



Public Safety & Transportation Committee Agenda

City of Newton In City Council

Thursday, May 6, 2021

Note: New Date

7:00 PM

The Public Safety & Transportation Committee will hold this meeting as a virtual meeting on Thursday, May 6, 2021 at 7:00 pm. To view this meeting using Zoom use this link: <https://us02web.zoom.us/j/83944394046> or call 1-646-558-8656 and use the following Meeting ID: **839 4439 4046**

Item Scheduled for Discussion:

- #159-21 **Appointment of John F. Carmichael Jr. as Chief of Police**
HER HONOR THE MAYOR in accordance with Chapter 279 of the Acts of 1992 and Sec. 3-3 and 3-4 of the City Charter, appointing JOHN F. CARMICHAEL JR. as Chief of Police.

Respectfully submitted,

Andreae Downs, Chair

The location of this meeting is accessible and reasonable accommodations will be provided to persons with disabilities who require assistance. If you need a reasonable accommodation, please contact the city of Newton's ADA Coordinator, Jini Fairley, at least two business days in advance of the meeting: jfairley@newtonma.gov or (617) 796-1253. The city's TTY/TDD direct line is: 617-796-1089. For the Telecommunications Relay Service (TRS), please dial 711.



Ruthanne Fuller
Mayor

City of Newton, Massachusetts
Office of the Mayor

#159-21

Telephone
(617) 796-1100

Fax

(617) 796-1113

TDD/TTY

(617) 796-1089

Email

rfuller@newtonma.gov

APR 26 2021
11:11 AM

Honorable City Council
Newton City Hall
1000 Commonwealth Avenue
Newton, MA 02459

Honorable City Councilors:

I respectfully submit this docket item to this Honorable Council requesting the approval of the appointment of John F. Carmichael Jr. as Chief of the Newton Police Department.

Chief Carmichael will come to Newton after spending the last five years as Chief of the Walpole Police Department. He has a proven track record of embracing and implementing the principles underlying NPD's mission of improving the quality of life and supporting the full spectrum of needs for all residents by delivering fair, just, respectful, safe and effective policing.

Over the past six months, I have been grateful for the help of so many as we undertook a wide search, a thorough review and careful consideration to find a highly capable person committed to equity, excellence and responsiveness in policing. Input came from a wide range of residents, members of the Newton Police Department, representatives of the City Council, and Department Heads - including the Superintendent of the Newton Public Schools. I want to thank, in particular, our Police Selection Committee, our search firm, and its lead participant, Chief Brian Kyes of Chelsea, MA.

My selection criteria were influenced by the work of the Newton Police Reform Task Force, the internal Newton Police Department Review Committee and the important discussions throughout the country and the Commonwealth on the future of policing. Chief Carmichael has a proven track record of moving the Walpole Police Department forward based on collaborative partnerships between the department and people across the community. He has consistently led with the philosophy of treating people with fairness, dignity and respect. He insists on decision making that is impartial and unbiased as well as transparent and open.

Chief Carmichael honors and welcomes inclusivity, including resident input in setting the agenda for the police department. As Chief in Walpole, a department which is not part of the civil service system, he intentionally increased the diversity of its members. His strategic plan for the Walpole Police Department purposefully embraces the philosophy of 21st Century policing and weaves together reform with building trust and police legitimacy with the community and a problem-solving approach that focuses on the root cause of incidents.

The Chief thinks broadly, brings a curious mind to best practices, and believes in continuously improving policing. For example, the Walpole Police Department has already trained nearly every officer in Crisis Intervention Training and has a well-established Community Crisis Intervention Team. Most importantly, John Carmichael is a person of integrity who leads with compassion.

Chief Carmichael began his career with his dedicated service in the United States Army Military Police Corps, then transitioned to becoming a dispatcher for police, fire and EMS in Medfield before serving as a police officer, sergeant, Deputy Chief and, since July 2015, as the Chief in Walpole, Massachusetts. He has earned both a Bachelor of Science in Law Enforcement and a Master of Arts in Criminal Justice. He also completed the FBI National Academy for Law Enforcement in 2012.

Thank you for your consideration of this matter.

Sincerely,

A handwritten signature in black ink that reads "Ruthanne Fuller". The signature is written in a cursive style with a large initial "R".

Mayor Ruthanne Fuller



EXECUTIVE SEARCH

Applicant for Newton Chief of Police

John F. Carmichael Jr.

PROFESSIONAL EXPERIENCE

Chief of Police, Walpole MA. Police Department **July 2015 – Current**

Established a progressive community-oriented police department, which embraces the tenets of 21st Century Policing, and community-policing, problem solving-oriented philosophy.

Deputy Chief, Walpole MA. Police Department **Nov. 2010 – July 2015**

Assumed role as the Executive Officer of the Walpole Police Department; managing all facets of patrol, investigations and administration of the organization.

Detective Sergeant, Walpole Police Investigations Unit Commander **Dec. 2009 – November 2010**

Supervised six specialized investigators including Case Detectives, Narcotics Detectives, Police Prosecutor, and School Resource Officers. Oversight and management of all criminal investigations, narcotics investigations, confidential informant management, search warrants, evidence custodian responsible for evidence & property management, case assignment and management, operations plans, asset forfeiture, sex offender tracking & compliance and overall operations of the unit.

Patrol Sergeant, Walpole Police Department Shift Supervisor **June 2007 – January 2010**

Supervised, coached, guided and directed a span of control of 5-7 Police Officers, and on-duty Police Dispatchers on an assigned shift.

Patrol Officer, Walpole Police Department **October 1996 – June 2007**

Assigned as a Mobile Operations (MOP) Officer on motorcycle, DARE Officer, Rape Aggression Defense (RAD) Officer, Elder Services Officer, Bicycle Patrol, Honor Guard, Detective, and Warrant Apprehension Team. Proactive officer with primary focus on Community Policing Initiatives and Problem-Solving Oriented Policing.

Patrol Officer, Medfield Police Department **August 1993 – October 1996**

Assigned as the first Community Policing - Bicycle Patrol Officer for the Medfield Police Department. Began focus on Drug Abuse Resistance Education.

Police Dispatcher, Medfield Police Department **July 1989 – October 1993**

Handled 911 calls, dispatching and communications for Police, Fire and EMS. Maintained police blotter and walk-in police business.

Soldier - United States Army - Military Police Corps **March 1986 - March 1989**

Worked primarily as a Garrison Military Police Soldier & Field Rear Security, enforcing laws, rules & regulations governed under the Uniform Code of Military Justice (UCMJ).

Norfolk County Police Anti-Crime Task Force (NORPAC)**2010 - Current**

Member of the NORPAC Command Staff. Experience as a task force supervisor collaborating with fifteen law enforcement agencies, with primary mission being drug enforcement, as well as organized crime, serial crime, violent crime, and fugitive apprehension. Collaborates with local, state and federal agencies, including the Boston Drug Control Unit (DCU), the Massachusetts State Police, the Drug Enforcement Administration (DEA), the Federal Bureau of Investigation (FBI), and the Norfolk County District Attorney's Office.

EDUCATION

Master in Arts in Criminal Justice, Curry College, Milton MA. August 2009. Master's Thesis completed on the Decriminalization of Marijuana in the U.S.

Bachelor of Science in Law Enforcement, Western New England University, Springfield MA. July 2000.

PROFESSIONAL DEVELOPMENT & TRAINING

Federal Bureau of Investigation - National Academy, Class #248, Quantico VA. January 2012 - March 2012. Concentration on Ethics, Leadership, Emotional Intelligence, Criminal Investigations, Public/Media Relations, and Contemporary Drug Issues Facing Society.

Foxborough Municipal-State Police Academy, 17th MPOC, Massachusetts Criminal Justice Training Council, Oct. 1993. Completed Police Officer Basic Training sponsored the Massachusetts Criminal Justice Training Council, now the Massachusetts Police Training Committee (MPTC).

United States Army, Military Police School, 1986. Ft. McLellan Alabama. Completed Basic Training and Advanced Individual Training (AIT) – Military Police

Truthfulness Issues for Police Officers: Public trust, police legitimacy, character, integrity, and ethics.

Federal Bureau of Investigation, Law Enforcement Executive Development: Executive Leadership, Sovereign Citizens, Terrorism & Criminal Investigations, Boston Marathon Bombing Critical Incident Response and After Action Review.

Municipal Police Institute, Executive Development: Concentration on Job expectations; Rules & regulations, Policies & Procedures, Human Resources Laws for Chiefs, Internal Affairs, Budgeting, Critical Incident Command, School Preparedness, Interpersonal Skills, Communication and Leadership, Data Driven Operations, Necessary Programs, Pistol & Gun Permits & Domestic Violence, Health & Wellness, Conflict of Interest, and Employment Contracts.

SELECTED/APPOINTED PUBLIC SAFETY COMMITTEES

Massachusetts Cannabis Advisory Board: 2017 - Current, appointed as law enforcement representative to the CAB by Governor Charlie Baker. Created draft regulations for Medical and Adult Use Marijuana Establishments with concentration on public safety mechanisms.

Massachusetts Commission on Operating Under the Influence and Impaired Driving. 2017 – Current, selected by Massachusetts Chiefs of Police to serve on the Massachusetts OUI Commission as the Commission's law enforcement expert. Offered nineteen recommendations for state to improve OUI laws in Massachusetts.

Massachusetts Chiefs of Police - Legislative Committee: 2020-Current. Member of committee designed to advocate for sensible law changes in the Commonwealth.

Massachusetts Chiefs Liaison to the Massachusetts Cannabis Control Commission. Work as the law enforcement liaison between Massachusetts Chiefs of Police and the Cannabis Control Commission.

Massachusetts Chiefs Liaison to Department of Public Health (DPH). Worked as the law enforcement liaison between Massachusetts Chiefs and DPH & the Development of the Medical Marijuana Regulations and Adult Use Regulations.

Member of Humanitarian Medical Use of Marijuana - Dispensary Selection Committee for DPH. Worked as an original member of the statewide selection committee for Medical Marijuana Establishments.

International Association of Chiefs of Police (IACP) Narcotics & Dangerous Drugs Committee. Selected by Massachusetts Chiefs of Police as a member of the Dangerous Drug Committee for development of nationwide drug strategies including opioid epidemic.

Massachusetts Chiefs Substance Abuse Committee. 2016 – Current: Selected by Massachusetts Chiefs of Police to serve as the Chairperson for substance abuse issues & strategies.

Governor's Interagency Council on Substance Abuse & Mental Health. Selected by Massachusetts Chiefs of Police to serve on the Interagency Council on Substance Abuse for both Governor Patrick and Governor Baker's Administrations.

Governors Opioid Drug Task Force. Worked as member of Governor Patrick's Opioid Task Force – established from the Interagency Council on Substance Abuse.

Special Senate Committee on Marijuana, 2015. Selected by Massachusetts Chiefs of Police and New England Narcotics Officers Association to join Special Senate Committee on Marijuana in Colorado with focus on public safety issues surrounding adult use marijuana legalization.

Massachusetts Special Committee on Best Practices in Sentencing, 2016. Selected as member of special committee on best practices in sentencing in Massachusetts District Trial Courts in order to develop sensible guidelines for sentencing in Massachusetts courts.

Norfolk County Prescription Drug Task Force. Work with Norfolk County District Attorney Michael Morrissey's Office on prescription drug practices & safe prescribing.

Norfolk County Overdose Task Force. Work with Norfolk County District Attorney Michael Morrissey's Office on best practices and review of Norfolk County overdoses.

Public Information Officer for Massachusetts Chiefs of Police on Drug & Impaired Driving Issues. Provide information to media outlets in regards to many concerns regarding drug issues, impaired driving, and other public safety matters.

Norfolk County School Violence Response Task Force. School violence task force sponsored by Norfolk District Attorney Michael Morrissey.

Walpole Coalition for Alcohol & Drug Awareness. Goal of preventing or delaying the initiation of alcohol or drugs among our adolescents.

ADDITIONAL INFORMATION

Police Training

National Prescription Drug Abuse Summit, Atlanta GA, 2014.

Task Force Training, Norfolk County Police Anti-Crime Task Force

Instructor for MPI (Medical & Adult Use Marijuana in Massachusetts)

NEO-GOV (Trained in Civil Service Hiring & Promotional Processes).

Police Budgeting, Municipal Police Institute

FBI, Executive Development

FBI, National Academy, Class #248 (Ethics/Leadership)

DEA, Quantico VA, Contemporary Drug Issues

FBI Active Shooter Training

Massachusetts Police Accreditation Standards for Municipal Police Agencies

Massachusetts Police Institute, Executive Development Series

Penn State, Advanced Police Supervision

IACP Assessment Center for Promotional Testing

IACP High Impact Supervision of Police

Law Enforcement Dimensions, In-Service Training Instructor

Incident Command Systems

Critical Incident Response

Narcotic Investigations School

Management of Confidential Informants

Serving Victims of Crime

Train the Trainer, MPTC

Criminal Investigation I and II

Proactive Criminal Enforcement & Drug Interdiction

Criminal Investigations by Worldwide Law Enforcement

Rape Aggression Defense for Women (RAD)

Advanced Rape Aggression Defense for Women (RAD)

Positive Role Models for Schools

Basic & Advanced Crash Investigation

Domestic Violence Dating Intervention

Drug Abuse Resistance Education

Accolades

New England Chiefs of Police Community Policing Award – 2017. Recognized Walpole Police Department for Community Policing Initiatives.

Norfolk County Teachers Association – Community Service Award 2018. Recognized for community engagement & addressing substance use issues.

Recognition Certificate: Governor Baker, Cannabis Advisory Board

Recognition Certificate: Governor's Opiate Task Force – DPH Commissioner Cheryl Bartlett, 2014.

Recognition Certificate: Medical Marijuana Selection Committee – DPH Commissioner Bartlett, 2013.

Commendation: Double Home Invasion, Arrests & Property Recovered, 2008.

President's Award: Mass Coalition of Police, 2007.

Commendation: \$50,000 in Stolen Property Recovered, 2007.

Commendation: Robbery, A&B DW, B&E, Domestic Violence Cases.

Recognition: Bay State Gas Line Explosion @ Winter & Main Street, 2007.

Recognition: Service Assigned to Detective Unit, 2007.

Letter of Appreciation: Police Chief & Selectmen - Services Rendered to Elderly Woman at Town Meeting, Community Policing, 2007.

Commendation: Drug Offender Arrest, 2005.

Commendation: Resolving Quality of Life Issues.

Commendation: Proactive Patrol, Stolen Car, B&E, Drug Arrests, 2005.

Letter of Appreciation: Police Chief - Robbery Suspect, 2005.

Employee of the Month, Walpole, April 2004.

Commendation: House Fire response and Evacuation from a traffic detail.

Citation of Merit: Shooting, Medfield, 1991

Commendation: Shooting/Suicide, Medfield, 1991

Citation of Merit: Residential B&E, Pursuit, Medfield, 1990

Service Medals: United States Army, 1989