

Walpole, MA Chief of Police



Position Statement





Summary

Walpole seeks a dynamic and experienced law enforcement professional with demonstrated leadership and communication skills, who strongly supports contemporary policing principles and practices and enjoys interacting with the community, to serve as the next Chief of Police in this engaged and active community.

The Community

The Town of [Walpole](#) is a vibrant, growing community of approximately 25,000 residents, located in eastern Massachusetts. It has a strong sense of community with high quality government services, robust citizen engagement, and respect for its history.

Settled in 1659 and incorporated in 1870, Walpole is 20.9 square miles in size. The Town is located in Norfolk County and is bordered by Dover and Westwood to the north, Sharon to the east, Foxborough to the south, and Norfolk and Medfield to the west. Walpole is approximately 19 miles southwest of Boston and 26 miles north of Providence, Rhode Island. Walpole has a Select Board-Town Administrator form of government. The Town Administrator is also appointed by the Select Board.

HISTORY: Walpole was founded in 1721 after a group of sawmill residents who built along the great Cedar Swamp petitioned the Town of Dedham for the privilege of becoming a separate Town with its own minister. The petition was finally accepted in 1724 and they chose their town's name in honor of Sir Robert Walpole, who was the Prime Minister of Great Britain at the time. Today, Walpole enjoys a thriving local economy, including restaurants and retail shops, professional services, and large industrial companies.

GEOGRAPHY: Walpole is 20.9 square miles in size. The Town is located in Norfolk County and is bordered by Dover, Westwood, Sharon, Foxborough, Norfolk, and Medfield. Walpole is approximately 19 miles southwest of Boston and 26 miles north of Providence, R.I. The Police Department patrols 120 miles of roadway and there is a multi-year long state construction project along Route 1A which will require involvement and coordination with the Department.

FINANCIAL SNAPSHOT: Walpole holds a Standard & Poor's rating of AA+. In FY2022, the Town has a total general fund budget of \$102.5 million that includes \$49.3 million for public education. The FY22 Police Department budget is \$6.45 million. In FY21, Free Cash was certified at \$5.77 million and fall Town Meeting appropriated \$4.8 million for various items including capital improvement. The stabilization balance is \$8.3 million.

EDUCATION: The [Walpole School District](#) includes a high school, two middle schools, four elementary schools, and a pre-school. Walpole is also home to several collaborative and non-profit schools including The Education Cooperative, the League School of Greater Boston, and the Home for Little Wanderers, private schools such as Blessed Sacrament School, and the Norfolk County Agricultural High School.

COMMUNITY SERVICES: Walpole residents enjoy robust community services that include dozens of youth athletic leagues and recreation programs, the Walpole Public Library, elder services at the recently constructed Council on Aging building, and large-scale community events such as the Night Before the Fourth, Walpole Day, and Jarvis Harvest, as well as being home to several private clubs and civic organizations.

ECONOMY: Walpole is a dynamic and growing community. Walpole has a core Town Center that has been targeted for mixed use/transit-oriented development, a mix of small to large lot residential zoning, and industrial and commercial uses. Walpole is at the crossroads of Routes 1, 1A, 27, and 95, with access to the Commuter Rail and the 34E bus line. Overall the Town is generally developed though there remain pockets of land that are available for subdivision. There is strong interest in increasing thoughtful economic development to bring additional commercial and retail revenue to Walpole, to reduce the tax burden on residents as well as to provide additional job opportunities and leisure activities.

In recent years, the town has undergone a major revival due to public and private planning and development efforts. Beginning in 2015, the Town has made considerable investments into its public infrastructure, starting with \$1.2 million in improvements to the downtown roadways, sidewalks, and traffic signals. The Town also built a new Police Station, Central Fire Station, and Council on Aging building within the past few years. The Police Station is state of the art and thoughtfully laid out for the needs of 21st century law enforcement professionals. A middle school project is now in the feasibility phase.



Privately, there are a number of major projects recently complete or underway. The Liberty Village/Foundry Project includes 152 market-rate apartment units with 15,000-square-feet of commercial/retail space and the Corcoran/Walpole Station Project includes 192 market-rate apartment units with about 5,000-square-feet of commercial/retail space on the ground floor. The former Walpole Woodworkers site will be home to 186 condominiums, now under construction. A proposal for 105 units for those age 55+ has been approved and a La Quinta Hotel at the intersection of Routes 1 and 27 has received a special permit from the Zoning Board. Additionally, a \$300 million Siemens Expansion Project was recently completed with over 300 jobs created to date.

The community consists principally of residential properties with business and retail districts primarily located along major thoroughfares. The downtown is a vibrant area with numerous shops and restaurants. There are also a good number of professional service businesses in town, such as financial advisers, health care, veterinarians, computer services, real estate, fitness training, etc.

Walpole Demographics

- Median Age: 40.8 years
- Under-18 Cohort: 25.7%
- Median Single-Family Home Value: \$484,800
- Median Household income: \$119,846
- Residents with Bachelor's Degree or Higher: 53%
- Residents with a High School Diploma: 94%

Source: 2010 U.S. Census

Community Demographics

- White: 88.1%
- Hispanic or Latino: 7.9%
- Asian/Pacific Islander: 5.0%
- Black or African American: 2.1%
- Two or More Races: 1.6%

Source: 2010 U.S. Census

Position in Brief

The Chief of Police is responsible for managing the department and operating the Emergency Communications Center. The position is appointed by, and works under the general guidance and direction of, the five-member Select Board. The Chief of Police is responsible for the overall direction and vision of the Police Department. The position became available when the most recent Chief of Police accepted a position in a larger community after serving as a Walpole Police Officer for 25 years, including five years as Chief. It is vital that the next Chief of Police embrace the philosophy of community-oriented policing that is now in place as well as continuing and enhancing the many robust partnerships that have been developed with the community. The Walpole Chief of Police must have superior communication skills, including the use of technology and modern communication tools, and enjoy engaging with the community.

The Organization

The Walpole [Police Department](#) is comprised of 44 full-time officers, including three lieutenants, eight sergeants, six detectives and 27 patrol officers. Three additional officers are included within the FY22 budget which will bring the total number to 47 full-time officers. There are nine dispatchers and one dispatch supervisor staffing the Emergency Communications Center as well as three staff members providing administrative assistant and clerical support. All employees are dedicated to serving the residents of and visitors to Walpole. The Police Department embraces community engagement and is continually seeking to strengthen partnerships between the police and the community. The current [roster](#) is available on the Department's website. The Department's FY22 annual budget is \$6.45 million.

Mission

The mission of the Walpole Police Department is to preserve the quality of life for all Walpole residents and visitors by tailoring our efforts to the precise needs of the community. We strive to create and offer superior standards of public safety service to all citizens, by embracing the philosophy of community-oriented policing; developing robust partnerships with the community, upholding the law and maintaining public peace through comprehensive problem-solving techniques; and safeguarding all citizens victimized by crime, disorder and fear of crime, with utmost compassion and integrity.

Walpole is working to finalize its efforts for state accreditation from the Massachusetts Police Accreditation Commission. The Police Department operates the Emergency Communications Center for the police and fire departments. Newer hires are not part of the Massachusetts Civil Service System. Sergeants and patrol officers are union members with a collective bargaining contract. The current contract was settled in 2020.

The primary role for Walpole Police Officers is to meet, engage, and build relationships with residents and community groups. Community policing is the culture of the department. Ongoing [programs and initiatives](#) include positive ticketing, junior police academy, coffee with cops, emotional support dogs, and back-to-school and diaper drives. All Walpole officers are trained in how to deal with mental health crisis situations. The department established one of the first Community Crisis Intervention Teams in the area. The department conducted community surveys in 2013 and 2020 to better understand the concerns of residents and business owners. Among the policing concerns faced in Walpole are substance use disorders, illegal drug sales, unemployment and its affiliated concerns, domestic issues, mental health, speeding, and traffic. The Walpole Police Department [Annual Report](#) for 2020 is available on its website.

Walpole is highly supportive of its Police Department. A new state-of-the-art police station, located at 50 South Street, opened in 2018. It includes a training room that can accommodate as many as 80 people, allowing the department to hold regional training sessions and for use as community meeting space.



The Ideal Candidate

Walpole seeks a dynamic and professional Chief of Police with significant and demonstrable contemporary policing experience, a collaborative style, superior communication skills, and strong interpersonal and customer service skills. It is essential that the Chief of Police embrace and promote community engagement and community policing initiatives.

The ideal background and qualifications for the Walpole Chief of Police include:

- Minimum of a bachelor's degree (advanced degree preferred), preferably in law enforcement, criminal justice, management, or a related field, with advanced training in law enforcement including the FBI National Academy or similar program.
- Minimum of 10 years of experience in a local law enforcement agency, five years of which must have been equivalent to a Police Lieutenant or higher, or equivalent combination of education and experience.
- Committed to contemporary policing principles; experienced in and embraces community policing.
- Experienced in and supportive of 21st century policing policies and practices and the Massachusetts Police Reform Act; open to new and progressive visions of policing.
- Has a strategic vision for the department; is a strong administrator; able to develop and manage departmental budget.
- Skilled at community outreach and messaging, which is a key responsibility.
- Highly effective communicator within the department and throughout the community.
- Willing and able to lead; prior experience as a patrol officer, having come up through the ranks.
- Superior knowledge of law enforcement best practices.
- Proven ability to develop and manage a forward-thinking law enforcement team.
- Possesses a keen eye for talent.
- Highly adaptable and approachable; collaborative; works well with all Town departments.
- Track record of being welcoming, encouraging, and engaging racial, ethnic, and gender diversity.
- Demonstrated commitment to transparency in operations.
- Employs data-driven decision making.
- Holds self and staff accountable; able to inspire trust and confidence; strong motivator.
- Skilled in team building; treat everyone fairly and equitably.
- An innovative and decisive leader; motivated and respectful.
- Demonstrated strategic thinker, open to new approaches.
- Able to develop and sustain strong relations with community groups, residents, staff, and officials.
- Able to lead by example; strong conflict resolution skills.
- Enjoy engaging with residents; actively participate in community events; is an ambassador for the department and community.
- Must have, or be able to obtain, certification as a MA full-time Police Officer.



Compensation Package

The Town of Walpole will offer an employment agreement and compensation package that is competitive with comparable area communities, with an annual salary of \$185,000+/-, commensurate with qualifications. An attractive benefits package, including health and retirement plans, is part of the total compensation. Must pass all pre-employment screening and background checks. Selected candidate shall reside within the Town of Walpole or contiguous town within 12 months of appointment and must possess, or be able to obtain, a valid State Driver's license without record of suspension or revocation in any state; no felony convictions.



WALPOLE
MASSACHUSETTS

How To Apply

Interested applicants should submit application materials, in confidence, to:

Apply@communityparadigm.com

Subject: Walpole Chief of Police

Please submit a single PDF containing cover letter, résumé, and contact information for at least five professional references.

All application materials must be received by September 6, 2021, 3 p.m. EST, for a guaranteed review. Application materials received after September 6 will be considered on an as needed basis until the position is filled.

Questions regarding the position should be directed to:

Bernard Lynch, Principal
Community Paradigm Associates
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978-621-6733

The Town of Walpole, Mass., is an AA/EOE employer.