

Chief of Police

NEWTON POLICE DEPARTMENT

NEWTON, MASSACHUSETTS | MAYOR RUTHANNE FULLER



Chief of Police
Newton, Massachusetts
An IACP Executive Search Opportunity

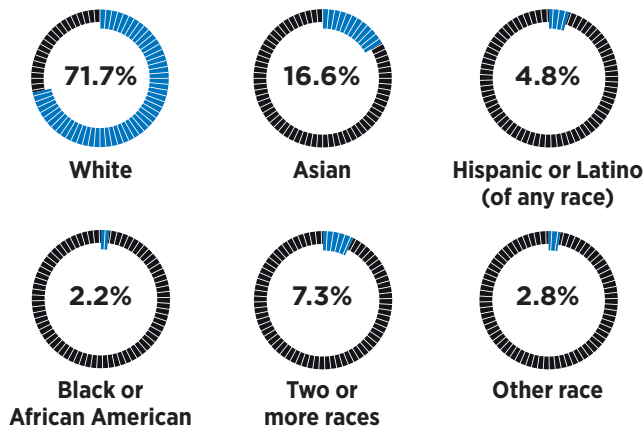
APPLICATION DEADLINE: OCTOBER 31, 2025

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, demonstrated leadership, effective management capacity, and excellent interpersonal skills to lead the dedicated members of the Newton Police Department as a 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, active community life, multiple transportation systems, proximity to Boston (one of Newton’s next-door neighbors), and a well-managed and financially strong City government.

The City of Newton has a population of approximately 88,100, 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 (age 65+) 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 (with a combined student enrollment of 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 healthcare system, serves as an important partner. We have 11,300+ students in the Newton Public Schools. The MBTA (the State’s public transit system) operates 7 trolley stations, 3 commuter rail stations and numerous bus lines in Newton.

In 2022, Newton was ranked #2 in the United States as the safest city to raise a family.

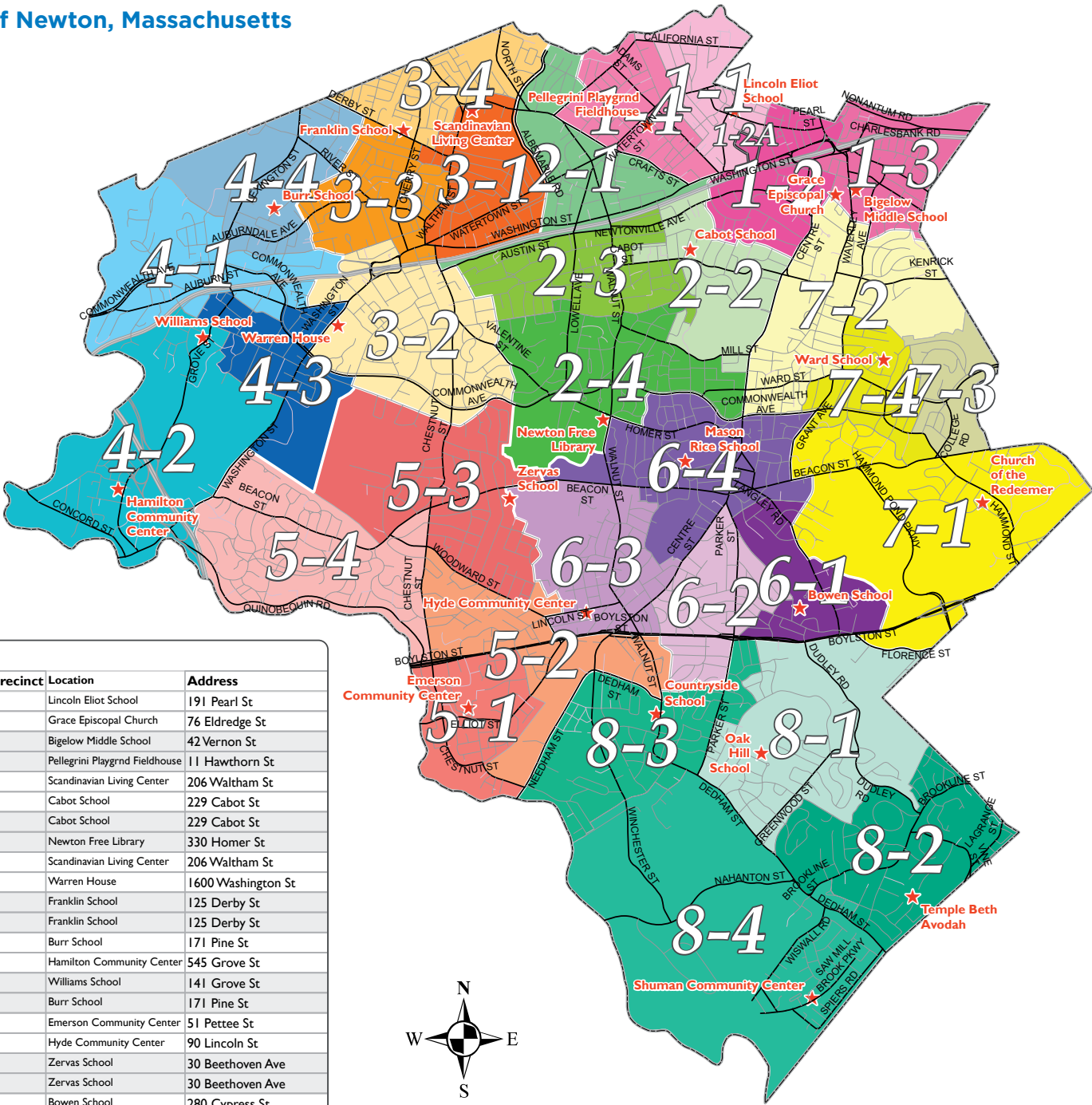


Newton is principally suburban-residential in character. Unlike many other communities that are established around a single Main Street or downtown, Newton is comprised of thirteen distinctive villages. **Newton has a diversified economic base with more than 4,000 establishments employing approximately 54,000 people.**

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 an excellent and accredited police department.

WARDS AND PRECINCTS

City of Newton, Massachusetts

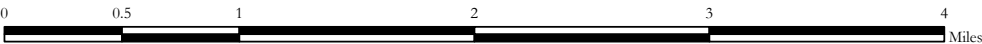


Ward/Precinct	Location	Address
1-1	Lincoln Eliot School	191 Pearl St
1-2	Grace Episcopal Church	76 Eldredge St
1-3	Bigelow Middle School	42 Vernon St
1-4	Pellegrini Playgrnd Fieldhouse	11 Hawthorn St
2-1	Scandinavian Living Center	206 Waltham St
2-2	Cabot School	229 Cabot St
2-3	Cabot School	229 Cabot St
2-4	Newton Free Library	330 Homer St
3-1	Scandinavian Living Center	206 Waltham St
3-2	Warren House	1600 Washington 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

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.



POLLING LOCATIONS ARE OPEN FROM 7 AM TO 8 PM



CITY OF NEWTON, MASSACHUSETTS
Mayor - Ruthanne Fuller
Map Date: April 11, 2025

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 citywide and eight from the eight wards. In addition, Newton has an elected School Committee with eight members with the Mayor serving ex-officio on the School Committee with full power to vote.

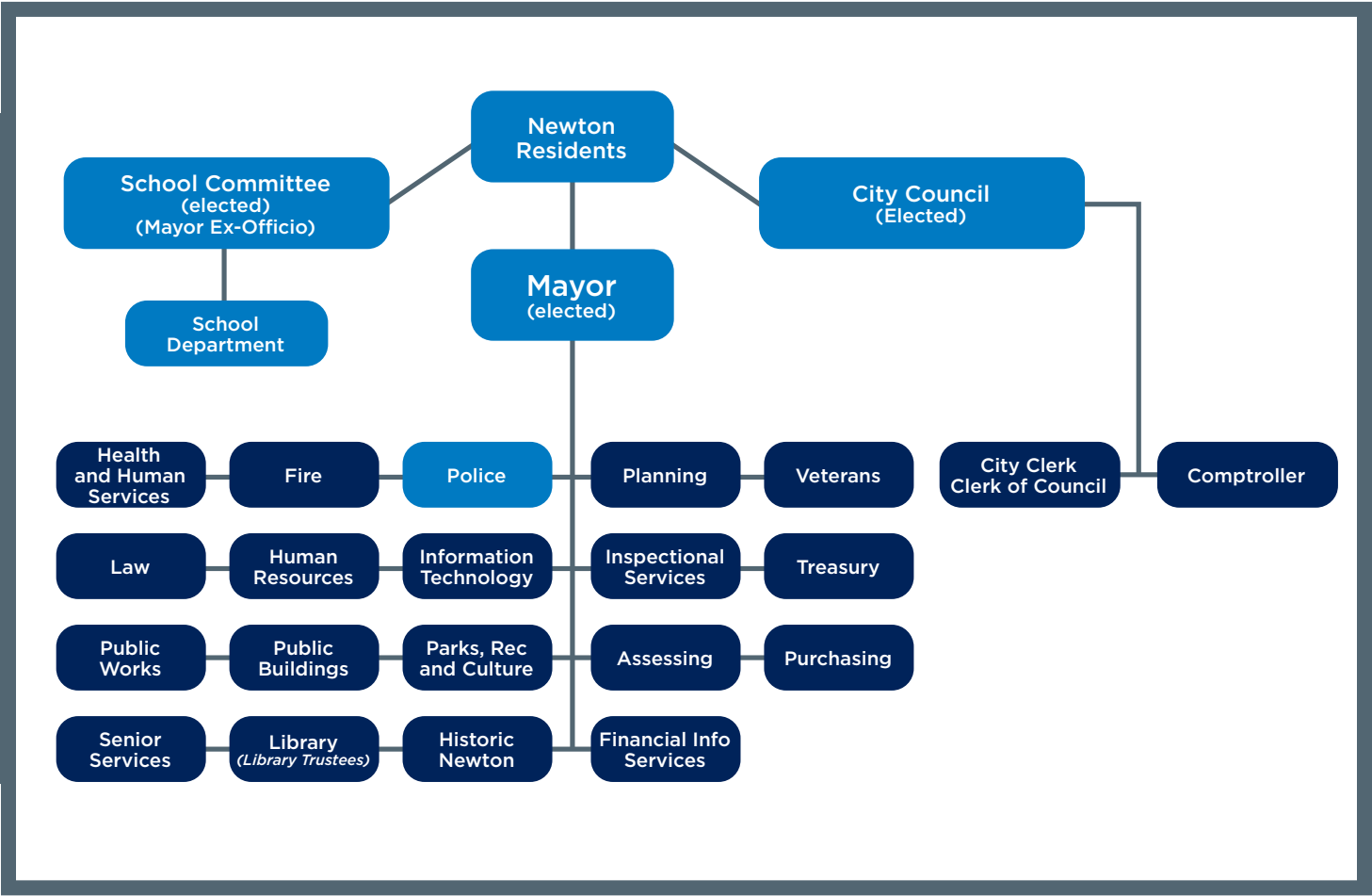
The Chief of Police is appointed by and reports to the Mayor.

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, older adults, young families, and people of diverse incomes can be 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. 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 respectful.

The City of Newton was evaluated by Moody’s Investors Services in February 2025 and again received its highest rating of Aaa. Newton was not only well-positioned to weather the pandemic but also to support City, Public Safety, and School services.

Mayor Fuller is not seeking re-election with the next Mayor being elected on November 5, 2025. The future Mayor will be a key decision maker in the Police Chief selection process in December 2025.



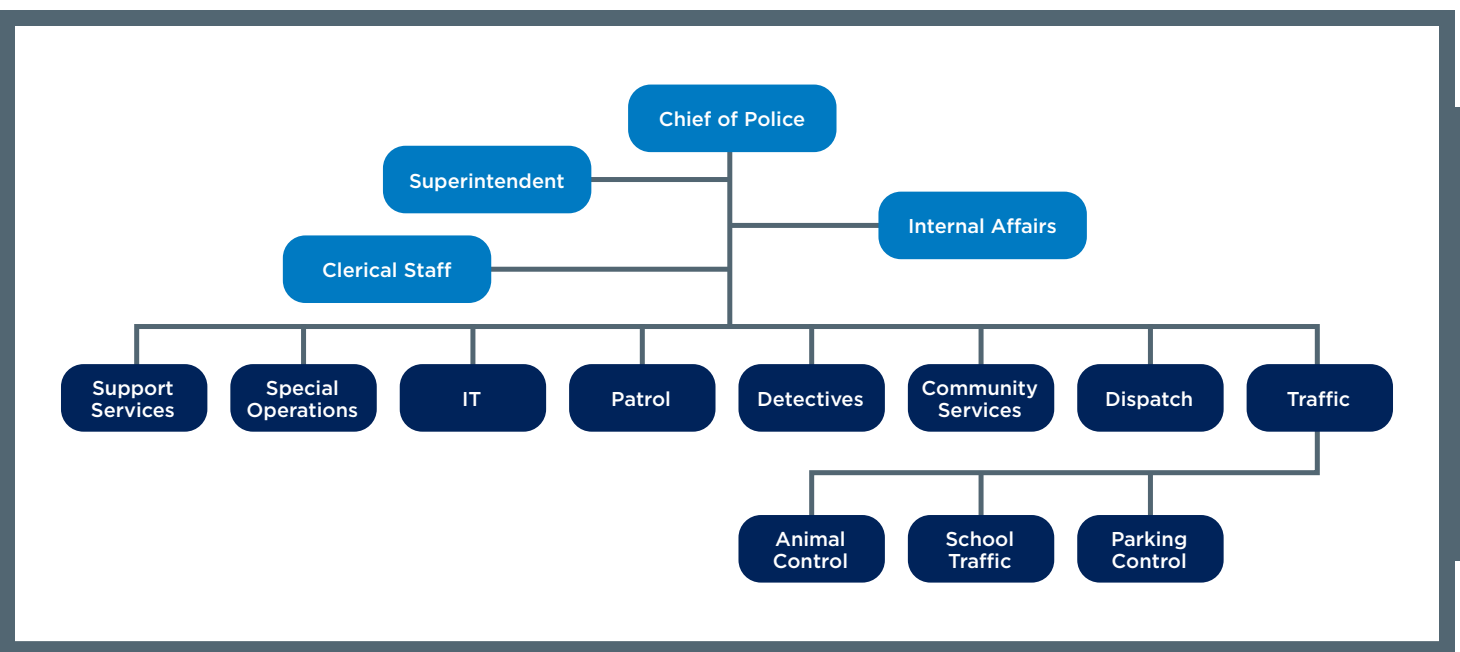
NEWTON POLICE DEPARTMENT

The Newton Police Department (NPD) is a community-orientated police department that is committed to the quality of life for all residents and visitors 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 FY26 total operating budget is \$27.8 million. NPD is a civil service department and has 149 sworn officers and 33 civilian administrative support staff along with 52 part-time employees providing school crossing guard services. NPD is comprised of the following assignment-based core groups designated as Bureaus: Patrol; Support Services; Detective; Dispatch (joint with Fire); Traffic; Special Operations; and Community Services.



Department Fiscal Year 2026 Goals

- Provide outstanding community outreach and community policing
- Support NPD employees with up-to-date facilities, training, equipment and technology
- Focus on recruitment, hiring and retention with employees that represent our community
- Provide transparency, meet POST standards, and foster excellence as an accredited police agency
- Collaborate with NPD officers, staff and police unions for success



Part 1 Crime Data

Crime Type	2023	2024	Change	% Change
Violent Crime				
Murder and nonnegligent manslaughter	2	0	-2	-100%
Rape	5	9	7	117%
Robbery	7	1	-6	-86%
Aggravated assault	37	34	-3	-6%
Property Crime				
Burglary	44	57	13	28%
Larceny-theft	414	451	50	12%
Motor vehicle theft	27	31	7	27%
Arson	0	0	0	0%
Total	536	583	-66	12%

Source: NPD Crime Data

Department Highlights

- Proudly accredited by the Massachusetts Police Accreditation Commission (MPAC) with the Advanced Accreditation designation, placing the Newton Police Department among a select group of law enforcement agencies recognized for excellence, professionalism, and adherence to the highest policing standards.
- Member of the Metropolitan Law Enforcement Council (METRO-LEC) with the department 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.
- Operates the City's Emergency Telecommunications Dispatch Center, staffed by highly trained professionals who utilize communications technology to provide swift 9-1-1 response and ensure the community receives coordinated police, fire, and medical assistance.
- Employs a full-time 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 2024, the department received 40,460 calls for service, averaging approximately 110 per day.



THE CHIEF OF POLICE

The City of Newton seeks a forward-looking Police Chief to lead the Newton Police Department (NPD) and advance its mission of fair, respectful, safe, and effective policing. Reporting to the Mayor, the Chief serves as the department's executive leader, overseeing all operations, community policing, and crime prevention initiatives.

The next Chief, while nurturing a culture of self-examination and constant improvement, must also support NPD's sworn officers and civilian staff. In this period of high scrutiny, the Chief must be a role model, demonstrate a love of the profession, and support the morale, health, well-being and safety of personnel.

The successful candidate will be:

- An adaptive leader committed to continuous improvement.
- Skilled at building trust across diverse communities and within the department.

- An effective communicator with cultural awareness and empathy.
- Experienced in managing staff, budgets, and collective bargaining agreements.
- Committed to engaging with department and community members from varied backgrounds and perspectives.
- Reform-minded, promoting procedural justice and a guardianship culture.

This role requires vision, accountability, and the ability to foster collaboration within the agency and across city departments and community stakeholders. The Police Chief will be appointed to a five-year term, renewable upon review.



Needs and Expectations

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

- Demonstrate strong emotional intelligence and maturity, with the ability to manage stress, adapt to change, and foster positive working relationships.
- Ensure fair, safe, and effective community policing and a police force deeply engaged with the community.
- Have the ability and capacity to be adaptive and flexible, responsive to all concerns, accessible and approachable, and serve as an ever creative, astute problem-solver.
- Committed to continuous, mission-driven improvement of the department, with a strategic focus on problem-solving, crime prevention, and law enforcement while actively building community partnerships and enhancing quality of life for the city's residents, businesses, and other vested members of Newton.
- Develop and recommend a clear, unified vision for the department to the Mayor, supported by strategic goals, measurable objectives, and actionable plans that advance organizational excellence and adapt to the evolving landscape of modern 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 across the entire organization.
- Demonstrate a strong commitment to core values including integrity, proactivity, continuous improvement, accountability, excellence, compassion, respectfulness, transparency, and responsiveness.
- Develop and maintain effective working relationships with the Mayor, 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 commitment to training, professional standards and conforming with the 2020 Peace Officer Standards and Training (POST) legislation, including emphasizing implicit bias training, procedural justice, restorative justice, de-escalation pertaining to use of force options, and police legitimacy.
- Promote transparency and accountability by regularly communicating information such as the statistical use of force data, stops, searches and arrests, and internal complaint findings by designated classifications.
- Provide robust communications 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 of Newton's Police Chief shall include but are not limited to the following:

- Ability to work closely with two police labor unions (Officers and Superior Officers) and two civilian labor unions (Dispatchers and Parking/Traffic Control Officers), demonstrating a strong understanding of collective bargaining responsibilities and legal obligations under Massachusetts General Laws Chapter 150e.
- Ability to maintain and enhance officer and staff morale, health, well-being and safety.
- Exceptional negotiation, and conflict resolution skills.
- Deep understanding of robust internal and external accountability systems for department members.
- Ability to lead, supervise, develop, listen to and effectively support a workforce of varied backgrounds and perspectives.
- Ability to drive continuous improvement by building on past successes, fostering a positive and progressive culture, and championing best practices in policing, including the role of police in responding to mental and behavioral health challenges.
- 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.
- Possesses a keen understanding of inclusive, respectful, and bias-free policing and applies these principals across all facets of NPD operations, including hiring, training, promotion, policy development, conduct, decision-making, and assignment allocations.
- 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 challenges.
- 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.
- Knowledge of budget development, grant administration, allocation of personnel resources and equipment, and union/management interactions and negotiations.
- Demonstrated ability to manage limited resources productively and in an effective and efficient manner.



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 ten (10) 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 30,000 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: Under current state law, the Police Chief must reside within 15 miles of the City of Newton, though pending legislation may extend this to 35 miles.

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

Salary and Benefits

\$240,000 to \$260,000 total salary compensation, commensurate with experience, plus a comprehensive benefits package. Relocation reimbursement may be considered.

APPLICATION PROCESS

The International Association of Chiefs of Police is assisting the City of Newton with the search process. Submit your resume and letter of interest via email to NewtonMACHief@theIACP.org by Friday, October 31. Please include **"Newton Executive Search"** in the subject line.





International Association of Chiefs of Police

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