-year terms.

BOARD OF POLICE COMMISSIONERS

The Board of Police Commissioners is comprised of seven members who serve overlapping 2-year terms. The Board establishes departmental policies, goals and objectives, reviews and approves rules and regulations as recommended by the Chief of Police and conducts hearings concerning officer disciplinary actions which involve citizen complaints against officers. The Board serves as the second step for citizen complaints investigated by Internal Affairs, and it serves as the traffic authority for the City.



POLICE DEPARTMENT

Mission

The Bridgeport Police Department is committed to partnering with the community to provide quality police services and to create a safe environment through fair and impartial enforcement of the law. We promote dignity and respect while recognizing the needs of our diverse community in our responsibility to maintain order and protect individual rights.

Core Values

Professionalism: We are committed to excellence in policing by recognizing the importance of training, personal effort, teamwork, technology and strong professional standards.

Leadership: We recognize that without leadership there is no direction. We are dedicated to promoting and mentoring leaders so that our community has the highest respect for our officers.

Accountability: We empower our employees to act with confidence and hold them responsible for their actions as well as their inactions.

Transparency: We are committed to being open and honest with the public at all times. We will also have a duty to protect informants and confidential information.

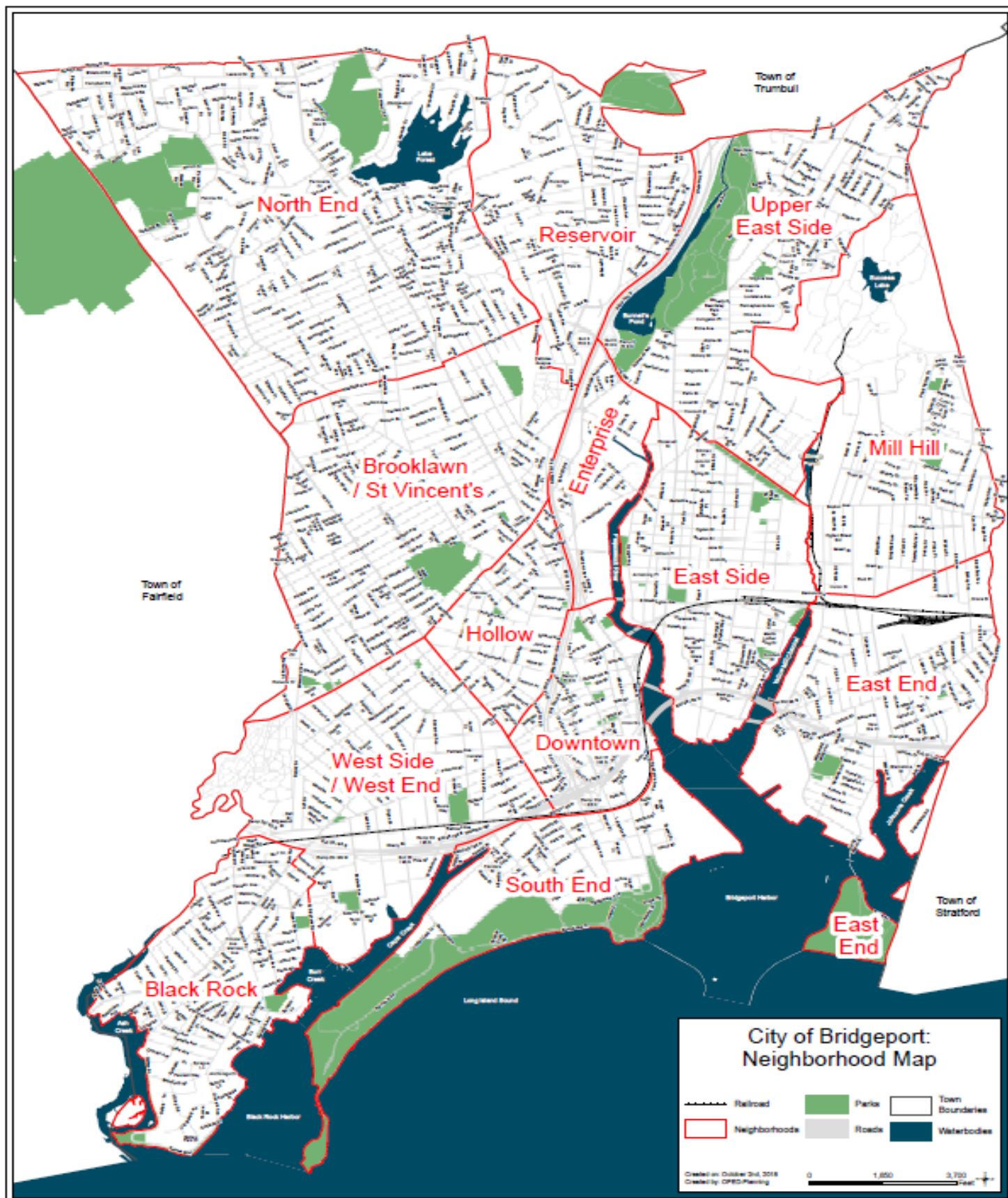
Ethics: We are committed to performing our work and engaging the community with the highest degree of honesty, integrity and professionalism.

Services and Divisions

- Animal Control
- Community Services
- Detective Bureau
- Parking Enforcement
- Patrol Division
- Records/Property Division
- Specialized Services
- Training Academy



MAP OF BRIDGEPORT, CONNECTICUT



ASSISTANT CHIEF OF POLICE

Supervision Received: Minimal; provided on an as-needed basis.

Supervision Exercised: Daily supervision of all Police Department staff.

Method of Selection: In compliance with the City of Bridgeport's Charter, the Personnel Director shall certify to the Chief of Police, the names of the qualified individuals based on proper non-competitive examination. The Chief shall make the appointment and shall notify the Mayor and the Civil Service Commission. The person so appointed shall serve at the pleasure of the Chief of Police.

SUBJECTS OF EXAMINATION: This process will consist of three distinct sections. Section one will be a screening of submitted application; training, education, and experience (TE&E) document; and resume/CV materials. Applicants whose submissions do not meet the minimum qualifications will be rejected. Only those candidates rated highest* (top 25% or 12 candidates, maximum) from section one will move forward to section two.

Section two will consist of an assessment center process that may include various job-related and relevant exercises, and candidate performance will be rated, on dimensions identified in the job analysis as critical and important for a successful candidate to possess, by a panel of experts. Only those candidates rated highest* (top 10% or 6 candidates, maximum) from section two will move forward to section three.

Section three is an oral interview with the Bridgeport Chief of Police. Any candidate who is interviewed in section three may offered the position.

*the City of Bridgeport and the Civil Service Commission reserve the right to limit applicant participation in each section of the process to a number of applicants who can feasibly and realistically be screened in each section.

APPLICATION PROCESS: Each candidate must complete an application as directed. Applications must be submitted by 11:59 p.m. on Sunday, September 10, 2023. Click [here](#) to access and complete the application or scan this QR code.



Incomplete and/or late submissions will be rejected.

Reasonable Accommodations: The Civil Service Commission will provide reasonable accommodations for persons with a disability to take an examination. If you need a special accommodation you must request it in writing and provide proof of the disability.

Note: If you are having issues with the application process or need additional assistance with your application, please contact the Office of the Civil Service Commission's Personnel Examiner at (203) 576-7109 or email Lisa.Mastronunzio@BridgeportCT.gov

OFFICE OF THE CIVIL SERVICE COMMISSION

City Hall, 45 Lyon Terrace, Room 106

Bridgeport, Connecticut 06604

Assistant Chief of Police

An Equal Opportunity Employer VET/AA/DIS/SO/GI

THE ASSISTANT CHIEF OF POLICE POSITION

DUTIES: The essential functions or duties described below are the primary functions and duties of the position. There may be other types of work that may be performed, and the omission of a particular duty or function does not exclude that duty or function from the position provided the duty or function is similar in work, related to the work or logically assigned to the position.

Under direction from the Chief of Police, performs difficult and complex technical and executive work in the planning, coordination, management, and direction of the city police department.

TYPICAL TASKS OR ASSIGNMENTS: Serves as Second in Command under the Chief of Police; Assists the Chief of Police in managing the police force in accordance with established departmental rules, regulations and policies, and established statutes, laws, and ordinances and plans and direction from the Chief of Police. Assists in protection of persons and property against crime and vice, the investigation and solution of crimes, the prevention of crime, and the control of traffic. Serves as Chief of Police in the absence of the Chief of Police. Is responsible for rendering required reports on department activities on behalf of the Chief of Police to the Mayor and Board of Police Commissioners as required. Implements the Chief's policies directly or through subordinate officers. Plans and directs the organization, management, and operations of the police department. Within the discretion granted by the Chief of Police, issues general and special orders to subordinate officers for execution and conducts field inspections of personnel, equipment, and facilities. On behalf of the Chief of Police, appears before the City Council, the Board of Police Commissioners, public agencies, and civic organizations to discuss law enforcement problems and to promote cooperation and good will. May be required to prepare and supervise the preparation of the department; prepares and directs the preparation of budget estimates; directs the administration of departmental expenditures in accordance with budgeting allowances.

The duties, typical tasks and assignments described herein is not, nor is it intended to be, a complete statement of all duties, functions, responsibilities, qualifications, physical and cognitive demands which comprise this position. The above is intended to be a fair representation of the "typical" demands of the position.

REQUIRED QUALIFICATIONS

- Candidate must be experienced in urban law enforcement, including supervisory experience in the operation and management of a law enforcement agency in a community with a population of at least eighty thousand (80,000) people of which is ethnically or racially diverse.
- Candidate must possess a minimum of ten (10) years of law enforcement experience, of which five (5) years shall have been in a command position (a span of control equal to authority over a law enforcement agency's department or division, i.e., Patrol, Detective, Office of Internal Affairs, Training, or similar, where decision making responsibility for such department or division rests with the individual).

Preferred:

- A four (4) year degree in Criminal Justice or a related field is preferred.
- Preference will be given to candidates who can demonstrate active and successful experience in advanced professional education, including drug enforcement.
- Preference will also be given to demonstrated labor management experience.

SALARY AND BENEFITS

\$138,740.00 - \$152,610.00 per year. Salary for this position is established per Bridgeport Municipal Ordinance 2.36.010 and is subject to annual cost of living increases approved by Council each July 1*. This position includes a comprehensive benefits package. This summary provides a brief overview of the benefits available to regular full-time municipal employees; depending on the employee group some of these benefits may include: retirement pension administered by CMERS (Connecticut Municipal Employees Retirement System), health insurance (medical, dental, vision, prescription), life, disability, paid leave, paid holidays, 457(b) deferred compensation plan (employee paid), and other voluntary employee paid benefits.

*2023 cost of living adjustment has not yet been approved but will be retroactive if granted.