

TOWN OF ERVING

Chief of Police

BACKGROUND ON THE TOWN OF ERVING

Erving is located along Route 2, a major state highway, just west of Orange and fourteen miles east of Greenfield. It lies along the Millers River. Erving is an old town with origins in the early 1800s. The population of the Town is approximately 1800. Commercial development is limited but industrial facilities are prominent. Additional information may be found at (<http://www.erving-ma.gov>).



The Police Department's mission is to strive to create and preserve a feeling of safety and security within the community acting as partners with the community. The Department promotes safety and security while safeguarding the Constitutional Rights of all people, thus promoting a better standard of living throughout the community. The Department endeavors to detect and investigate criminal activity, apprehend offenders, recover stolen property and safely regulate the movement of vehicle traffic while maintaining the highest level of professionalism, through proper training and direction.

THE POLICE DEPARTMENT

The staffing of the Police Department includes a Chief of Police, a Police Sergeant and 4 Patrol Officers. Currently, the Sergeant is serving as Acting Chief and the Town is in the process of filling two vacancies in the Patrol Officer rank. The Fiscal Year 2021 Police Department budget is \$466,225. The Department has 4 cruisers and is housed in a modern building on Route 2. The Department operates 24 hours per day, 7 days per week.



In recent years, the Department implemented a regional information sharing system which installed mobile data terminals in cruisers and linked station computers with most of the Franklin County police agencies and the Commonwealth's dispatch center. The Massachusetts State Police has delegated the policing of State Route 2 in Erving to the Erving Police Department. As a result, many calls and much of the activity of the Department are related to policing the highway. In 2019 the Department handled 3027 calls for service including alarms, medical emergencies, disturbances, erratic vehicles and general complaints. In addition, the Department investigated 53 motor vehicle crashes and performed 1,937 traffic stops. The French King Bridge on Route 2 has a major impact on the Department. In 2019 the Department responded to 33 calls for service for assisting potentially suicidal individuals.

The Erving Police Department has seen significant turnover in recent years. In 2019, the Sergeant and the Patrol Officers voted to create a union. The Town and the union are in negotiations for the first collective bargaining agreement.

CHALLENGES FOR THE POLICE CHIEF

The Town is proud of the Police Department, the leadership, the staff, facilities, and equipment. The Department has been developed over many years under the leadership of several Police Chiefs and municipal political leaders.

Major challenges for the new Chief of Police will include:

- Recognizing that for the foreseeable future the Town will have limited financial resources, thus efficient utilization of existing resources will be of paramount importance.
- Returning Department staffing to its full complement and working to retain officers.
- Assisting the Town Administrator and Select Board in negotiating the first collective bargaining agreement between the Town and the Police union and then administering the provision of the agreement moving forward.
- Sustaining a positive view of the Police Department by the public by serving as ambassador of the Department with the residents of the community, at public functions and with the media.
- Strengthening formal and informal relationships with the Town's Fire, Public Works and other departments, with the State Police, and with the public safety organizations in the region.
- Maintaining a high level of morale and effective two-way vertical communication within the Department.

THE IDEAL CANDIDATE

The following attributes have been determined to be important in Erving's next Chief of Police:

- Able to demonstrate unquestioned integrity in interactions with officials, citizens, and subordinates.
- Able to inspire, mentor and train subordinates at all levels to work as a team and engage in a process of continual personal and departmental improvement.
- Able and willing to foster a partnership with the community and play a highly visible role in the community and embrace a community policing philosophy.
- Participate and communicate broadly across the leadership structure of the community and region and be a champion of the Department and the Town.
- Able to navigate the complexity and nuances of being a Chief in a small town with a history of public participation and community involvement.
- Able to lead the Department in the climate of important conversations and potential structural changes around issues race, diversity, equity, inclusion and bias.
- Able to effectively manage in compliance with Massachusetts and Federal laws relating to policing, injured on duty, labor relations and human resources.
- Able to prepare and administer Department budgets and capital improvement plans.

PREFERRED EDUCATION AND EXPERIENCE

A Bachelor's degree criminal Justice, Public Administrator or a related field and more than ten years of experience in the law enforcement field at a command level; or any equivalent combination of education, training and experience which provides the required knowledge, skills and abilities to perform the essential functions of the job. Must have a Class D Motor Vehicle Operators License, Certification as a Massachusetts full-time Police officer (MPTC); License to carry a firearm. The Chief of Police must live within 15 miles of Erving. If the selected candidate lives beyond the radius, he/she will be required to move within 12 months.



DEADLINE AND SALARY

The application deadline is January 27, 2021. The Town anticipates negotiating a competitive total compensation package with the selected candidate, DOQ. The anticipated starting salary is in the range of \$73,000 to \$76,000.

SELECTION PROCESS

Resumes and cover letters will be reviewed after the deadline. The Collins Center will work with the Town's screening committee to determine which candidates to invite for a preliminary interview. Selected candidates will be forwarded to the next round of the process which will include reference and background checks. Successful candidates will be forwarded to the final phase of the process which will be an interview with the Select Board.

HOW TO APPLY

Please submit a resume with a cover letter addressing the position requirements to: recruitment.umb@gmail.com. Please combine all of your documents in a single PDF file and include **Erving Chief of Police and Last Name** in the subject line. The Town of Erving is an Equal Opportunity Employer and encourages applicants from diverse and underrepresented groups.

FOR MORE INFORMATION

The Erving Annual Report and Police Chief position description may be found on the Collins Center for Public Management web page: www.umb.edu/cpm.

Demographic and Financial Information about the Town may be found at the Franklin Regional Council of Government (FRCOG) web page: www.frcog.org and at the Massachusetts Department of Revenue, Division of Local Services: <https://www.mass.gov/orgs/division-of-local-services>

Should you have any questions regarding this opportunity, or a recommendation of a colleague, please contact Mary Flanders Aicardi, Human Resources Practice Lead at 508-215-8992. To learn more about the services provided by the Collins Center for Public Management please visit: www.umb.edu/cpm.