

# Swansea, MA – Police Chief



## Position Statement

### Summary

Swansea, MA (16,500 pop.), is a suburban/rural community located in southeastern Massachusetts. It is located at the northern end of Mount Hope Bay and was home to many small industries such as forges, ironworks and fisheries. Swansea has an AA+ rating and an FY21 budget of approximately \$46.5 million. The Town is in a strong financial condition. Swansea's local government is led by a three-member Board of Selectmen.

To serve as its next Police Chief, Swansea is seeking a dynamic and experienced law enforcement professional with demonstrated leadership and communication skills, who enjoys interacting with the community and supports community policing. Preferred candidates should have a bachelor's degree (advanced degree preferred) in criminal justice, law, public administration, or a related field and at least 10 years of law enforcement experience, preferably including five years in a police leadership position. Candidates must be skilled at community outreach and must have, or be able to obtain, certification as a Massachusetts full-time police officer. Candidates should have a proven record of leadership, be able to instill confidence and trust, and have a demonstrable record of building strong and collaborative relationships with staff, residents, colleagues, and business owners. The Police Chief is hired by the Board of Selectmen. On a day-to-day basis, the Police Chief indirectly reports to and works collaboratively with the Town Administrator.



**Annual salary: \$130K+/-.** The successful candidate will receive an attractive compensation package including health and retirement plans, commensurate with qualifications and experience. Swansea is an Equal Opportunity Employer.

## The Community

**GOVERNMENT:** Swansea has a Board of Selectmen-Town Administrator form of government with open Town Meeting. The three-member [Board of Selectmen](#) serves as the Town's Chief Executive body and, acting through the Town Administrator, are responsible for the day-to-day operations of town government. The Board, whose members are highly engaged, appoints the Town Administrator as the Chief Administrative Officer of the Town.

**FINANCES:** Swansea's financial condition is strong. The Town has an FY21 budget of approximately \$46.5 million and a Standard and Poor's rating of AA+ with a stable outlook. The property tax base is 85% residential and 12% commercial. Approximately 68% of the Town's revenue comes from the tax levy, with nearly 21% from state aid. Like most municipalities, Swansea is facing potential revenue constraints due to the ongoing COVID-19 crisis as well as the pressure of increasing costs and infrastructure needs. Swansea is located about 60 miles south of Boston and 10 miles east of Providence, R.I., via Interstate 195, which provides employment opportunities for residents. Businesses are located primarily along the Route 6 corridor.

### Important Links:

- [Town of Swansea](#)
- [Swansea Police Department](#)
- [Police Department Staff](#)
- [2019 Dispatch Calls for Service](#)
- [Oct. 2020 Dispatch Calls for Service](#)
- [Statistics](#)
- [Accreditation](#)
- [Swansea U.S. Census QuickFacts](#)
- [Swansea Master Plan](#)



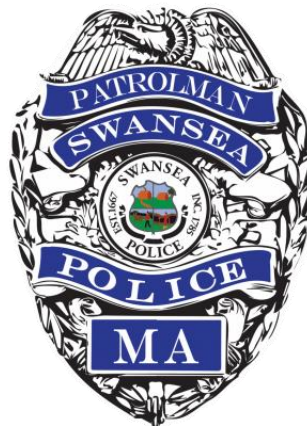
**ECONOMIC AND COMMUNITY DEVELOPMENT:** A major project currently underway, [The Shoppes at Swansea](#), is the redevelopment of the 84-acre Swansea Mall property into a vibrant, experiential lifestyle center. The plans include two new multifamily buildings with 72 market-rate apartments in each, a 100,000-square-foot state-of-the-art self-storage facility, and 500,000 square feet of mixed-use commercial office and retail space. Swansea approved a five-member [Redevelopment Authority](#) to assist in moving the project forward and to create an urban renewal plan. Swansea is experiencing significant growth in home building. During the past three years, approximately 190 new houses have been built. Swansea residents are highly engaged with their community, exhibiting a high level of volunteerism and activism in town.

**OPEN SPACE:** Swansea, a coastal community located at northern end of Mount Hope Bay, has numerous rivers running through it, including Cole, Lee, Kickamuit, and Palmer. A major revitalization effort has been underway at the waterfront and Swansea Town Beach. A new bathhouse, boardwalk, and park with a playground were recently constructed.

Farming was once the main source of income for residents. Today, the community has fewer than 10 working farms. Preservation of farmland and open space is important to the residents of Swansea. The Town recently approved the purchase of the 22-acre Medeiros Farm to be used for passive and active recreation as well as for agricultural purposes. Community Preservation Act funds have been used to preserve 317 acres of open space in Swansea. Currently under consideration is the purchase of 36 acres of the Rousseau Farm. Last October, Swansea purchased the 33-acre Delmac Orchard.

## Position in Brief

The Swansea Police Chief is responsible for managing a department comprised of 40 full-time and four part-time personnel. All staff members are dedicated to serving the residents of and visitors to Swansea. The department's annual operating budget is approximately \$4.3 million. The police station, located at 1700 Grand Army of the Republic Highway, is approximately 10 years old. Current department capital needs include investing in body cameras and upgrading the internal audio-visual equipment to digital. Current major initiatives involve keeping up with police reform issues, collective bargaining negotiations with two unions, recruiting and retaining professional police officers, and operating under COVID-19 constraints while protecting the health and well-being of staff.



---

### **Mission Statement**

*“The members of the Swansea Police Department are committed to providing professional law enforcement services to our residents, business community, and visitors alike. In partnership with the community, we will maintain a proactive approach to the protection of life and property, the prevention of crime, and a commitment to resolve the concerns of those we serve in a timely manner.*

*We will strive for the Swansea Police Department to be the leading law enforcement agency – a model for others to emulate. We will hold ourselves accountable to a higher standard of conduct: strive to maintain the trust and confidence of our citizens and visitors, while working to improve the overall quality of life. We will ensure our residents and visitors feel safe and secure in their homes and business, while walking our streets, traveling our roadways, or in conducting their daily activities.*

*In accomplishing these goals, service will be our commitment, honor and integrity our mandate.”*

---

The Swansea Police Department first received full accreditation by the Massachusetts Police Accreditation Commission in January 2010. Swansea has shown its support of the Police Department via a strong operating budget, capital expenditures on equipment and vehicles, and a station that is now 10 years old.

Swansea seeks a professional Police Chief with demonstrated community policing experience, a collaborative style, excellent communication skills, and strong interpersonal skills. The next Police Chief should be knowledgeable of law enforcement best practices, be an innovative and decisive leader, be adept at using modern technology and communication tools, and enjoy engaging with the community.





## The Ideal Candidate

- Bachelor's degree, preferably in criminal justice, law, public administration, or a related field (advanced degree preferred).
- Minimum of 10 years of law enforcement experience, preferable including five years in a police leadership position.
- Skilled in community outreach.
- Strong communicator.
- Knowledgeable of law enforcement best practices.
- Collaborative; highly adaptable; and approachable.
- Holds self and staff accountable.
- An innovative and decisive leader.
- Ability to motivate others.
- Skilled in team building; treats everyone fairly and equitably.
- Ability to develop and sustain strong, credible relations with staff, residents, and community groups.
- Able to lead by example; strong conflict resolution skills.
- Forward thinking; proactive; strategic.
- Confident; dynamic; able to project calm in a crisis.
- Ability to build trust.
- Enjoys engaging with the community.
- Must have, or be able to obtain, certification as a MA full-time Police Officer.

## How To Apply

Send cover letters and résumés via email, in a single PDF, by December 5, 2020, 5:00 p.m. EST to:

[Apply@communityparadigm.com](mailto:Apply@communityparadigm.com)

**Subject: Swansea  
Police Chief**

Questions regarding the position should be directed to:

Bernard Lynch, Principal  
Community Paradigm Associates  
[Blynch@communityparadigm.com](mailto:Blynch@communityparadigm.com)  
978-621-6733

*The Town of Swansea, Mass., is an Equal  
Opportunity Employer.*