



TOWN OF EAST LYME, CONNECTICUT

JOB ANNOUNCEMENT

CHIEF OF POLICE

The Town of East Lyme is seeking an experienced professional to join the Town's management team as the Chief of Police. The successful candidate will be a dedicated, positive, and effective team player with experience in the field. The Chief of Police is a direct report to the seven-member Board of Police Commissioners.

TO APPLY

Please submit an Application Packet to include:

1. Employment Application ([Employment Application](#))
2. Resume
3. Evidence of required qualifications
4. Three (3) professional letters of recommendation
 - a. One (1) from a current sitting Chief of Police or your current law enforcement department head
 - b. Two (2) from civilian citizens
5. Letter of Interest - 250 words or less in response to the following:

What in particular about the Town of East Lyme encouraged you to apply for the position of Chief of Police?
How does your previous experiences and background make you the best and most qualified person to be selected as our Chief of Police?

by 4:00 p.m. on June 18, 2025, to:

Stacey Konakowitz, Human Resources Director
108 Pennsylvania Avenue, PO Box 519
Niantic, CT 06357
email: skonakowitz@eltownhall.com

THE COMMUNITY

The Town of East Lyme, located in New London County along the southeastern coast of Connecticut, is a vibrant and scenic community known for its coastal charm and rich history. Officially incorporated in 1839, East Lyme spans approximately 42 square miles, including 34 square miles of land, 118 linear miles of road, and 8 square miles of water. The town encompasses the villages of Niantic and Flanders, each contributing to its unique character and appeal. The year-round population is approximately 19,000 people, which increases to over 35,000 during the summer months. The median age is approximately 44 years.

Geographically, East Lyme is defined by its picturesque shoreline along Long Island Sound and rural hills in the north, offering a blend of beaches, rivers, and wooded areas. This natural beauty supports a wide range of recreational activities. Residents and visitors alike enjoy the Niantic Bay Boardwalk, a scenic mile-long path that hugs the coast, providing stunning views and access to local shops and eateries. Rocky Neck State Park, one of Connecticut's most popular coastal parks, offers sandy beaches, hiking trails, and camping facilities. McCook Point Park, another local gem, features a beach, picnic areas, and sweeping views of the Sound. East Lyme is a desirable place to live, work, and visit. Its blend of natural attractions, historical roots, and accessibility continues to draw people seeking a balanced and enriching lifestyle.

East Lyme offers a well-rounded and vibrant community for both residents and law enforcement professionals, anchored by a highly regarded public school system and a diverse commercial landscape. The town is home to three elementary schools, one middle school, and East Lyme High School, which is consistently ranked among the top public high schools in Connecticut for academic achievement, student engagement, and college readiness. The school district boasts small class sizes, strong test scores, and a commitment to excellence that draws families to the area. Complementing the strong educational environment is a thriving commercial sector with over 700 businesses, including professional services, healthcare providers, construction firms, and numerous well-regarded restaurants and retail establishments. The town also encompasses two National Guard facilities and a state correctional facility. This blend of suburban charm, educational quality, commercial activity, and public agencies creates a dynamic policing environment that is community-focused, service-oriented, and supportive of proactive public safety efforts.

THE TOWN ORGANIZATION

The Town of East Lyme operates under a Selectman/Town Meeting form of Government. A six-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 employs approximately 150 full-time employees and 40 part-time employees, not including seasonal employees (lifeguards, camp counselors, program instructors).

Police protection, dispatching, and animal control are provided by the East Lyme Police Department. Fire protection is provided by the Town of East Lyme Fire Service operating out of three locations, which is comprised of full-time and part-time Firefighters/EMTs as well as volunteers. The Town contracts with East Lyme Ambulance Foundation for EMT services.

Additional information about the Town can be found at the [Town of East Lyme's website](#). The Town's Fiscal Year 2024/2025 and Fiscal Year 2025/2026 operating budgets can be found on the Town's website at [Budget Information - Town of East Lyme](#)

THE POLICE & DISPATCH DEPARTMENTS

The East Lyme Police Department is headquartered at 277 West Main Street in Niantic, housed within a modern 31,000-square-foot Public Safety Building that opened in 2021. The police department includes an evidence processing facility, secure storage for firearms and body cameras, a sally port, and three jail cells, one of which is ADA accessible, a fitness center and personal lockers for staff.

The department is a professional, community-oriented agency led by the Chief of Police and supported by 2 administrative staff, 2 lieutenants, 6 sergeants, 1 administrative sergeant, 3 detectives, 16 patrol officers, 2 K-9 units, 4 part-time patrol officers, 8 full-time dispatchers, and 2 animal control officers. The East Lyme Police Department offers a range of services including emergency response, criminal investigations, traffic enforcement, community policing, and public safety education. The Department provides comprehensive services, including emergency response, criminal investigations, traffic enforcement, community policing, and public safety education. In 2023, the East Lyme Police Department achieved **Tier III Accreditation** by the Connecticut Police Officer Standards and Training Council demonstrating its commitment to excellence in policing, accountability and continuous improvement.

The department also maintains strong partnerships with regional and state law enforcement through participation in the **Law Enforcement Council of Connecticut (LECC)**, enhancing inter-agency coordination, joint training initiatives, and shared resources.

CANDIDATE PROFILE

The ideal candidate will be a proven leader and effective communicator with operational expertise and a demonstrated commitment to integrity, public service and community-oriented policing. The Chief of Police must be capable of managing complex organizational demands while building trust both within the department and throughout the broader East Lyme community. Candidates should possess demonstrated experience and capabilities in the following areas:

- Community engagement with a focus on transparency, trust and accessibility
- Team building and promoting a positive, cohesive department culture
- Recruitment, motivation and professional development of department personnel
- Effective personnel management including performance evaluations and accountability systems
- Oversight of training programs and ongoing professional development
- Strategic planning for both short-term operations and long-term organizational goals
- Development and management of operating and capital budgets
- Law enforcement negotiations and effective union relationships
- Development and implementation of departmental policies and procedures
- Preparation of operational, statistical and compliance reports
- Ensuring adherence to professional standards
- Management of police communications and law enforcement technologies
- Cross-departmental collaboration within the Town of East Lyme and with outside agencies

REQUIRED QUALIFICATIONS

Bachelor's degree from an accredited four-year college or university recognized by the U.S. Department of Education (USDE) in the field of public administration, business administration, criminal justice, criminology, law enforcement or related field is required.

A master's degree in a related field and FBI or equivalent advanced training are preferred.

Fifteen or more years of full-time law enforcement experience with at least five years serving at a senior management level such as Deputy Chief of Police or Lieutenant.

Current State of Connecticut Police Officer Standards and Training (POST) Certification, Crisis management and major crime investigation experience ADD IA experience

Valid Connecticut Motor Vehicle Operator's License

Ability to pass a polygraph test and a comprehensive background check, including criminal history and employment verification

Within one year of hire, the successful candidate must reside in East Lyme (preferred) or within 25 miles of East Lyme's borders.

Demonstrated experience in these key areas:

- Personnel management and leadership development
- Crisis management
- Major crime investigation oversight
- Internal affairs investigations
- Budgeting and resource allocation
- Policy development and implementation
- Community engagement and public relations
- Interagency collaboration

ESSENTIAL FUNCTIONS

Leadership and Management

- Provide visionary leadership and strategic direction to the police department
- Make timely, ethical and strategic decisions while inspiring confidence and direction with the department
- Develop, implement and enforce policies and procedures that align with best practices and legal standards
- Plan, organize and direct the operations of the department to achieve established goals and ensure full compliance with local, state and federal laws, regulations and department policies
- Establish effective relationships with the Board of Police Commissioners, the First Selectman and police union management
- Apply strong oral, written, public presentation and interpersonal skills

Community Relations

- Foster transparency, accountability and ethical policing practices
- Develop strong, positive relationships with community members and local organizations
- Maintain open communication and collaboration 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
- Monitor expenditures, enforce internal controls, and ensure compliance with local, state, and federal financial regulations
- Identify and secure external funding sources such as federal grants, state programs, and private partnerships

Personnel Management

- Attract, motivate and retain qualified and diverse personnel who align with the department's values and mission
- Develop staff capabilities, skills and knowledge through effective coaching, training and development
- Establish clear performance standards, conduct evaluations, and address underperformance or misconduct promptly
- Foster a positive and supportive work environment that prioritizes team cohesion and promotes professional growth

Law Enforcement

- Establish and enforce departmental policies, procedures, and standards that guide lawful and ethical policing
- Lead the development and implementation of proactive strategies to reduce crime and enhance community safety
- Collaborate with local, state, and federal law enforcement agencies to share intelligence and ensure compliance with laws and regulations

COMPENSATION AND BENEFITS

Starting annual compensation will be in the range of \$142,000- \$154,000 commensurate with experience and qualifications. The position comes with a competitive benefits package that includes medical, dental, vision and life insurance, Defined Contribution Plan with employer contribution, accrued time off which includes vacation, sick, and personal, as well as the use of a town- provided vehicle.

The Town of East Lyme provides reasonable accommodation to persons with disabilities in accordance with the American with Disabilities Act (ADA). If you need an accommodation in the application process, please contact the Human Resources Director, Stacey Konakowitz, at (860) 443-9926 or skonakowitz@eltownhall.com , prior to the closing date.

As an equal opportunity employer, the Town of East Lyme does not discriminate on the basis of race, color, religious creed, age, marital status, national origin, ancestry, sex, sexual orientation, genetic information, gender identity or expression, disability (including pregnancy), status as a Veteran, or any classification protected by state or federal law.