



## Chief of Police City of Holyoke, Massachusetts

The City of Holyoke is seeking a community-oriented, experienced professional to serve as its new Chief of Police.

**Community Overview:** The City of Holyoke, Massachusetts, nestled in Hampden County, is a diverse and historic community with a population of approximately 40,000 residents. Known for its rich cultural heritage and industrial history, Holyoke is committed to progressive community policing initiatives aimed at enhancing public safety and fostering inclusivity and belonging.

**Responsibilities:** Reporting directly to the Mayor, the Chief of Police will lead the Holyoke Police Department in the administration and execution of law enforcement operations. Responsibilities include strategic planning, budgeting, overseeing enforcement of laws and city ordinances, and ensuring the department's alignment with community expectations and modern policing standards. The ideal candidate will have a proven record of professionalism, integrity, transparency, cross cultural competency, and community engagement. As a city leader, the Police Chief will embody the core value of community policing. The Chief will engage in public events and outreach initiatives and respond to inquiries and complaints in a professional manner. The Chief will be responsible for establishing and maintaining effective and productive working relationships with appointed and elected officials, department heads, federal, state, and local agencies, community stakeholders, businesses, and Holyoke residents.

**The Candidate:** The City of Holyoke seeks a community-oriented, experienced professional to serve as its new Chief of Police. The ideal candidate will be focused on community safety, building relationships, and supporting the quality of life of residents, business owners, city employees, community members, and visitors to Holyoke. The ideal candidate should have a driven commitment to training and professional standards. The ideal candidate is expected to have a demonstrable track record of dedication to professional standards and training and the evolution of training in policing. The Chief also must be committed to a work culture and hiring practices of diversity, equity, inclusion and belonging.

As a city leader, the Police Chief will be a collaborative, transformational leader with proven executive experience, strong interpersonal and communication skills, and a core belief in customer service. The ideal candidate must be a reform-minded leader with an emphasis on procedural justice, restorative justice, and community trust. The Chief must work to build trust by constantly seeking to improve the policing model. The Chief must be able to respond effectively and with sensitivity to concerns raised by the public.

**Key Initiatives:** The Holyoke Police Department is dedicated to proactive community engagement and innovative policing strategies that prioritize public safety and well-being. These initiatives include specialized programs specifically designed to combat the narcotics/opiate crisis. Their efforts are centered on building trust within the community and providing essential support services. Collaborating closely with local recovery coaches, this program offers comprehensive assistance, including counseling, rehabilitation programs, addiction services, and access to long-term treatment facilities.

The Holyoke Police Department also partners with mental health providers to respond to 911 calls involving individuals in crisis. Together, they provide immediate on-site services such as counseling,

evaluations, and referrals to appropriate treatment facilities. This proactive approach ensures timely care for those in need but also aims to reduce the necessity for police intervention in mental health emergencies. By fostering strong relationships with hospital staff, community providers, stakeholders, and residents, this initiative promotes community well-being and support to individuals experiencing mental health challenges.

**About the Holyoke Police Department:** The Holyoke Police Department is a full-service agency consisting of a dedicated team of 122 sworn officers and 23 civilian employees, including essential roles such as those in the Communications Center (Dispatch). The department is led by the Chief of police, with 4 Captains, 8 Lieutenants, 15 Sergeants and 95 Patrol Officers. The department has a current budget of \$14,366,106 and attributes its success to the strong dedication of its personnel and the steadfast community support. In addition to essential roles as dispatch and patrol, the department includes specialized units such as the Detective Bureau for investigations, Narcotics Bureau for drug-related offenses, Traffic Bureau for traffic management and education, a Crime Lab for forensic support, and personnel dedicated to Grants administration. Other critical roles include Court Officer Liaisons, Fleet Mechanics, Elderly Affairs liaisons, and School Resource Officers. These specialties enhance operational effectiveness and community outreach efforts, reinforcing the department's commitment to public safety and community engagement.

#### **Recommended Qualifications:**

- **Education:** Bachelor's Degree in Criminal Justice, Law Enforcement, Public Administration, or a related field required. A Master's Degree is preferred. Graduates of policing executive development programs (e.g., FBI National Academy, Police Executive Research Forum Senior Management Institute for Police, Northwestern Center for Public Safety) are encouraged to apply.
- **Experience:** A minimum of ten (10) years of progressive law enforcement experience, with at least five (5) years in a supervisory or command role. Candidates must hold a minimum rank of Sergeant or equivalent.
- Applicants must be a graduate of the Massachusetts Municipal Police Training Committee (MPTC) Basic Recruit Officer Academy (or eligible for a Permanent Exemption by the MPTC) and meet all certification requirements of the Massachusetts Peace Officer Standards and Training Commission.

#### **Additional Requirements:**

- Possession of or ability to obtain a valid Massachusetts driver's license.
- Must possess a valid Massachusetts Firearms License or obtain one upon hire.
- Must successfully complete a Criminal Offender Record Information (CORI) and background check.
- Must pass a medical and psychological evaluation as part of the hiring process.
- Selected candidates shall reside in the city for the duration of their employment. In the event that at the time of appointment the selected candidate is not a resident, he or she shall become a resident of the city within one year of the date of appointment.

**SALARY and BENEFITS:** The City of Holyoke offers an exceptional benefits package with a salary range of \$120,000 to \$150,000, commensurate with qualifications and experience. Benefits include group health and dental insurance, twenty-eight (28) paid vacation days, four (4) paid personal days, fifteen (15) paid sick days a year, paid holidays, group life insurance, short-term disability insurance, other optional insurances, flexible spending plan, and a voluntary 457 deferred compensation plan.

Interested applicants should send a cover letter and resume, as a single PDF file, via email to the Holyoke Personnel Director, Kelly Curran at [policechiefsearch@holyoke.org](mailto:policechiefsearch@holyoke.org). Cover letters and resumes should be received by 4:00 P.M. on Friday, August 30<sup>th</sup>, 2024.

*The City of Holyoke is an Equal Opportunity Employer.*