

## **TOWN OF MILFORD, MASSACHUSETTS POLICE CHIEF JOB ADVERTISEMENT**

**The Town of Milford, Massachusetts**, an active and diverse community of 30,000 residents in 15 square miles in the vibrant MetroWest region about 40 miles west of Boston, is accepting applications from well qualified individuals for the position of Police Chief.

The Milford Police Department has an authorized strength of 49 sworn officers including 1 Police Chief, 1 Deputy Police Chief, 9 Sergeants, 1 Detective Sergeant, 4 Detectives, 33 Patrol Officers, 27 Auxiliary/Special Police Officers plus 17 civilian personnel including 12 Civilian Dispatchers. The Department hosts the Public Safety Communications Center which also serves the Milford Fire Department. The Milford Police Department has a current (Fiscal Year 2020) operating budget of \$6,583,204 and responds to approximately 30,000 calls for service annually. All sworn personnel except the Police Chief and Deputy Police Chief are covered under a single collective-bargaining agreement. The Department is not part of Massachusetts Civil Service. The Chief of Police in Milford functions under the Massachusetts “strong chiefs” law, Chapter 41, Section 97A.

The ideal candidate will lead with integrity, strength and compassion, building trusted relationships within the community and the Police Department. The Police Chief will develop and integrate new technology, techniques, practices and programs to improve the effectiveness of policing in the Town through the creation and administration of model community-policing programs and activities. The Police Chief is expected to be a visible presence throughout the community during both on-duty and off-duty hours.

Applicants for this position should be law-enforcement professionals with a minimum of 10 years of experience in local, state, federal or military policing in an agency of equal or larger size and characteristics, including at least five years in a law-enforcement command and supervisory position. A Bachelor's degree and a Master's degree and advanced management training from the FBI National Academy, the PERF Senior Management Institute for Police, Northwestern University School of Police Staff and Command, Southern Police Institute or the equivalent are preferred. Candidates must possess excellent written and oral communication skills; strong leadership ability; be able to work effectively with local elected and appointed officials and community representatives; have a strong commitment to quality-based police service; and have the ability to foster and maintain a high level of professional and ethical conduct among all members of the Police Department. Residence in the Town is preferred but not required—must be within 15 miles. Candidates must have or be able to acquire and maintain a valid Massachusetts motor vehicle operator's license, have or be able to obtain a Massachusetts License to Carry a Firearm upon hire, and be a graduate of a full-time Massachusetts Police Academy or be able to obtain Massachusetts certification within a reasonable time period.

Finalists will participate in a multi-day assessment center, background check, physical and psychological examinations. Compensation including salary and educational benefits is in the range of \$170,000 to \$185,000, depending on experience and qualifications. The

Police Chief is appointed by Milford's Board of Selectmen on the recommendation of the Police Chief Selection Committee and serves under a multi-year contract.

Additional information regarding this opportunity is available on the Town's web site at <https://www.milfordma.gov/home/pages/police-chief-candidate-portal>

Qualified persons should submit a resume of experience and qualifications, letter of interest and not less than five personal or professional references to Charles D. Hale, President, Resource Management Associates, 17730 S. Oak Park Avenue, Suite A, Tinley Park, Illinois 60477, (708) 444-2326, Fax: (708) 444-2844, Email: [rma2500@gmail.com](mailto:rma2500@gmail.com). Please state "Milford Police Chief" in the subject line of all emails. Milford is an Equal Opportunity Employer and qualified women and minority-group members are encouraged to apply. Closing date for receipt of applications is November 8, 2019.