



## **Chief of Police Town of Milford, Massachusetts**

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

Milford is located in Worcester County Massachusetts, 10 miles Southwest of Framingham and 27 miles Southwest of Boston with a population of approximately 30,300. The town is conveniently located next to Route 495 inside the Boston metropolitan area.

The town is administrated by a three member Select Board and Representative Town Meeting form of government. The Chief of Police is responsible for the management and administration of the department's personnel, equipment and financial resources to accomplish the following purposes: maintenance of peace and order; provision of emergency and non-emergency law enforcement and public safety services; peaceful resolution of interpersonal differences in the community; prevention and detection of criminal activity; apprehension and prosecution of persons engaged in criminal activity; and, enforcement of statutes, ordinances and regulations. The Chief of Police is responsible for maintaining and improving the efficiency and effectiveness of all areas under his/her direction and control and to protect and to serve the community at large.

As a Town 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 all inquiries, complaints, and grievances in a timely and 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 Milford Residents.

The Milford Police Department is a full-service agency consisting of 51 sworn personnel, that includes two (2) Deputy Chiefs, 12 Sergeants, 36 Police Officers, an Administrative Assistant and one (1) Detail Clerk. The Department has various divisions and units that include Patrol, Investigations, Family Services and Investigations, School Resource Officers and Licensing. The Police Chief also oversees the Public Safety Communications Center, which is staffed with nine (9) full- time and five (5) part- time Civilian Dispatchers who provide services to the Milford Police Department, Milford Fire Department and the Community Ambulance Service. The FY 24 department operating budget is approximately \$8,123,464 million.

### **Required Qualifications, Education, and Experience**

- Bachelor's Degree with major course work in police administration or related field; a minimum of ten (10) years of progressively responsible experience in law enforcement and crime prevention work including five (5) years in a command or supervisory capacity 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 valid Motor Vehicle License.

- Must have a valid Massachusetts Firearms License or the ability to obtain one upon hire.
- Applicants must be a graduate of the Commonwealth of Massachusetts Municipal Police Training Committee (MPTC) Basic Recruit Officer Academy (or eligible for a Permanent Exemption by the MPTC) and must satisfy all requirements set forth by the Massachusetts Peace Officer Standards and Training Commission (POST) for certification as a Police Officer in the Commonwealth of Massachusetts.

### **Preferred Qualifications, Education, and Experience**

- Master's Degree with major course work in police administration or related field, 15 years of progressively responsible experience in law enforcement and crime prevention work.
- Rank of Lieutenant or higher.
- Residence within the surrounding town area or withing the limits set forth by law.
- Bi-lingual ability, especially in Portuguese and/or Spanish.
- Training in social work or mental health intervention.

**Salary and Benefits:** The Town of Milford offers generous paid time off, including vacation, paid holidays, and personal and sick time, with a salary range of \$134,976.00 to \$153,245.00, commensurate with qualifications, with up to an additional 25% educational incentive, 12 paid holidays and career award pay. Milford also offers longevity as applicable.

Milford provides a wide array of health insurance plans; currently the Town contributes up to 70% towards Blue Cross HMO health insurance premiums and 50% towards PPO premiums. Employees can also take advantage of various benefit offerings such as Dental, Vision, Basic (\$50,000) and Voluntary Life Insurance, Accident and Critical Illness Insurance, Long and Short Term Disability, and a Section 125 Flexible Spending Account (FSA) and Dependent Care Account (DCA). Additional benefits such as Pet Insurance and deferred compensation offerings are available if desired. More detailed information is available at our website at <https://flimp.live/milford>.

Interested applicants should send a cover letter and résumé, as a single PDF file, via email to the Milford Human Resources Director, Kristin Melpignano, at [kmelpignano@townofmilford.com](mailto:kmelpignano@townofmilford.com). Resumes should be received by Monday, June 23<sup>rd</sup>, 2023, at 4:00 P.M.

*The town of Milford is an equal opportunity employer.*