

Town of Groton, CT
Chief of Police/Public Safety
\$139,334 – \$195,068 DOQ



The Town of Groton is excited to present the opportunity to serve as its next **Chief of Police/Public Safety**. We are looking for an innovative, collaborative, and proactive individual to join our Leadership Team. You will have the responsibility to shape and drive the next chapter of our POSTC (State) and CALEA accredited Police Department, one of just a few in Connecticut to receive this international accreditation.

The Community

Groton, known as the “Submarine Capital of the World”, is located on the shoreline in southeastern Connecticut and is home to a diverse community that celebrates inclusivity. The Town is active in economic development and diversification, and is conveniently located midway between New York and Boston. Groton boasts diverse educational options, historic sites, attractions, and outdoor spaces, for a balanced quality of life. The Town is also home to a portion of Mystic, which was ranked as the fourth top tourist destination in the U.S. in 2023 and the only town in New England to make the list.

Groton operates under a Town Council – Town Manager – Representative Town Meeting (RTM) structure, with 267 full time team members. With a population of 38,000, a Town side budget of \$47.5M, an AA+ rating, 16,000 households and land area of 31 square miles. The town offers robust opportunities in a variety of industries, including Electric Boat, Pfizer, and the Naval Submarine Base New London.

The Department

With an operating budget of \$11.8M, the Police Department consists of 92 full time team members, of which 71 are sworn full-time Officers, 13 Full-time Telecommunicators, Animal Control Officers, and civilian support staff. Full service municipal law enforcement agency with multiple patrol districts and specialized assignments.

The Department is a leader in meeting public safety needs and emergency management responsibilities. It was the first agency, locally, to adopt body worn cameras and to establish Community Support Specialists to complement the department's work. Numerous divisions, including patrol, dispatch, and criminal investigations, contribute to successful service to the community. The Department also has community policing, K-9, Marine, Training, and Accreditation units. The Department partners with two political subdivisions, and works with multiple special fire districts and ambulance services.

With a number of community outreach programs in place, the Department operates under these Core Values: Integrity, Compassion, Loyalty, Trustworthiness, Honor, Community.



The Position

The Chief reports to the Town Manager as an essential member of the leadership team and provides engaged leadership and presence in navigating critical incidents and emergency management. The Chief is expected to have the capacity to flex from presenting to the Town Council, to partnering with the Board of Education on student safety, to working with community partners to navigate complex solutions, and serving as a collaborative member of the Town's Leadership Team.

The Police Chief will lead by example, highlighting our core values, while balancing efficient and proactive operations, with a focus on the following key responsibilities:

Leading and developing the organization

Strengthen professional development, succession planning, accountability, and team member engagement.

Recruiting and retaining exceptional personnel

Develop innovative approaches to attracting and retaining qualified officers in a competitive labor market.

Strengthening community trust

Build meaningful relationships with residents, businesses, schools, elected officials, and community organizations.

Planning for the future

In partnership with appropriate Department Heads, develop a multi-year strategic plan addressing staffing, technology, facilities, fleet, training, and emerging public-safety needs.

The successful candidate will be:

- A Strategic Leader
Thinks beyond day-to-day operations and can develop and execute a long-term vision.
- A People Leader
Builds trust, develops team members, holds people accountable, and creates a culture of professionalism and respect.
- A Community Partner
Is visible and accessible and understands that effective policing depends upon strong community relationships.
- A Strong Communicator
Can communicate effectively with officers and other team members, elected officials, residents, the media, and other stakeholders.
- A Collaborative Executive
Works effectively with the Town Manager, department heads, unions, regional partners, and other public-safety agencies.
- An Ethical Professional
Demonstrates sound judgment, integrity, transparency, and a commitment to fair and equitable policing.



Officer Wellness Week

The Town of Groton Police Department thanks the businesses, organizations, and individuals who donated their time and services to make this important week a success!

Qualifications

Four-year undergraduate degree in a related field and a minimum of ten (10) years' experience in an organized police department of at least fifty (50) members. At least eight (8) years of progressively increasing supervisory experience at the rank of sergeant or above, with at least three (3) of those years at the rank of lieutenant or above, with preference given to those with at least one (1) year at the rank of captain or above. Preference will be given to candidates possessing a Master's degree in criminal justice administration, leadership, management, public administration or a closely aligned field and/or successful completion of the Federal Bureau of Investigation National Academy or similar executive command-level training. Preference will be given to candidates with at least two (2) years of executive-level leadership at the rank of captain, deputy chief, or above. A combination of training, education and experience demonstrating the ability to perform all aspects of the position may be considered in lieu of the stated requirements.

Must comply with all CT POST-C certifications and regulatory standards before appointment to this position, and maintain such certifications. Must possess and maintain a valid Motor Vehicle Operator's License and must maintain ability to carry and utilize firearms.



Total Rewards

In addition to a range of \$139,334 – \$195,068 per annum, depending on candidate qualifications, the Town is pleased to offer the following additional benefits.

- High Deductible Health Plan, Dental, and Vision
- Employer HSA contribution
- Traditional Defined Benefit Pension, or 457 Defined Contribution, Retirement Plan
- Optional Deferred Compensation plans (Roth IRA or 457(b))
- Employer sponsored life insurance
- Tuition reimbursement
- Employee Assistance Program
- Wellness activities and resources
- Generous accrued leave time (Vacation and Sick)
- 13 Paid Holidays
- Professional Development Opportunities
- The Town is an eligible Public Service Loan Forgiveness employer

To apply/The process

Visit www.groton-ct.gov to submit the following required materials: A fully completed Town application, a complete resume, and a cover letter. The position will remain open until filled, with priority given to application packages received by **September 24, 2026**, when the first review of applicants will take place.

Candidates may be required to participate in the following as part of the recruitment process: An Executive assessment process, a scored oral examination, multiple rounds of interviews with stakeholders, a Town Manager selection interview.

Confidentiality: The Town recognizes that individuals currently employed in law enforcement may have legitimate concerns about the confidentiality of their candidacy. Candidate information will be maintained as confidential to the extent permitted by Connecticut law. References and current employers will not be contacted without the candidate's authorization.

Individuals with disabilities who will need reasonable accommodation to complete the selection process should inform the Human Resources Department on or before the application submittal. Documentation supporting the need for this accommodation may be required. Criminal background, polygraph, psychological, negative drug test, driving record and other requirements per POSTC as required, will be completed prior to employment.

____*Arnetia Green*_____

Arnetia Green
Director of Human Resources/Risk Management



The mission of the Town of Groton Police Department is to deliver professional, courteous and efficient police services to the citizens and visitors of our community. We are committed to working in partnership with our community, to provide quality and effective programs for the preservation of peace, prevention of crime, apprehension of criminals and the protection of property so all may enjoy a peaceful quality of life in Groton.

[Town of Groton](#) | [PD Website](#) | [Facebook](#)