



# Great Barrington MASSACHUSETTS

## CHIEF OF POLICE



## Executive Recruitment



COMMUNITY PARADIGM ASSOCIATES, LLC



## Summary

Great Barrington seeks a dynamic and experienced law enforcement professional with demonstrated leadership and communication skills, who supports contemporary policing principles and practices and enjoys interacting with the community, to serve as the next Chief of Police in this engaged and active community.

## The Community

The Town of Great Barrington is a beautiful and vibrant community of approximately 7,000 year-round residents, swelling to 15,000 or more in the summers, located in the Berkshire region of Massachusetts. It has a tradition of highly responsive government service, has strong citizen engagement, and is known for its active downtown, beautiful landscapes, and abundant open space.

[Great Barrington](#) is a thriving place to live, work, and visit year-round. In 2012, *Smithsonian Magazine* named Great Barrington as #1 on its list of [“The 20 Best Small Towns in America”](#). In 2016, *Monocle* named Great Barrington one of the five [top villages](#) to live, work, and visit in the world. Great Barrington’s goal is to remain a small town that presents a vibrant combination of rural landscapes and urban infrastructure.



**HISTORY:** The land that now comprises the Town was settled in 1726 and officially incorporated as Great Barrington in 1761. Great Barrington was the site of several historic events, including in 1774 when 1,500 men shut down the Berkshire County Court in response to British oppression. Great Barrington is also the birthplace and childhood home of W.E.B. Du Bois. In the late 19<sup>th</sup> century, Great Barrington was a resort community for people in need of relief from the heat and pollution of urban areas. During that time, wealthy families built grand and stately homes, known as Berkshire Cottages, in Great Barrington and some of its surrounding communities. Today, Great Barrington enjoys thriving restaurants and retail shops, museums and cultural events, attracting both year-round and seasonal residents as well as vacationers and day-trippers.

**GEOGRAPHY:** Great Barrington is about 46 square miles in size. Located in the southwest corner of Massachusetts at the foot of Monument Mountain, Great Barrington is bordered by West Stockbridge, Stockbridge and Lee to the north, Tyringham to the northeast, Monterey to the east, New Marlborough to the southeast, Sheffield to the south, Egremont to the southwest, and Alford to the northwest. The Town is located 20 miles south of Pittsfield, 46 miles west of Springfield, 134 north-northeast of New York City, and 135 miles west of Boston. Great Barrington is either home to or in close proximity to a substantial amount of [open space](#) and arts and cultural venues. The region also has numerous lakes, ponds, and rivers for swimming, kayaking, canoeing, tubing, and fishing. Great Barrington has 91.01 road miles, 162 streets, and 7,264 acres of state forest land.

**FINANCIAL SNAPSHOT:** Great Barrington holds a Standard & Poor’s rating of AAA, with a stable outlook. The Town’s rating was raised to AAA in May 2016 based upon the community’s continued economic growth and historically strong budget performance as well as maintenance of very strong reserves. In FY2021, the Town has a total general fund budget of \$31.1 million that includes an \$12.17 million municipal operating budget and school assessment of \$17.67 million.



**ECONOMY:** There are a significant number of second homes and vacation homes in Great Barrington, and the population can more than double during the busy summer and autumn months. This influx of part-time residents and seasonal visitors increases traffic but helps Great Barrington's local economy to thrive. The ongoing pandemic prompted many part-time residents to come to Great Barrington earlier this year and sparked an increase in real estate sales.

The community consists primarily of residential properties with small business and retail districts primarily located along major thoroughfares. The downtown is a vibrant and charming area with locally owned restaurants and shops. A few of the larger employers in Great Barrington are Fairview Hospital, Bard College at Simons Rock, and Iredale Mineral Cosmetics. There are also a good number of professional service businesses, such as financial advisers, attorneys, architects, web designers, etc., as well as those working in artistic fields including graphic designers, musicians, artists, and writers. Nearly 11% of workers in Great Barrington are self-employed.

**CULTURE:** Great Barrington is home to two [public libraries](#) – Mason Public Library and Ramsdell Public Library – both of which enjoy heavy use by residents and visitors. The [Mahaiwe Performing Arts Center](#) offers a variety of music, dance, and theatrical performances, and [The Guthrie Center](#) is a live music venue.



*Vogue* magazine recently published an [article](#) focused on the many charming experiences to be had in Great Barrington and downtown is a state designated [Cultural District](#).

The Berkshire region is known as a haven for artists and nature

lovers, and Great Barrington, with its many cultural events, shops and restaurants, has become one of the most popular destinations in the Berkshires for vacationers, weekenders, and day-trippers. The region is home to a multitude of historic sites, cultural events, and museums, including the [Du Bois Center at Great Barrington](#), [Barrington Stage Company](#), the [Great Barrington Historical Society & Museum](#), [Berkshire Theater Group](#), [MASS MoCA](#), [Tanglewood](#), [Jacob's Pillow](#), [Shakespeare & Company](#), [Berkshire Choral](#), Edith Wharton's summer estate [The Mount](#), [Williams College Museum of Art](#), and the [Norman Rockwell Museum](#).

### Great Barrington Demographics

- Median Age: 46.9
- Under-18 Cohort: 20.1%
- Average Single-Family Home Value: \$391,055
- Median Household income: \$56,431
- Residents with Bachelor's Degree or Higher: 43%
- Residents with a High School Diploma: 90.4%

Source: 2010 U.S. Census

### Community Demographics

- White: 84.8%
- Hispanic or Latino: 10.7%
- Two or More Races: 4.9%
- Black or African American: 2.9%
- Asian/Pacific Islander: 1.6%

Source: 2010 U.S. Census



## Position in Brief

The Chief of Police is responsible for managing the department and operating a 911 communications center. Great Barrington's [Chief of Police](#) also serves as the community's Emergency Management Director. The Chief of Police is appointed by, and reports to, the Town Manager. The Chief of Police is responsible for the overall direction and vision of the Police Department. The Great Barrington Police Department has benefited from stable leadership and its current Chief of Police is retiring after serving 40 years with the department, including 37 years as chief.

Great Barrington has a Selectboard-Manager form of government. The Town Manager is appointed by the five-member Selectboard, which also appoints Town Counsel and a variety of boards and committees. The community adopted [Trust Policy Principles](#) in regard to being a safe, inclusive, and welcoming community.

## The Organization

The Great Barrington [Police Department](#) is comprised of 17 full-time officers, including the Chief, two sergeants and 14 patrol officers, and. There are also four reserve officers, an executive administrative assistant, an animal control officer, and a K-9 unit. All employees are dedicated to serving the residents of and visitors to Great Barrington. The Department supports [21<sup>st</sup> Century Policing](#). The current [roster](#) is available online. The Department's FY21 annual budget is \$1.7 million. The Department's [Open Data Portal](#) is available online.

Great Barrington is the only Police Department in Berkshire County with full state accreditation from the Massachusetts Police Accreditation Commission. It was recently reaccredited for another three years. The Police Department operates the 911 communications center for police, fire, and ambulance service. The station's four holding cells are also used by other departments in the region. Officers are hired via Civil Service and patrol officers are members of a union with a collective bargaining contract.

Officers operate on a four-shifts on and two-shifts off schedule. Typically, there are two patrol cars on the road, with one officer in each, and one officer covering the dispatch desk during each shift. The officer on the dispatch shift is also responsible for checking the cells every 30 minutes and assisting anyone coming into the station. Grant funding supports a co-respond program which allows for the part-time assistance of a social worker on certain calls. Community policing, including walking beats and bike patrols, is considered important as daily interactions help officers and residents learn more about each other.

Department [statistics](#) for FY2019 include:

911 Calls	2,623
Accidents	446
Arrests	125
Summons Arrests	80
Alarms	763
Larcenies	97
Protective Custody	29
Motor Vehicle Complaints	288
Trespass Complaints	170
Breaking & Entering	13
Domestic Disturbances	56
Assaults	19

Great Barrington has shown its support of the Police Department via a strong operating budget, capital expenditures on equipment and vehicles (generally a 2-1 annual vehicle purchase rotation), and facility infrastructure improvements. The police station, located on Main Street, received significant renovations approximately 20 years ago.





## The Ideal Candidate

Great Barrington seeks a dynamic and professional Chief of Police with demonstrated contemporary policing experience, a collaborative style, excellent communication skills, and strong interpersonal and customer service skills.

The ideal background and qualifications for the Great Barrington Chief of Police include:

- Minimum of a bachelor's degree (advanced degree preferred), preferably in criminal justice, public administration, business administration, or a related field.
- Minimum of 10 years of law enforcement experience, preferably including 5 years in a police leadership position.
- Supportive of contemporary policing principles; experienced with community policing.
- Experienced in 21<sup>st</sup> century policing policies and practices.
- Open to new and progressive visions of policing.
- Willing and able to lead.
- Skilled at community outreach and messaging, which is a key responsibility.
- Strong communicator.
- Knowledgeable of law enforcement best practices.
- Proven ability to create a forward-thinking law enforcement team.
- Adept at using modern technology and communication tools.
- Employ data-driven decision making.
- Highly adaptable and approachable; collaborative.
- Track record of being welcoming, encouraging, and engaging racial, ethnic, and gender diversity.
- Demonstrated commitment to transparency in operations.
- Holds self and staff accountable; able to inspire trust and confidence.
- Skilled in team building; treat everyone fairly and equitably.
- An innovative and decisive leader; motivated and respectful.
- Demonstrated strategic thinker, open to new approaches.
- Able to develop and sustain strong, credible relations with community groups, residents, and staff.
- Highly effective communicator within the department and throughout the community.
- Able to lead by example; strong conflict resolution skills.
- Enjoy engaging with residents; actively participate in community events; be an ambassador for the department and community.
- Must have, or be able to obtain, certification as a MA full-time Police Officer.
- Having both English and Spanish speaking skills is a plus.





## Compensation Package

The Town of Great Barrington will offer an employment agreement and compensation package that is competitive with comparable area communities, with an annual salary of \$100,000+/-, commensurate with qualifications. An attractive benefits package, including health and retirement plans, is part of the total compensation. Must pass all pre-employment screening and background checks.



Great Barrington  
MASSACHUSETTS

### How To Apply

Interested applicants should submit a cover letter and résumé, in confidence, to:

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

**Subject: Great Barrington Chief of Police**

Please submit a single PDF containing cover letter, résumé, and contact information for at least five professional references.

The position will remain Open Until Filled. All application materials must be received by October 16, 2020, 5 p.m. EST, for a guaranteed review. Application materials received after October 16 will be considered on an as-needed basis until the position is filled.

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 Great Barrington, Mass., is an EEO employer.

