

Friday, Sept. 27, 2024

## Mayor's Newton Update



I have great respect for Chief Carmichael and deep gratitude for his service to the Newton Police Department and our community.

In May of this year, Chief Carmichael needed a leave of absence, and he has now decided to step down from his position as our Chief of Police effective September 27, 2024.

I was honored to appoint Chief John F. Carmichael as our 19th Chief of Police in June 2021. He brought to Newton 35 years of experience in the U.S. Army and local police departments. This included more than a decade as a Deputy Police Chief and Police Chief of the Walpole Police Department.

Chief Carmichael immediately made a positive impact on the Newton Police Department. Working closely with members of NPD, he enhanced community engagement (with our Community Resource Dog Leo, and Positive Tickets: Catching Kids Doing Right, being two wonderful examples).

Chief Carmichael paid close attention to the recommendations of the Newton Police Reform Task Force and looked across Massachusetts and the country to prioritize 21st Century Policing that would be effective here in Newton.

Chief Carmichael co-chaired our newly created Community Crisis Intervention Team (CCIT), our first drug and alcohol prevention coalition. The Chief paid particular attention to officer training in crisis intervention. He signed onto the IACP One Mind Campaign, updated policies on mental health response and provided more training to officers in crisis intervention and mental health first aid. He transformed the Department's first co-response problem-oriented policing efforts into a formal unit which consists of a police officer and clinician responding to mental health related calls, substance abuse, and unhoused persons.

Chief Carmichael implemented the Department's plan to train and prepare officers in de-escalation tactics with Project ABLE (Active Bystander in Law Enforcement). He expanded the training to include Integrating Communications & Tactics (ICAT) and a new state of the art scenario-based simulation training machine.

Chief Carmichael included both uniform and civilian staff in his thinking. He worked on many fronts to support employee wellness and mental health and to help them grow in their positions. He expanded upon officer wellness through

Critical Incident Stress Management (CISM) and by updating a fitness space in police headquarters for all staff.

Chief Carmichael invested in the staff, training, equipment, technology and software supporting the NPD's Information Technology (IT) capabilities. He encouraged leadership training for future leaders through the FBI LEEDA program. He led the Department in implementing the Peace Officer Standards and Training Commission (POST) reforms, updating policies to align with POST and certifying the officers and department through POST mandates. With his deep respect for the First Amendment, constitutional and civil rights, combined with his encyclopedic knowledge of the laws and principles of policing, Chief Carmichael helped our city navigate many challenges by enforcing laws in a compassionate and respectful manner.

I am beginning the process of filling the Chief of Police position in accordance with the City of Newton Special Legislation.

I am very grateful to Acting Chief George McMains who has taken on extraordinary responsibilities. He is an effective, exemplary and selfless leader.

On behalf of the City, I wish Chief Carmichael all the best and thank him for his service.

Mayor Ruthanne Fuller



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