JOB ANNOUNCEMENT
BROOKLINE, MASSACHUSETTS
POLICE CHIEF

The Town of Brookline seeks highly qualified applicants for the position of Police Chief. With a population of 59,000 within six square miles, Brookline is a diverse and vibrant community bordered on three sides by Boston. It is known for its beautiful green spaces, excellent public schools, progressive social and political culture, and a distinctive mix of urban and suburban, commercial and residential areas. Town residents are supportive of the police department and appreciate that the department works in partnership with the community to ensure that all people enjoy a high quality of life without fear of crime and with fair and impartial policing.

Town Government

Brookline is governed by a Representative Town Meeting form of government, with a five-person Select Board and a Town Administrator who are committed to maintaining an inclusive and progressive approach to policing.

The Police Department

The Brookline Police Department (BPD) currently employs 136 sworn officers, 42 full-time and 20 part-time non-sworn personnel. With a budget of $15M, BPD has enjoyed stable leadership, with the incumbent chief retiring after serving 23 years as chief. The Department operates with one chief, one superintendent, four deputy superintendents, 11 lieutenants, 16 sergeants, 103 police officers and 16 civilian dispatchers. Officers are selected and promoted through the rank of lieutenant through the Massachusetts Civil Service System. Officers and sergeants are represented by the Brookline Police Association (International Brotherhood of Police Officers).

The Police Chief is appointed by the Town's Select Board, with recommendation from its Town Administrator, to whom the Chief is a direct report. The Board effectively operates as the Town's Police Commissioners with daily administrative supervision from the Town Administrator. As chief executive officer of the Department, the Chief is the departmental authority in all matters of policy, operations, and discipline.

The Ideal Candidate for Police Chief

The Town of Brookline is seeking a proven leader with exceptional management, interpersonal, and communication skills and demonstrated experience in developing and maintaining effective working relationships with government officials, community and civic groups (including private-sector partners), and police department employees. Experience working in an urban police setting in a labor relations environment is highly preferred. Under the administrative direction of the Town Administrator, the successful

candidate will be expected to expand upon the innovative policing practices and community engagement efforts of the department, and to have a proven track record of openness, transparency, and working with diverse communities. The new chief must be well versed in best practices in policing, and have the ability to work collaboratively as a part of the town's management team in addressing issues of public safety in an inclusive, democratic governing environment.

The position requires a bachelor's degree. A master's degree in criminal justice, police administration, business administration, or related field is strongly preferred. Ten years of progressively responsible police experience is required, five of which shall have been in a supervisory capacity. An equivalent combination of education and experience that provides the necessary knowledge, skills and abilities to perform the job will be considered. Additional specialized leadership education, such as the Senior Management Institute for Police (SMIP) and the FBI National Academy is desirable.

Once appointed, the Police Chief must obtain police certification in the Commonwealth of Massachusetts. Residency in the Town is NOT a requirement.

Compensation

The salary range is $137,300 to $161,800, based on qualifications. The Town offers an excellent benefits package including participation in the state sponsored defined benefit pension plan, strong health insurance coverage, a 457 deferred compensation plan and educational incentive pay. Massachusetts municipal and other jurisdictions do not participate in the Social Security system.

How To Apply

The Police Executive Research Forum (PERF) is assisting the Town in the selection process. For questions about this position, contact Charlotte Lansinger at 301-639-3020 or email BrooklinePC@policeforum.org. The position is open until filled. Qualified candidates may apply in confidence. For immediate consideration, candidates should send a cover letter, résumé, and a list of five references by June 22, 2018 to: BrooklinePC@policeforum.org.

More information is available about this position at http://www.policeforum.org/assets/docs/Web_Uploads/Brooklineprofile1.pdf.

The Town of Brookline is an Equal Opportunity Employer and is dedicated to maintaining a diverse workforce.

POSITION PROFILE

Brookline, Massachusetts Police Chief

The Town of Brookline seeks highly qualified applicants for the position of Police Chief. With a population of 59,000 within six square miles, Brookline is a diverse and vibrant community bordered on three sides by Boston. It is known for its beautiful green spaces, excellent public schools, progressive social and political culture and a distinctive mix of urban and suburban, commercial and residential areas. The Town's population is primarily white, with many minority groups, including Asian, Hispanic, and Black, creating a multi-racial and cultural community.

Town residents are supportive of the police department and appreciate that the department works in partnership with the community to ensure that all people enjoy a high quality of life without fear of crime and with fair and impartial policing.

Town Government

Brookline is governed by a five person executive body referred to as the Select Board who, with an appointed Town Administrator, are committed to maintaining an inclusive and progressive approach to policing. A 250 member Representative Town Meeting is the legislative branch of town government, convening twice per year to pass the budget and approve local by-laws. In addition, a large number of citizen policy and advisory committees are active in town government issues as well as other topics that impact the Brookline community on an ongoing basis.

The Police Department

The Brookline Police Department (BPD) currently employs 136 sworn officers, 42 full-time and 20 part-time non-sworn personnel. The department is currently in the process of hiring and/or training 22 new officers. With a

Police Executive Research Forum

budget of $15M, BPD has enjoyed stable leadership, with the incumbent chief retiring after serving 23 years as chief. The Department operates with one chief, one superintendent, four deputy superintendents, 11 lieutenants, 16 sergeants, 103 police officers and 16 civilian dispatchers. Officers are selected and promoted through the rank of lieutenant though the Massachusetts Civil Service System. Officers and sergeants are represented by the Brookline Police Association (International Brotherhood of Police Officers). The current labor agreement expired two years ago and is currently in mediation. The chief is a member of the town's bargaining team. Deputy superintendents oversee the following four areas: Patrol Operations; Investigative Services; Traffic and Community Safety; and Community Service/Professional Development. The Brookline Police Department was re-accredited in 2017 by the Massachusetts Police Accreditation Commission.

The Brookline Police Department has a customer service approach to public safety and encourages officers to routinely engage with community members by participating in local programs, attending community meetings, and by being visible and engaged with residents in commercial areas, playgrounds, and other parts of town where people congregate. The department has officers assigned on a daily basis to the town's nine public housing complexes and 16 public and private schools. Officers work at the Teen Center to foster relationships with underserved community members and youths. Members of the department regularly assist

at the local food pantry and host clothing/housewares drives for families in need. Officers participate in all major community events, attend local fairs and school programs, and are deployed for major events like the Boston Marathon and Sail Boston. Officers are assigned on bikes and walking routes to have a visible and approachable presence in the community. Through the Crisis Intervention Team, officers are trained to appropriately respond to people with mental illness, drug/alcohol dependency, and/or other factors that require a social service response, with the goal of avoiding criminal justice system interventions.

The National Research Center recently recognized the Brookline Police Department as having the most transparent police website out of a pool of more than 300 police departments across the nation. The department's Policies and Procedures Manual is available on the BPD website, along with annual reports; crime reports; an online complaint form; and race and gender reports on arrests, field interrogations, moving violations, and citizen complaints. BPD is active in the social media platforms of Facebook, Twitter, YouTube and Instagram.

In 2017, BPD handled 71,000 calls for service, 15,000 moving violations, 117,000 parking tickets, 48 field interrogations, and 360 arrests. It is noteworthy that during the year, there were only two citizen complaints filed with the Office of Professional Responsibility.

In 2017, crime was down 67% from 1994, the second lowest year in that time. Total violent crime was down 7%, with 142 reported crimes, compared to 153 in 2016. Property crime was up 9%, with 597 property crimes, compared to 547 in 2016. The department had a 36% clearance rate overall for the year and was assigned a total of 1,310 cases for follow-up.

The department made 360 arrests, down 20% from 2016. There were 26 reports of overdoses and three deaths. Officers administered Narcan in 14 cases.

The town has strict rules regarding surveillance cameras. Body-worn cameras for officers are currently under consideration. The department has adopted the Critical Decision-Making Model to support de-escalation, to replace the outdated Use of Force Continuum approach. All officers in the department have undergone Crisis Intervention Training. The department is highly educated, with a majority of officers having completed a bachelor's degree.

The Select Board has recently approved "Sanctuary Town" policies related to immigrants and refugees. These policies impact the police department and other Town departments and prohibit any actions that may cause the Town to participate in any civil enforcement actions relative to federal immigration laws, which actions are viewed by the Select Board as impeding the Town from welcoming and working with immigrant and refugee populations for law enforcement and other purposes.

Brookline's African American and Hispanic populations are small (3% and 6%), but because of its location between heavily minority communities in Boston and destinations west of Town, Brookline police have traffic interactions with motorists in these racial groups that are out of proportion to their numbers in the Town population. The community and police department consider it to be a high priority to manage these interactions in a manner that is perceived to be, and in fact is, fair and impartial.

The Police Chief is appointed by the Town's Select Board with recommendation from its Town Administrator, to whom the Chief is a direct report. The Board effectively operates as the Town's Police Commissioners with daily administrative supervision from the Town Administrator. As chief executive officer of the Department, the Chief is the departmental authority in all matters of policy, operations, and discipline.

The Ideal Candidate for Police Chief

The Town of Brookline is seeking a proven leader with exceptional management, interpersonal, and communication skills and demonstrated experience in developing and maintaining effective working relationships with government officials, community and civic groups (including private-sector partners), and police department employees. Experience working in an urban police setting in a labor relations environment is highly preferred. Under the administrative direction of the Town Administrator,

the successful candidate will be expected to expand upon the innovative policing practices and community engagement efforts of the department, and to have a proven track record of openness, transparency and working with diverse communities. The new chief must be well versed in best practices in policing, and have the ability to work collaboratively as a part of the town's management team in addressing issues of public safety in an inclusive, democratic governing environment.

The position requires a bachelor's degree. A master's degree in criminal justice, police administration, business administration, or related field is strongly preferred. Ten years of progressively responsible police experience is required, five of which shall have been in a supervisory capacity. An equivalent combination of education and experience that provides the necessary knowledge, skills and abilities to perform the job will be considered. Additional specialized leadership education, such as the Senior Management Institute for Police (SMIP) and the FBI National Academy is desirable.

Specific Experience, Skills and Attributes

- Experience and demonstrated success building relationships of trust, mutual understanding, and accountability as a leader within the community and in the police department.
- Effective communication skills as a spokesperson for the police department and the town, and an ability to inspire confidence and promote the department's reputation for being customer-focused.
- Experience with and a commitment to working with economically, racially and culturally diverse communities, and an ability to forge community partnerships in order to collaboratively address issues of public safety. The chief should appreciate the value of developing community relationships continuously, not only in times of crisis.
- Strong interpersonal and communication skills, an ability to build consensus, good listening skills, and a demonstrated capacity to be visible, available and approachable within the department, in the community, and to the many organizations and committees within the Town of Brookline.
- Must be sensitive and accessible to a highly engaged community, and familiar with contemporary social issues and national trends in public safety and law enforcement.
- Experience and a commitment to being proactive in identifying best practices for policing policies, strategies, systems, and technologies to optimize the delivery of police services. In particular, candidates should

embrace a de-escalation model on use of force and procedural justice practices.

- Strong leadership skills within the department. The chief is expected to work to continually increase the professionalism of the organization, and to be viewed as fair and supportive of the officers.
- Experience in and a proven commitment to department-wide diversity in hiring, retention and promotion and in a department culture that is welcoming to all sworn and non-sworn personnel.
- A proven commitment to staff development and supervision that supports continuous training that addresses the issues confronting police departments in communities similar to Brookline and that is consistent with and responsive to the concerns of the community.
- Strong grasp of criminal statutes, search and seizure and other constitutional principles; understanding of how police decisions and testimony affect court outcomes; and a demonstrated ability to work effectively and respectfully with prosecutors, judges and defense attorneys.
- Extensive management and administrative experience in the many aspects of contemporary policing practices in an informed, engaged and diverse community.
- Knowledge and experience implementing technology, and a sensitivity to community members' concerns about privacy.
- Effective labor-relations skills.

Compensation

The salary range is $137,300 to $161,800, based on qualifications. The Town offers an excellent benefits package including participation in the state sponsored defined benefit pension plan, strong health insurance coverage, a 457 deferred compensation plan and educational incentive pay. Massachusetts municipal and other jurisdictions do not participate in the Social Security system. The Town will pay reasonable relocation expenses. The Chief is not required to live within the Town of Brookline. Once appointed, the Chief must obtain police certification in the Commonwealth of Massachusetts.

How To Apply

The Police Executive Research Forum (PERF) is assisting the town in the selection process. For questions about this position, contact Charlotte Lansinger at 301-639-3020 or email BrooklinePC@policeforum.org. The position is open until filled. Qualified candidates may apply in confidence. For immediate consideration, candidates should send a cover letter, résumé, and a list of five references by June 22, 2018 to: BrooklinePC@policeforum.org.

The Town of Brookline is an Equal Opportunity Employer and is dedicated to maintaining a diverse workforce.