invites your interest in the position of

Police Chief

Recruitment Services Provided by Ralph Andersen & Associates
An Outstanding Opportunity

A national search is underway to attract the next Police Chief to lead the City of New Haven Police Department (NHPD) with the highest professionalism, integrity, transparency, and accountability.

The City of New Haven, Connecticut seeks a proven community-minded leader with recognized communication skills, the utmost integrity in ethical standards, and a commitment to transparency who will thrive as the leader of this dynamic organization. Top candidates will have a stellar public safety career with experience successfully managing organizational changes and advancing collaboratively crafted, comprehensive reforms as typified by those recommended by the President’s 21st Century Policing Task Force. The selected candidate will understand the various community policing models and will implement strategies that help reduce crime and violence while ensuring a culture of fair and principled policing that meets the service needs of the community.

Recent events around the country have underscored the need for, and importance of, lasting collaborative relationships between police and the community. The City of New Haven’s Mayor and leadership are eager to make meaningful, evidence-based changes that enhance both community trust and public safety. With strong civic and community support, positive changes are already underway. The City of New Haven is ethnically and culturally diverse, and the successful candidate will have the opportunity to engage with the City’s many neighborhoods, from its youth to its senior population, and will be committed to building trust among all residents.
New Haven is a small city of over 130,000 located in south-central Connecticut on the Long Island Sound and the mouth of three rivers. The Port of New Haven is the highest volume port on Long Island Sound and is the busiest port between Boston and New York City. The New Haven Green, a National Historic Landmark, is a privately owned 16-acre park and recreation area located in the downtown district. The City is the home and hub of economic, cultural, and educational activity for more than 800,000 individuals in New Haven County.

New Haven is the economic center of southern Connecticut and the hub of innovation driving southern New England’s economic resurgence. The City is home to Yale University, a global academic powerhouse, and to Yale-New Haven Health, a leader in patient health care. These centers of excellence are the economic base for mature companies and innovative startups in technology, precision medicine, bioscience, food, and advanced manufacturing across the region. Centrally located between New York and Boston, New Haven offers high-quality transit connections to major markets with far lower costs of living and doing business.

Along with the panache of a big city, New Haven features a dense and compact urban form and high-quality offerings in arts, culture, and tourism. New Haven is known for its food scene and recreational opportunities including beaches, parks, hiking, and bike trails. These assets are coupled with the passion of residents and the value of place that people who live and work both Downtown and in the many neighborhoods feel about the City. The City’s diversity, various types of neighborhoods, culture, arts, lower housing cost for Connecticut, and engaging citizenry makes it the place for everyone.

In 2020, the City's population was 134,023, a change of 3.3% since 2010, representing the highest population in New Haven since the mid-1970s.
New Haven is a Great Place to Live, Work and Raise a Family

New Haven is both steeped in history and booming with creativity and innovation. New Haven increasingly functions as one large business incubator and accelerator for dozens of biotech, pharmaceutical, and medical device companies. Centrally located between New York and Boston, New Haven offers high-quality transit connections to major markets with far lower costs of living and doing business. The City’s diversity, various types of neighborhoods, culture, arts, lower housing cost for Connecticut, and engaging citizenry makes it the place for everyone.
Sample Historic & Cultural Attractions

New Haven is full of unique historic and cultural attractions, including:

- Albertus Magnus College
- Amistad Memorial
- Amistad Schooner – Long Wharf Pier
- Artspace
- Ethnic Heritage Center at Southern Connecticut State University
- College Street Music Hall
- Gateway Community College
- Long Wharf Theatre
- Lighthouse Point Park & Carousel
- Judge’s Cave-West Rock State Park
- NXTHVN
- Peabody Museum of Natural History
- Site of Roger Sherman’s house
- Shubert Theater
- Soldier & Sailors Monument at East Rock Park
- Westville Music Bowl
- William Lanson Memorial
- Wooster Square and Wooster Street
- Yale University
- Yale Center for British Art
- Yale Repertory Theatre
Form of Government

In the City of New Haven, the Mayor is the Chief Executive, elected every two years. The legislative body is called the Board of Alders. There are 30 Alders elected every two years on the same cycle who represent 30 individual wards. The current officials were sworn into office on January 1, 2022. The Board of Alders approves the City budget presented by the Mayor’s office. The Board of Alders also approves major contracts, agreements, and projects through its review of the capital budget and grant applications.

The Police Chief is appointed by the Mayor and subject to approval by the Board of Alders. The Police Chief shall serve subject to the authority of the Mayor for a term of four years. The current term runs through January 31, 2026.

Sample of Key Efforts & Governing Values of the City of New Haven

- Social justice & racial equity;
- Work to create a more efficient & sustainable government;
- Affordable housing through public/private partnerships;
- Move forward with resiliency for all residents;
- Prepare a highly productive workforce;
- Continue to promote bioscience and tech careers;
- Promote the City’s global marketplace;
- Grow neighborhood business & entrepreneurs;
- Advance manufacturing & facilitate Innovation;
- Improve City Infrastructure with such projects as safe routes, smart streets, Downtown Crossing Project, Union Station Transit-Oriented Development, renovations to Tweed Airport, etc.; and
- Even with a strong growth trajectory, the City’s property tax base is over 50% exempt. Approximately 27% of the City’s residents live below the poverty line. The racial wealth gap and other pervasive inequities are barriers to opportunity. It is important for the selected candidate to understand these issues and have a passion for change through social equity and inclusion.
The New Haven Police Department (NHPD) is a progressive, community-based police agency that takes great pride in the achievements of its sworn and civilian staff members, as well as in the Department’s pioneering role in developing on-going police-community partnerships. Our focus is on solving problems before they escalate into violence and crime.

The New Haven Police Department is represented by the Elm City Local CT Alliance of City Police. The Department is funded with an annual budget of over $49 million.

New Haven is diverse economically, racially, and ethnically. The racial/ethnic breakdown is: African American—34%, Caucasian—32%, Hispanic—26%, Other—8%. The NHPD has a sworn force budgeted strength of 408 and 57 civilians. For sworn staff, the breakdown as of February 2022 are: African American—21%, Caucasian—59%, Hispanic—19%, Other—1%. The Department is actively seeking to increase its diversity with enhanced recruitment efforts.
Information

Budget
$49 million

408 Sworn Officers

57 Non-Sworn Professional Staff

134,023 Population
The New Haven Police Department continued

The services offered by the Department are delivered via various divisions:

- **Operations Division**: Patrol Support consists of ten police districts with substations, overseen by District Managers, enabling officers to address the needs of their specific neighborhoods 24/7. Activities include walking and bicycle beats and participation in Community Management Team meetings. Emergency Services consists of SWAT, Hazardous Devices, Hostage Negotiations, and Underwater Search and Recovery. Other resources are Patrol K-9s and Detention.

- **Investigative Services Division**: Detectives conduct investigations of criminal activity by individuals and organized groups via the Homicide, General Investigations, Major Crimes, and Robbery/Burglary Units. Other supporting units include Financial Crimes, Arson, Missing Persons, Special Victims, Firearms, Asset Forfeiture, Sex Offender Registry, School Resource Officers, Criminal Intelligence (including narcotics enforcement), and Fire Investigation. A Victim Advocate assists crime victims with supportive and concrete services and facilitates a monthly Survivors of Homicide group.

- **Administration and Support Services Division**: Provides assistance to the other divisions and Chief, including Planning, Research, and Analysis; Fleet and Garage; Facilities and Maintenance; Budget and Payroll; Supply; Printing; Records; Property and Evidence; and Animal Shelter.

- **Professional Standards and Training**: Responsible for evaluation and oversight of all aspects of officer accountability and training. The Internal Affairs Unit supervises all disciplinary matters involving officer misconduct, conducts audits of procedures, and coordinates recruitment of new officers. The Training Unit coordinates all training needs of recruit and incumbent personnel per guidelines established by the Connecticut Police Officer Standards and Training Council (POST). The Department’s Training Academy is fully certified by POST.
New Haven reported 5323 UCR Part 1 crimes in 2021, of which 769 were violent crimes. The 2021 violent crime levels represent a 12.8% decrease from 2020 levels, mainly due to declines in robberies with and without firearms. Homicides, however, increased 25%, from 20 to 25 in 2021. Crimes involving drugs and narcotics also dropped 26.9%, with 787 in 2020 and 575 in 2021.

The NHPD's strategy to provide safety and security to the public involves both prevention and intervention. The following list describes several on-going approaches:

- Bi-weekly CompStat meetings review specific crime incidents, crime trends, and strategies and are open to law enforcement partners, social service and housing providers, the media, the school system, and the public;
- The Daily Intelligence Meeting brings local and regional law enforcement/criminal justice personnel together to discuss and plan responses to crime incidents from the previous 24 hours;
- ShotSpotter gunshot detection system, established in New Haven in 2013, currently covers 5 square miles of the City and will be expanded to 7.06 square miles;
- The Lethality Assessment Program identifies domestic violence victims at risk of serious injury or homicide in order to provide additional assistance;
- The Child Development/Community Policing Program with Yale University addresses trauma issues faced by children who witness or were involved in a violent crime.
- Project Longevity focuses on reducing shootings and homicides using call-in and custom notification approaches with targeted offenders;
- Gun Buyback Program: NHPD has sponsored 14 programs over 9 years to remove firearms from the streets. Some of the guns have been made into garden tools through a program involving gun safety advocates, metal sculptors, clergy, and inmates called “Beat Swords into Plowshares.” Finished tools are donated to New Haven community gardens and high schools with gardening programs;
- The Officer in Residence Program houses nine officers in public housing, enabling them to become a visible part of the housing complex's community;
- The Police Activity League (PAL) offers an annual 5 week, 5 days per week summer camp for New Haven children with activities including sports, arts and crafts, and various field trips and events; and
- The Department has official Facebook, Twitter, and Instagram pages with the latest information about crime incidents and other public safety matters.
The Position of Police Chief

This is a highly responsible Executive Management position requiring administrative and professional police work directing and controlling all employees and activities in the Police Department. Based on the principles of Community Policing, work involves responsibility for crime prevention, detection and apprehension of criminals, regulation of non-criminal conduct, and the provision of general police services to the community. Work includes research, planning, writing, and evaluation of organizational goals and objectives (short- and long-range); policies, procedures, and regulations; management information systems; specific public safety programs; effective labor-relations management and the annual budget.

The Chief is continuously involved in developing and maintaining effective relations with the community. The Chief also develops effective working relationships with elected officials, other criminal justice agencies, and City employees. Work is performed under the general supervision of the Mayor, the Chief Administrative Officer, and the Board of Police Commissioners with considerable latitude for the exercise of independent professional judgment. The Chief’s work is reviewed through meetings, conferences, and evaluation of results. Work is subject to review for quality and timeliness of completed projects, the effectiveness of personnel and program management, and general reaction/feedback of the public to the services rendered.
The Position of Police Chief continued

Specific responsibilities include:

- In consultation with the Board of Police Commissioners and with the assistance of subordinate officers, formulates policies and regulations governing all activities of the Department;
- Oversees Administrative, Patrol, Investigations, and Internal Affairs functions of the Departments;
- Oversees training and professional development of command staff and ensures compliance with professional policing standards;
- Formulates and prescribes work methods and procedures to be followed by members of the Department;
- Appraises work performance and takes necessary steps to improve police operations;
- Ensures civilian complaints are addressed and works collaboratively with the Civilian Review Board;
- Responsible for maintaining employee morale, providing motivation, and applying progressive discipline as required;
- Plans, directs, and controls all line operations of the Department, including patrol, investigations, juvenile work, and traffic control;
- Coordinates the various staff responsibilities of the Department, including preparation and control of the annual budget, supervision of Departmental personnel management program, operation of a community relations and public information program, direction of the Department’s records and communication activities;
- Researches, develops, and evaluates public safety programs (short- and long-range), police practices, and management programs;
- Collaborates with other City Departments on existing and new public-safety initiatives such as Youth Connect and the Crisis Response Team to ensure a comprehensive approach to the reduction of violent crime;
- Ensures active engagement with partner agencies including other local, state, and federal law-enforcement entities on existing initiatives such as New Haven’s Shooting Taskforce and Project Longevity and in support of new efforts;
- Establishes policies, procedures, regulations, and directives for delivering police services;
- Maintains all police records in compliance with applicable state and federal laws;
- Coordinates with the Personnel Director and Civil Service Board on the selection of police personnel to be recommended to the Board of Police Commissioners; and
- Advises the Mayor and Chief Administrative Officer on public safety and Homeland Security issues.
The Ideal Candidate

The ideal candidate will be a reform-minded leader who conveys an effective command presence and has outstanding people and management skills. The ideal candidate will be capable of inspiring trust and confidence in all New Haven’s diverse communities, as well as earning respect and confidence of both sworn and civilian employees. Lastly, the next Police Chief will be expected to work collaboratively with other City departments.

The next Police Chief will be well-versed in community-oriented policing and problem solving, have a proven reputation for being accessible and transparent, and build partnerships between the Department and the community to address crime and quality of life challenges. The ideal candidate will be a communicative, confident, collaborative, and decisive leader with proven cultural sensitivity and competency, political acumen, good judgment, astute self-awareness, strong professional presence, and an inspiring demeanor to move the Department forward.

The ideal candidate will:

- Exhibit exceptional leadership and people skills; the ability to work with and establish relationships with a wide range of stakeholder groups, strategic partners, elected officials, colleagues, and the media.
- Display a demonstrated commitment to community-oriented policing and problem solving, staff development, and morale-building to set a positive tone within the Department;
- Have extensive knowledge of complex urban environments and a demonstrated commitment to equitably serving, recruiting minority candidates, and working with all spectrums of multi-racial, multi-cultural, multireligious, and socioeconomically diverse communities;
- Have demonstrated the ability to hold others accountable to values characterized by a commitment to integrity, honesty, transparency, humility, proactivity, innovation, equity, compassion, service excellence, and responsive leadership;
- Exhibit outstanding communication skills; be hands-on, open, and receptive to working with people to create and sustain an environment of trust and respect;
- Possess the ability to be politically and technologically savvy, and have the ability to receive constructive criticism;
- Demonstrate the ability to make decisions based on facts and merit: and
- Possess a passion for public service and public safety as well as positive futures for all New Haven residents.
Education and Experience – The Chief shall have graduated from a four-year college or university with a Bachelor’s degree and at least five years’ experience in the management of supervisors of a police department with at least 200 employees serving a population of at least 100,000 residents; as well as the necessary knowledge, skills, and abilities for the efficient and effective operation of all departments.

POST Certification Required – The selected candidate will be required to successfully complete all standards for police certification as established by Police Officers Standards Training (POST) within 12 months of employment unless an extension is granted by the Council.

Residency – Residency in the City of New Haven is required within 6 months of appointment.

Vaccination requirement – The City of New Haven values the safety of its employees, residents, community, and visitors. In support of these values, if selected for this job, you must be fully vaccinated against COVID-19 except when vaccination is not medically advised or violates your sincerely held religious beliefs.

Final Selection and Appointment – The Police Chief is appointed by the Mayor and subject to approval by the Board of Alders. The Police Chief shall serve subject to the authority of the Mayor for a term of four years. The current term runs through January 31, 2026.
Compensation and Benefits

A salary of up to $169,600 will be offered to the selected candidate.

The Selection Process

Interested candidates may apply by sending their resume, cover letter, and six professional references to Ralph Andersen & Associates via apply@ralphandersen.com.

Candidates are requested to submit materials prior to Monday, May 9, 2022. Candidates may be asked to complete a series of written responses for further evaluation and presentation and submit a summary of career accomplishments as part of the final steps of the selection process. Ideally, the selected candidate will join the City of New Haven at a mutually agreed upon date.

Interested individuals should be aware that Ralph Andersen & Associates will work closely with the City throughout this process to ensure confidentiality to the fullest extent possible. References will not be contacted until mutual interest has been established. If you have questions or would like to discuss this opportunity further, please call Mr. Robert Burg at (916) 630-4900.

The City of New Haven is an equal opportunity employer and encourages all qualified individuals to apply for this exceptional career opportunity.

www.newhavenct.gov