

Assistant Chief of Police  
Issued: August 21, 2023

**\*\*\* ANNOUNCEMENT \*\*\***

The Civil Service Commission of the City of Bridgeport is announcing an open, non-competitive selection process for the position of **ASSISTANT CHIEF OF POLICE** with the Bridgeport Police Department. Qualified candidates are invited to apply.

**SALARY RANGE:** Salary range is \$138,740 - \$152,610. This salary range may increase with a retroactive cost of living adjustment for 2023, if granted. Beginning salary supplemented by an excellent fringe benefit package.

**APPLICATION PROCESS:** Each candidate must complete an application as directed. Applications must be completed and submitted by 11:59 p.m. on Sunday, September 10, 2023.

A comprehensive position profile can be found by visiting [this webpage](#). Click [here](#) to access and complete the application or scan this QR code.



Incomplete and/or late submissions will be rejected.

**REQUIREMENTS:** Ten (10) years of urban law enforcement experience with a minimum of five (5) years of command experience (command experience is equivalent to a position that has a span of control equal to authority over a department or division within a law enforcement agency). Supervisory, operations and management experience must be in a law enforcement agency that serves a community population of 80,000 or above with a minimum of 25% community minority population.

Applicants whose submissions do not meet the minimum qualifications will be rejected.

Preference will be given to candidates who demonstrate: Successful advanced professional education (e.g., a Bachelor's, Master's, or Doctoral degree in criminal justice or any closely related public policy/social science area (e.g., public policy, public administration, public safety); Commitment to continued professional development such as recent attendance at the FBI National Academy or PERF's Senior Management Institute for Police (SMIP), etc.; Proven demonstrated successful labor management experience.

**SUBJECTS OF EXAMINATION:** This process will consist of three distinct sections. Section one will be a screening of submitted application which includes a training, education, and experience (TE&E) document; and resume/CV materials. Only those candidates rated highest\* (top 25% or 12 candidates, maximum) from section one will move forward to section two. Please be aware that online submission of the application is part of the examination.

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.

\*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.

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

In order to be appointed to this position the candidate must have or must be able to obtain Connecticut P.O.S.T. Council certification. Therefore, prior to appointment to this position the candidate must satisfy the requirements of the Connecticut Police Officer Standards and Training Council (P.O.S.T. Council). The P.O.S.T. Council standards require 1) that a complete background investigation be performed, by an investigator or investigators, selected by the appointing authority, but approved by the P.O.S.T. Council's Executive Director and such investigation must include a post-offer polygraph exam performed by a polygraphist approved by the P.O.S.T. Council, and 2) that the background investigation include a search, by fingerprints, of the fingerprint files of both the Connecticut State Bureau of Identification and the Federal Bureau of Investigation.

**FINAL SELECTION:** The final selection will be made by the Bridgeport Chief of Police and the individual chosen shall serve at the pleasure of the Chief.

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

CIVIL SERVICE COMMISSION  
City Hall, 45 Lyon Terrace, Room 106  
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An Equal Opportunity Employer  
EEO/VET/AA/DIS/SO/GI  
Open Non-Competitive Examination  
ASSISTANT CHIEF OF POLICE