

# Chief of Police

NEWTON POLICE DEPARTMENT

NEWTON, MASSACHUSETTS | MAYOR RUTHANNE FULLER



**Chief of Police  
Newton, Massachusetts  
An IACP Executive Search Opportunity**

**APPLICATION DEADLINE: FEBRUARY 5, 2021**

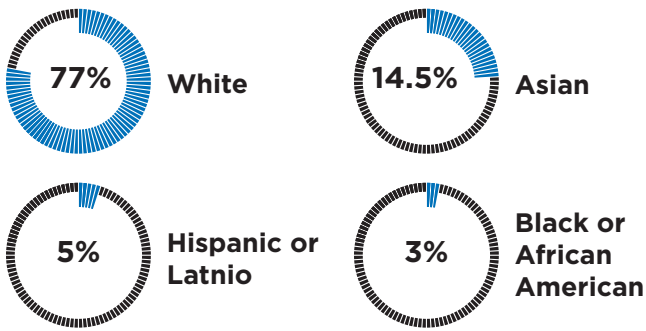


The City of Newton, Massachusetts is currently seeking applications for the position of Chief of Police. The successful candidate will have a proven track record of exceptional integrity and demonstrated leadership, effective management capacity, and excellent interpersonal skills to lead the dedicated members of the Newton Police Department as a professional and community-focused agency.

## THE CITY OF NEWTON

The City of Newton is a wonderful place to live and work. Newton has safe and attractive neighborhoods, an excellent public school system, an active community life, multiple transportation systems, proximity to Boston (one of Newton’s neighboring communities), and a well-managed and financially strong City government.

The City of Newton has a population of approximately 88,900, with 32,600 housing units and occupies a land area of 18.3 square miles. Approximately 72% of all households in Newton are families while the population of older adults is continuing to grow.



Newton is special in many ways. It is home to a variety of private secondary and post-secondary schools including a portion of Boston College, Lasell University, William James College, Hebrew College, and the UMass Amherst - Mount Ida Campus. (Their combined student enrollment is approximately 17,000 students.) The longest stretch of the Boston Marathon runs through the City, including the well-known Heartbreak Hill. Newton-Wellesley Hospital, part of the Mass General Brigham health care system, serves as an important partner, especially during the pandemic.

In September 2018, Newton was again ranked #1 in Massachusetts as the best place to live and #12 in the U.S.

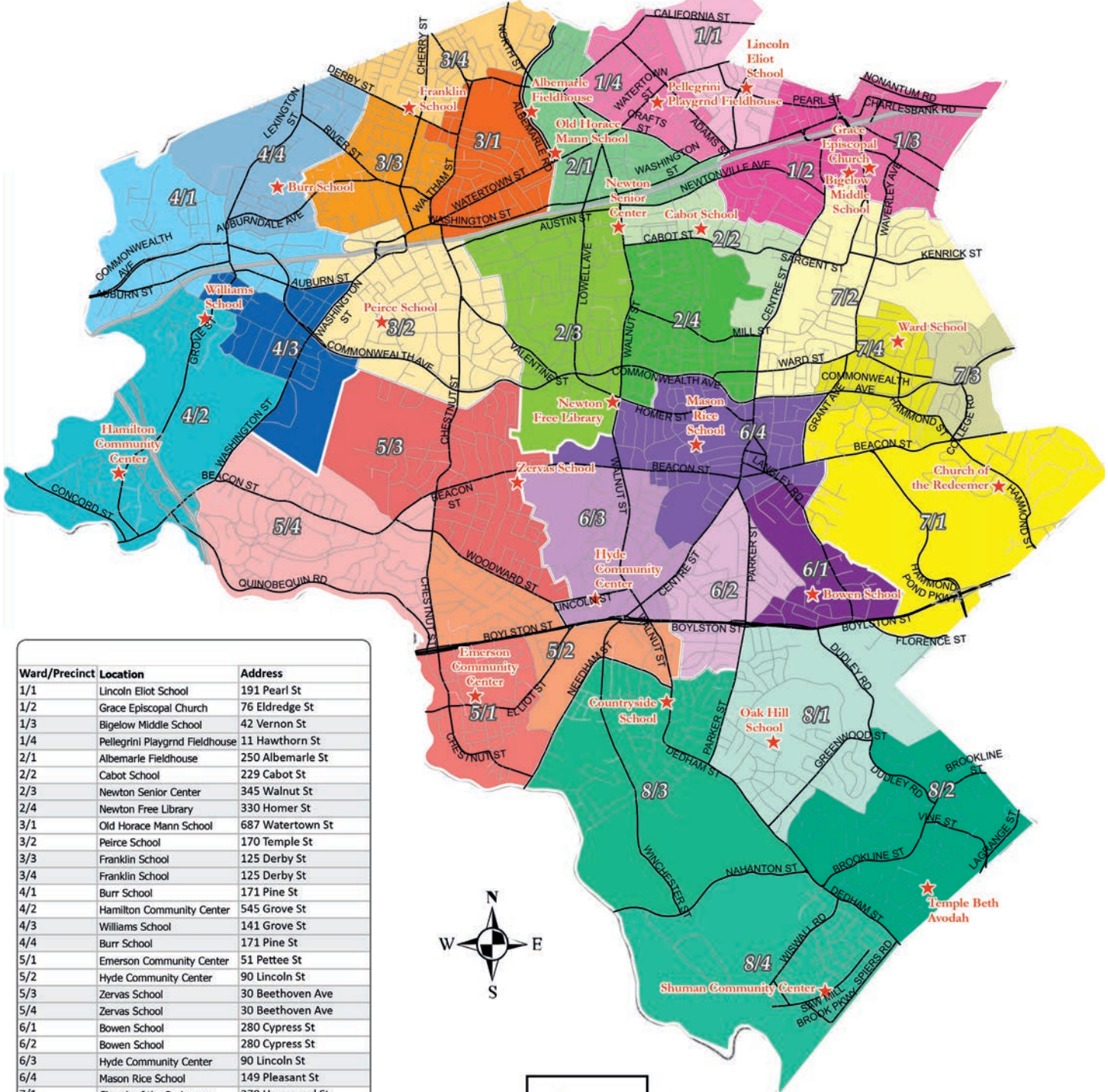
A graphic showing a white outline of the state of Massachusetts with the number "#1" inside, and a white outline of the United States with the number "#12" inside, set against a dark grey background.

Newton is principally suburban-residential in character. Unlike many other communities that are established around a single Main Street or downtown, Newton is comprised of thirteen distinctive villages. Newton has a diversified economic base with **approximately 4,700 establishments employing approximately 79,500 people.** Commercial uses only occupy 4.1% of the City’s land area.

Newton is a very safe city with very low rates of major crimes and has been designated as the third safest city in the country by Safewise.com. This is true in part because the City has a nationally accredited Newton Police Department.

# WARDS AND PRECINCTS

## City of Newton, Massachusetts



Ward/Precinct	Location	Address
1/1	Lincoln Eliot School	191 Pearl St
1/2	Grace Episcopal Church	76 Eldredge St
1/3	Bigelow Middle School	42 Vernon St
1/4	Pellegrini Playgrnd Fieldhouse	11 Hawthorn St
2/1	Albemarle Fieldhouse	250 Albemarle St
2/2	Cabot School	229 Cabot St
2/3	Newton Senior Center	345 Walnut St
2/4	Newton Free Library	330 Homer St
3/1	Old Horace Mann School	687 Watertown St
3/2	Peirce School	170 Temple St
3/3	Franklin School	125 Derby St
3/4	Franklin School	125 Derby St
4/1	Burr School	171 Pine St
4/2	Hamilton Community Center	545 Grove St
4/3	Williams School	141 Grove St
4/4	Burr School	171 Pine St
5/1	Emerson Community Center	51 Pettee St
5/2	Hyde Community Center	90 Lincoln St
5/3	Zervas School	30 Beethoven Ave
5/4	Zervas School	30 Beethoven Ave
6/1	Bowen School	280 Cypress St
6/2	Bowen School	280 Cypress St
6/3	Hyde Community Center	90 Lincoln St
6/4	Mason Rice School	149 Pleasant St
7/1	Church of the Redeemer	379 Hammond St
7/2	Bigelow Middle School	42 Vernon St
7/3	Ward School	10 Dolphin Rd
7/4	Ward School	10 Dolphin Rd
8/1	Oak Hill School	130 Wheeler Rd
8/2	Temple Beth Avodah	45 Puddingstone Ln
8/3	Countryside School	191 Dedham St
8/4	Shuman Community Center	675 Saw Mill Brook Pkwy

**POLLING LOCATIONS ARE OPEN FROM 7 AM TO 8 PM**



The information on this map is from the Newton Geographic Information System (GIS). The City of Newton cannot guarantee the accuracy of this information. Each user of this map is responsible for determining its suitability for his or her intended purpose. City departments will not necessarily approve applications based solely on GIS data.



CITY OF NEWTON, MASSACHUSETTS  
 Mayor - Ruthanne Fuller  
 Map Date: October 16, 2020

# CITY GOVERNMENT

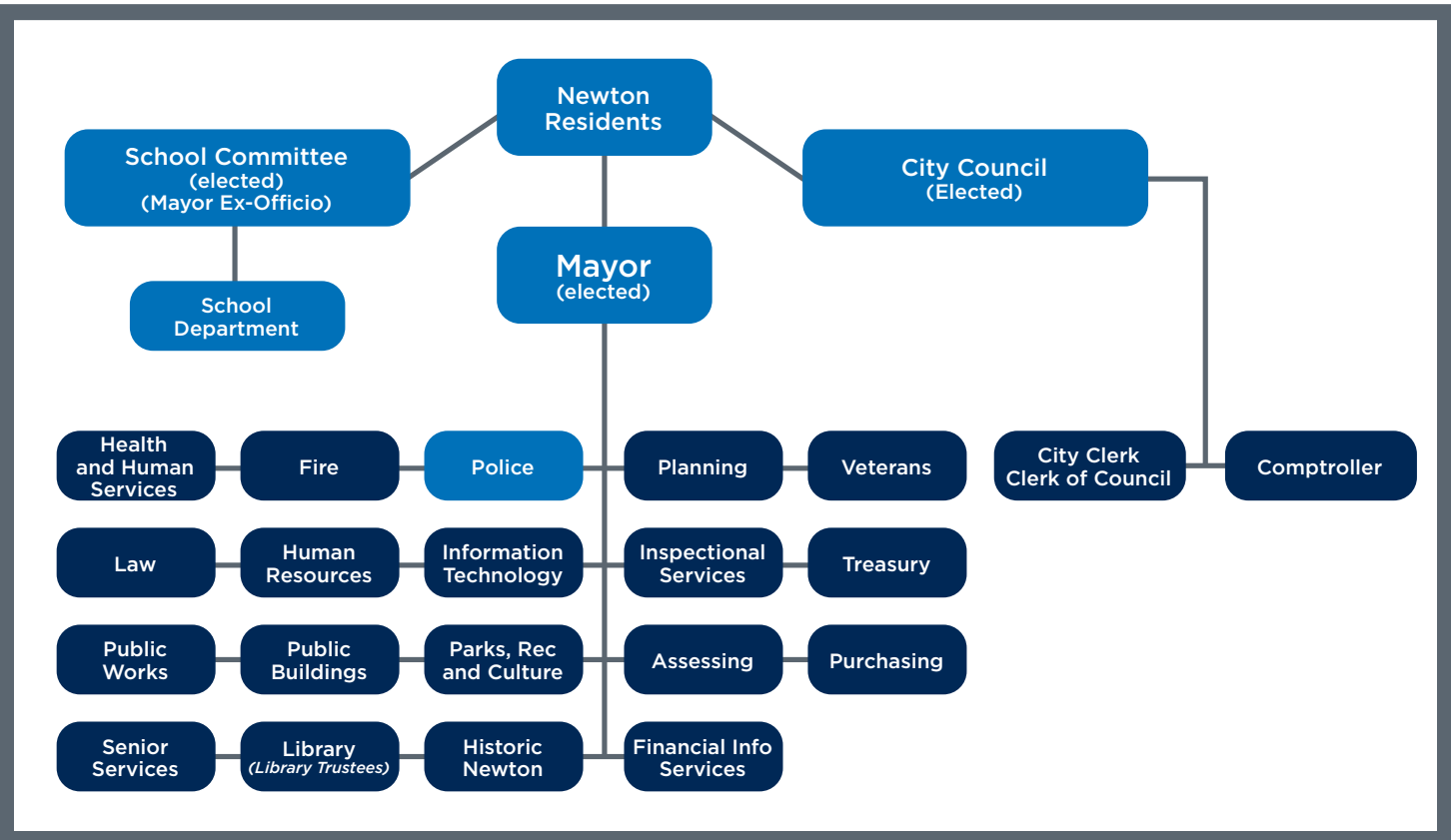
Newton has what is known as a “strong Mayor” form of government with the Mayor having the executive and administrative powers of the City. The legislative branch is comprised of 24 City Councilors, sixteen of which are elected city wide and eight from the eight wards. In addition, there is an elected School Committee with eight members with the Mayor serving ex-officio on the School Committee with full power to vote.

## The Chief of Police is Appointed by and Reports to the Mayor.

Mayor Ruthanne Fuller was sworn in on January 1, 2018 after serving on the City Council. She ran on a platform of providing Newton’s children with a top-notch education in an inclusive environment where empty nesters, seniors, young families, and people of diverse incomes can live

together in vibrant villages and neighborhoods. She is committed to keeping Newton safe, improving the city’s infrastructure, addressing climate change, providing excellent and responsive city services, and fostering art, culture and community life. During the pandemic, she has led with a steady hand and compassionate heart as residents and businesses faced the health and economic fallout from the pandemic. The first female Mayor of Newton, she is a tireless advocate for all the city’s residents and is committed to making sure the city is welcoming, inclusive and diverse.

The City of Newton was evaluated by Moody’s Investors Services in February 2020 and assigned its highest rating of AAA. Newton was thus well-positioned to weather the pandemic and economic downturn.





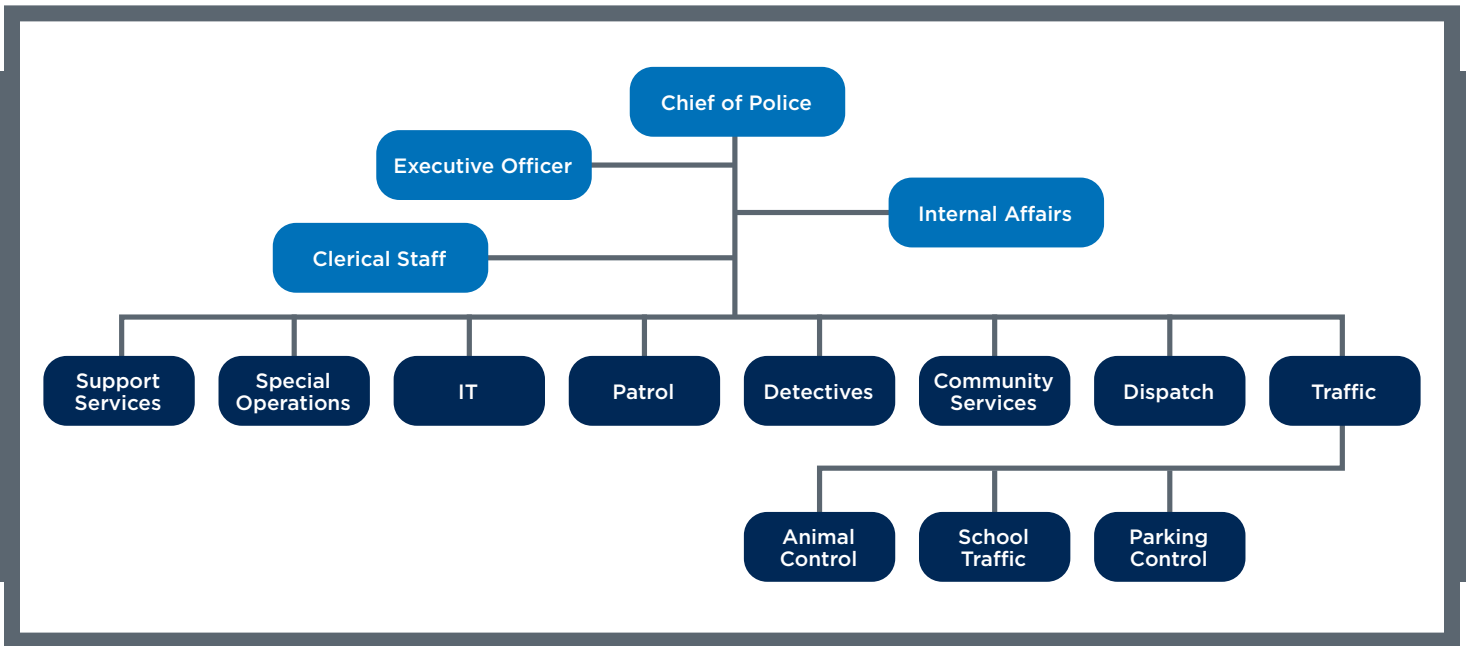
# NEWTON POLICE DEPARTMENT

The Newton Police Department (NPD) is a community-orientated police department that is committed to improving the quality of life for all residents by delivering fair, just, respectful, safe and effective policing. NPD is dedicated to the organizational philosophy of community policing and community engagement and this philosophy is embedded throughout each Bureau and all officers and staff.

NPD is committed to continuously building effective, ongoing, and sustainable relationships and strong partnerships based on trust and a spirit of cooperation with all members of the community. This includes, but

is not limited to residents, business people, faith-based groups, community organizations, government officials, and the public, private, and higher education schools.

The department's FY21 total operating budget is \$23 million (and its budget in FY16 was \$20 million). NPD has 149 sworn officers and 47 civilian staff along with 52 part-time employees providing school crossing guard services. It is comprised of the following assignment-based core groups designated as Bureaus: Patrol; Detective; Dispatch; Traffic; Special Operations; Support Services; and Community Services.



## Department Highlights

- Nationally accredited and has earned the “Advanced” designation by The Commission on Accreditation for Law Enforcement Agencies (CALEA).
- Member of the Northeast Metropolitan Law Enforcement Council (NEMLEC) with the department is considered a Major City Law Enforcement agency by the Massachusetts Major City Police Chiefs Association (MMCC).
- Recipient of the Commonwealth of Massachusetts Executive Office of Public Safety and Security’s Challenge Award for excellence in Traffic Programs and overall Traffic Safety.
- Employs a fulltime non-sworn clinical social worker to further the innovative model of addressing mental health issues directly as a primary co-response team to optimize the delivery of this important service to those in crisis.

## Calls for Service

In 2019, the department received 36,528 calls for service, averaging approximately 100 per day.

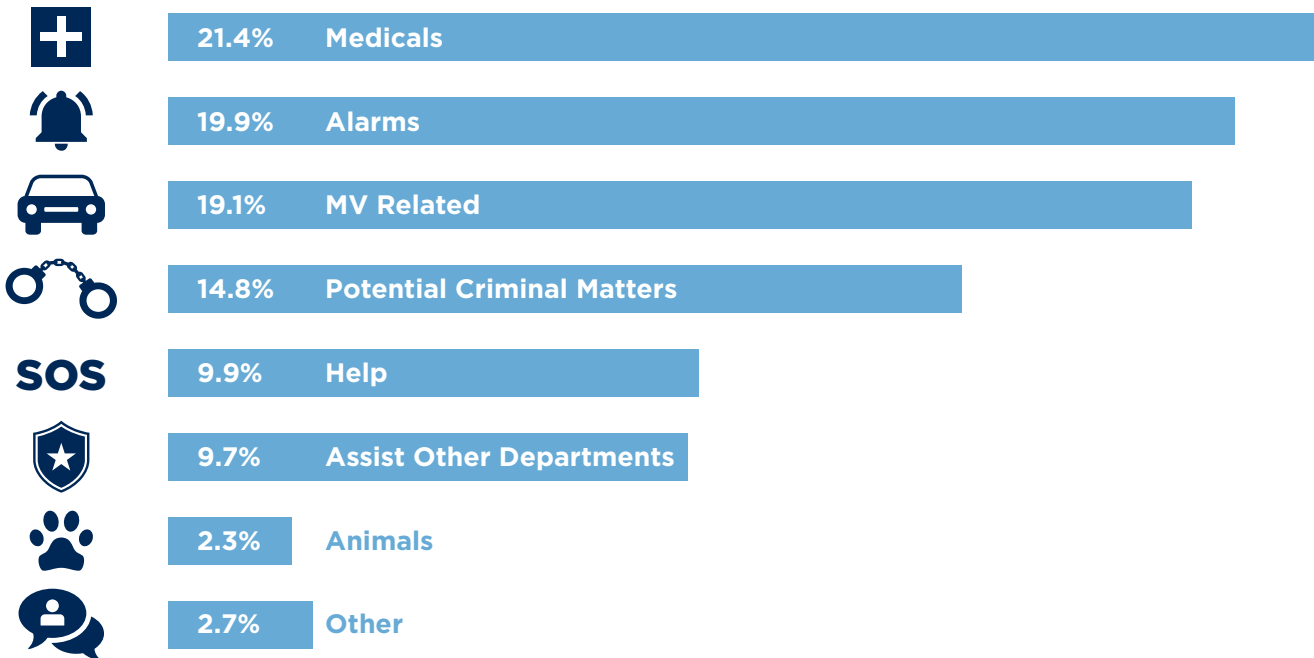


### Part 1 Crime Data

Crime Type	2018	2019	Change	% Change
<b>Violent Crime</b>				
Murder and nonnegligent manslaughter	0	0	0	0%
Rape	3	4	1	33.3%
Robbery	5	10	5	100%
Aggravated assault	50	35	-15	-30.0%
<b>Property Crime</b>				
Burglary	72	75	3	4.2%
Larceny-theft	540	424	-116	-21.5%
Motor vehicle theft	17	11	-6	-35.3%
Arson	2	1	-1	-50%
<b>Total</b>	<b>687</b>	<b>559</b>	<b>-129</b>	<b>-18.7%</b>

Source: FBI UCR Reports for 2018 and 2019

### Police Incident Types



## THE CHIEF OF POLICE

The Chief of Police serves as the Chief Executive Officer of the Newton Police Department. The Chief is expected during the next chapter of this strong Department's history to fully embrace and ensure the implementation of its mission of improving the quality of life for all residents by delivering fair, just, respectful, safe and effective policing. In addition to holding direct responsibility for the administration and general conduct of all NPD community policing activities and holistic crime prevention initiatives, the department's next Chief will assist the City of Newton and Mayor Fuller with community-driven programs and initiatives that support the full spectrum of needs of Newton's residents.

The ideal candidate will be an adaptive leader committed to continuous improvement. The candidate will be capable of inspiring trust and confidence with people in all of Newton's diverse villages, as well as earning the respect and confidence of both sworn and civilian employees.

The next Chief must foster a culture of self-examination and constant improvement within the Department. The Chief will be expected to have exceptional communication skills, and cultural sensitivity, in order to respond effectively to any and all concerns raised by an informed and engaged public.

In addition, the next Chief must be a reform-minded leader, able to build trust and nurture legitimacy by actively seeking to improve continuously the policing model and embracing and advancing the principles of procedural justice. Moreover, the Chief will demonstrate a deep commitment to ensuring the department's culture embraces a guardianship, rather than a warrior, mindset.

The chief shall be appointed to a term of five years, and subject to renewal at the end of that five-year period.



## Needs and Expectations

The Chief of Police is expected to strive to accomplish the following needs and expectations in the community:

- Work in sync with Mayor Fuller to **ENSURE FAIR, SAFE AND EFFECTIVE COMMUNITY POLICING** and a police force deeply engaged with the community.
- Focus on **CONTINUED, DELIBERATE, MISSION-DRIVEN IMPROVEMENT OF THE DEPARTMENT** with an eye toward not only preventing crime, solving problems and enforcing the law but also building partnerships with and enhancing the quality of life for the city's 88,000 residents, hundreds of businesses and other vested members of the community.
- **RECOMMEND A CLEAR AND UNIFIED VISION** for the department to Mayor Fuller along with specific goals, objectives and action plans designed for the overall success and continuous improvement of the organization in serving the public effectively in the changing environment of policing.
- Be thoroughly committed not only to the profession and to the department, but to the entire community of Newton by **ENSURING THE HIGHEST LEVEL OF RESPONSIVENESS, TRANSPARENCY AND ACCOUNTABILITY** within the entire organization.
- Have the **ABILITY AND CAPACITY** to be adaptive and flexible, responsive to all concerns, accessible and approachable, transformational in leadership and an ever creative, astute problem-solver.
- Hold herself/himself/themselves and others to the values of **INTEGRITY**, transparency, proactivity, innovation, equity, accountability, compassion, excellence, and responsiveness.
- **DEVELOP AND MAINTAIN** effective working relationships with the City Council, heads of other city departments, representatives of outside agencies, and the public.
- **HAVE EXTENSIVE KNOWLEDGE** of complex urban-suburban environments and **A DEEP COMMITMENT** to equitably serving and working with all spectrums of multi-racial, multicultural, and socioeconomically diverse communities.
- Possess a relentless **COMMITMENT TO TRAINING AND PROFESSIONAL STANDARDS**. The candidate should place an emphasis on implicit bias training, procedural justice, restorative justice, de-escalation pertaining to use of force options and police legitimacy.
- Promote **DE-ESCALATION** and disengagement tactics in conformance with the recent passing of Police Reform Legislation in Massachusetts.
- Be **TRANSPARENT AND ACCOUNTABLE** by developing a platform (e.g., updated website tab, annual report) that communicates such information as the statistical use of force data, stops, searches and arrests, and internal complaint findings by designated classifications.
- Develop and maintain a robust **COMMUNICATIONS** platform for reaching out to and informing the public, city government partners and the news media in a timely and transparent manner regarding all issues of immediate concern.



## Knowledge, Skills, and Abilities

Key characteristics and competencies shall include but are not limited to the following:

- **COMPREHENSIVE KNOWLEDGE** of the principles, practices, methods, and equipment employed in fair, just, respectful, safe and effective policing.
- **DEMONSTRATED ABILITY** to build and sustain positive external community relationships and internal relationships within the department and across City departments.
- Skilled at building on previous successes, while being **FORWARD THINKING**, driving for improvement, creating organizational change and creating a positive culture that embraces best practices and policies in policing, including the role of police in areas such as mental and behavioral health crisis responses.
- **ABILITY** to lead, supervise, develop, listen to and effectively support a diverse workforce.
- **ABILITY** to maintain and enhance officer and staff morale, health, well-being and safety.
- Ability to work closely with the two labor unions and to **MANAGE EFFECTIVELY** these important workplace relationships and the legal implications and duties that are imposed by Massachusetts General Laws Chapter 150e.
- **DEEP UNDERSTANDING** of robust internal and external accountability systems for department members.
- **KEEN UNDERSTANDING OF DIVERSITY, EQUITY, AND INCLUSION AND BIAS-FREE POLICING** and how it relates to every facet of the department, including hiring, training, and promoting as well as practices, policies, procedures, decisions, conduct, and assignment allocations of the Newton Police Department.
- **DEMONSTRATED ABILITY** as an inclusive, collaborative leader who works well with people throughout the community, including people of color, youth, people with disabilities, older residents, and people with mental health or substance use issues.
- **STRONG UNDERSTANDING OF AND EXPERIENCE** with innovative technology, analytically based decision-making, and collecting, using and sharing data and information.
- **EXCELLENT COMMUNICATIONS SKILLS**, including the ability to speak effectively to a wide range of people and groups, to write well and to engage as an active listener.
- **EXCEPTIONAL** customer service, negotiation, and conflict resolution skills.
- **KNOWLEDGE** of budget development, grant administration and allocation of personnel resources and equipment.
- **DEMONSTRATED ABILITY** to manage limited resources productively and in an effective and efficient manner that optimize customer satisfaction.

## Qualifications

**Minimum:** Bachelor's degree, preferably in management, criminal justice, or related field from an accredited college or university. A minimum of fifteen (15) years of experience in the police profession as a sworn officer, with at least eight (8) years at the command level (Lieutenant, Captain, Deputy Chief, or Chief) or management position at a medium to large size police department (approximately greater than or equal to 75 sworn officers and serving a population of 40,000 or more).

**Preferred:** Master's degree and or demonstration of continued professional development such as graduation from a nationally recognized police management program, such as the FBI *National Academy* in Quantico, VA, Southern Police Institute, Northwestern University School of Police Staff and Command, PERF's *Senior Management Institute for Police* (SMIP), Harvard University's *Senior Executives for State and Local Government* Program, or a comparable advanced police management training program.

**Licenses:** Possession of a valid motor vehicle operator's license. Possession of (or ability to possess) a Massachusetts License to Carry a Firearm; training and qualification in the use of firearms.

**Certification:** Certification as a full-time officer in accordance with the Municipal Police Training Committee (MPTC).

**Residency:** The Chief shall reside within fifteen (15) miles of the Newton city limits.

**Special Requirements:** Ability to pass physical, physical agility, and psychological exams and a comprehensive background check.

## Salary and Benefits

\$200,000 to \$215,000 total salary compensation, commensurate with experience, plus a comprehensive benefits package.

## APPLICATION PROCESS

The International Association of Chiefs of Police is assisting the search process. Submit resume and letter of interest via email to [NewtonMAChief@theIACP.org](mailto:NewtonMAChief@theIACP.org). Please include **"Newton Executive Search"** in the subject line.





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International Association of  
Chiefs of Police

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