



# TOWN OF AVON CONNECTICUT

*The mission of the Town of Avon is to provide quality town services at a reasonable cost to citizens and taxpayers.*

---

## RECRUITMENT ANNOUNCEMENT CHIEF OF POLICE

The Town of Avon 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 Town Manager. For more information about the Town of Avon, candidates are encouraged to visit our website: [www.avonct.gov](http://www.avonct.gov).

### TO APPLY:

Please submit an Application for Employment (Human Resources Department Page "Job Opportunities" at [www.avonct.gov](http://www.avonct.gov)) along with a cover letter and resume by **4:00 p.m. on Monday, January 31, 2022**, to:

Stephanie Askeland, Director of Human Resources  
60 West Main Street, Building #5  
Avon, CT 06001  
email: [HR@avonct.gov](mailto:HR@avonct.gov)

### COMPENSATION AND BENEFITS:

Annual salary range \$99,784-\$139,720. Salary will be commensurate with experience and qualifications. Benefits include: Medical and Dental Coverage, Life Insurance and Long Term Disability, Defined Contribution Plan with employer contribution, vacation, sick, personal and holiday leave pay.

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

### THE COMMUNITY:

Avon, formerly Northington or North Parish of Farmington, was settled in about 1645. In 1830, after the construction and opening of the Towpath Canal, Avon was incorporated as a Town and took its name from the Avon River in England. Avon is located approximately ten miles west of metropolitan Hartford and encompasses a land area of approximately 22.6 miles. Total population is about 19,300.

Avon is a desirable low-density suburban community with excellent schools and a high standard of living. Avon is fortunate to have a well-balanced diverse mix of business and industrial uses, medical

services and a variety of quality housing. The strength of the Town of Avon's economic circumstances and quality of municipal government are reflected in the Town's bond ratings, which remain at the highest levels obtainable, as awarded by Moody's Investors Service, Aaa, and by Standard & Poor's, AAA.

The Town was awarded the Government Finance Officers Association's (GFOA) Distinguished Budget Award for its annual budget for the fiscal year beginning July 1, 2020. This was the 37<sup>th</sup> consecutive year that the Town has achieved this prestigious award. The Town was also awarded the GFOA Certificate of Achievement for Excellence in Financial Reporting for its Annual Comprehensive Financial Report (ACFR) for the fiscal year ended June 30, 2020. This was the 38<sup>th</sup> consecutive year that the Town has received this prestigious award.

### **THE ORGANIZATION:**

The Town's first charter was adopted in 1959 and has been amended several times, most recently in 1998. The Charter provides for a five-member elected Town Council as the principal legislative body and the Town Manager as Chief Executive Officer.

The Town provides municipal services in the functional areas of police, public works, engineering, health and social services, recreation and parks, library, and community planning and development. Fire protection services are provided by the Avon Volunteer Fire Department and public health services are provided by the Farmington Valley Health District. The Town employs approximately 109 full-time employees and 65 regular part-time employees.

Additional information about the Town can be found at [www.avonct.gov](http://www.avonct.gov). The Town's adopted Fiscal Year 2021/2022 operating budget can be found on the home page under the "Citizen Action Center" and the Fiscal Year 2019/2020 (k.n.a) Annual Comprehensive Financial Reports can be found on the "Finance Administration" page.

### **THE POLICE DEPARTMENT:**

The Mission of the Avon Police Department is to provide professional, progressive and welcoming police services, in conjunction with the community, to maintain a high quality of life, protect property, and promote individual responsibility and community commitment. The Department philosophy is *Service to the Community*; this is accomplished with being proactive and responsive to community concerns.



The Department encompasses specialized law enforcement teams such as a Community Relations Division, Physical Security Assessment Unit, Honor Guard and Bicycle Patrol. Programs facilitated by the Department include: D.A.R.E. (Drug Abuse Resistance Education), Police Cadets, and the Citizen Police Academy. The Department utilizes a Juvenile Review Board, offering an alternative to criminal courts by referring youthful offenders meeting certain criteria to the Board for remediation.

The Avon Police Department is highly regarded on a local, state, regional and national basis. The Department achieved national accreditation through Commission on Accreditation for Law Enforcement Agencies (CALEA) in 1993 and has successfully been reaccredited since. The Department was last awarded reaccreditation in March 2020. The Department includes 46 sworn and civilian members; 34 full-time sworn Officers, 2 Lieutenants, 8 Sergeants, 3 Detectives, 6 Dispatchers, 1

Records/Accreditation Manager, 1 Records Aide and 1 Executive Secretary. Part-time staff consists of an Animal Control Officer, IT Technician and Records Aide.

### **CANDIDATE PROFILE:**

The Town of Avon is seeking a demonstrated leader with exceptional management, interpersonal, and communication skills with proven experience in developing and maintaining effective working relationships with government officials, community and civic groups (including private-sector partners), and police department employees. The Chief of Police will work collaboratively as a part of the town's management team.

The ideal candidate for the Chief of Police position will have the highest levels of personal and professional integrity as well as the ability to maintain public confidence in the performance of the Department.

Under the administrative direction of the Town Manager, the successful candidate will be expected to expand upon the innovative policing practices and community engagement efforts of the department and hold team members accountable for their activities and performance. The candidate will have a proven track record of openness, transparency, and working with diverse communities. Additional qualifications include:

- Bachelor's or Master's Degree in Criminal Justice, Police Science, or Public Administration, and 5 years experience at the command level of Lieutenant or higher of a police division. Master's Degree is preferred.
- Valid Driver's License. Connecticut Police Officer Standards and Training Council (POST) certified or eligible for comparative certification by POST.
- A thorough knowledge of municipal police practices and procedures and a working knowledge of the Connecticut criminal justice system.
- The ability to apply current principles of police science to define problems, collect data, establish facts and draw valid conclusions; and the administrative and executive ability to organize and follow through on municipal programs and projects.
- Ability to present ideas and policies to individuals, groups, and the media as well as explain police goals and objectives to lay persons in a clear manner.
- A thorough knowledge of labor relations practices, personnel investigatory practices and discipline procedures.
- Ability to apply state, and federal laws, town ordinances, departmental policies, procedures, rules and regulations to determine necessary action.
- Familiarity with state and national law enforcement accreditation programs.
- Considerable knowledge of organizational management, operating and capital budget preparation and management, loss control, and all facets of effective department management.
- Motivated and proactive performance with the ability to cast vision and priorities for the department aligned with the Town's objectives.