

Summary

Wayland seeks a dynamic, progressive and experienced law enforcement professional with demonstrated leadership and communication skills, who supports 21st century policing principles, community policing, and practices and enjoys interacting with the community, to serve as the next Police Chief in this engaged and active community.

The Community

The [Town of Wayland](#) is a peaceful, primarily residential community of approximately 14,000 residents located in the MetroWest region of Eastern Massachusetts, 18 miles west of Boston and 26 miles east of Worcester. It has a tradition of professional and highly responsive government service driven by citizen-committee participation coupled with strong citizen engagement, and is known for its semi-rural character. With close proximity to Boston, desirable real



estate and a [highly ranked school system](#), Wayland is considered a [highly desirable community](#) in Massachusetts. With a median household income of \$185,375, the Town's population is largely financially prosperous according to 2020 U.S. Census statistics, though there is a small percentage of residents who fall below the poverty line and face economic challenges.

HISTORY: Wayland was first settled in 1638, incorporated in 1780, and is part of Middlesex County. The Town is bordered on the west by Sudbury and Framingham, on the south by Natick, on the north by Concord and Lincoln, and on the east by Weston. The Town is mainly a quiet bedroom community, with little industrial or commercial presence.

GOVERNMENT: Wayland's government includes a five-member [Board of Selectmen](#) that serves as the governing body of the Town. The Town Administrator is appointed by the Board of Selectmen and serves as the Chief Administrative Officer and Chief Operating Officer.

The Town embraces civic engagement and appreciates high levels of participation and discourse that residents provide. Volunteers serve on elected and appointed boards, and the Board of Selectmen are advised by a number of appointed committees, including [wastewater](#), [senior programs](#), [youth services](#), [conservation matters](#), [energy and climate action](#), and a newly created committee focused on [human rights, diversity, equity and inclusion](#). Maintaining a strong, collaborative relationship among residents, Town employees and volunteers is vital to Wayland's success.

DEMOGRAPHICS: The Town's racial makeup is 83.9% white, 11.5% Asian, 4.8% Hispanic or Latino, and 0.7% Black or African American, based on the 2020 U.S. Census. The median age of Wayland's residents is 44 years. The Town's under-18 years cohort is 26.5% of its population compared to 19.6% for the state. The Town's 65 years and over cohort is 18.3% compared to 17.0% for the state.

Illustrative of the Town's strong support of education is the fact that slightly over 98% of Wayland's residents age 25 years and older have a high school diploma and nearly 83% of the population age 25 and older have a bachelor's degree or higher.

INCLUSIVITY: As part of its commitment to inclusivity, The Town has begun hosting community-based conversations regarding race and has created a committee to promote diversity, understanding, and anti-discrimination. [The Human Rights, Diversity, Equity and Inclusion \(HRDEI\) Committee](#) affirms that the Town has as one of its core values, the freedom from discrimination, disrespect, bigotry, other forms of microaggressions, macroaggressions, hatred and oppression, and supports the Town's commitment to upholding and defending the rights of all individuals to enjoy the free and equal exercise of their human and civil rights and privileges.

GEOGRAPHY: Wayland is accessible and attractive as a suburb of Boston and to the businesses and industries located along state Route 128 with convenient access to the Massachusetts Turnpike. Known as the "Crossroads of New England", MetroWest is easily accessible by air, rail, and bus. Both Boston's Logan International Airport and the Worcester Regional Airport are just 30 minutes away, and the area is served by major highway interchanges – including Interstates 495 and 95, Route 9, and the Massachusetts Turnpike (Route 90).

CULTURE: Wayland is home to many urban professionals who enjoy its comfortable, semi-rural setting just outside of Boston. It is home to a [public library](#) and many [community groups](#), including youth and adult sports, art and theater groups, and religious organizations. There is great diversity in houses of worship, which include denominations for Christianity, Islam, Jewish and Bahá'í faiths.

The meadows and marshes along the 10-mile course of the Sudbury River through Wayland have been kept relatively unspoiled. Part of the 29 miles of the Federally-designated SuAsCo Wild and Scenic River,



they are the object of private and public efforts to maintain them in their natural state. The Town has approximately 1,200 acres of [open conservation land](#) that provides an open, rural setting for residents and visitors to enjoy. Wayland is the home of two public golf courses – Wayland Country Club and Sandy Burr Country Club, both located on Route 27. There is a town beach located on Lake Cochituate that offers swimming and a boat launch to its residents and guests. Additionally, Wayland is fortunate

to have other recreational areas such as Mill Pond for fishing, forested picnic areas, a [community garden](#), and many conservation areas with hiking and horse riding trails. A rail trail is currently under construction. Wayland promotes outdoor athletic activities and provides well-equipped basketball courts, 10 tennis courts, ice-skating areas, a beach, and several playgrounds.

Position in Brief

The Police Chief is responsible for managing the Police Department, including all sworn police personnel, clerical, civilian staff employed by the department and dispatchers assigned to the Joint Communications Center (JCC, shared with the Fire Department). The Police Chief is appointed by, and reports to the Town Administrator, with ratification of the Board of Selectmen, The Police Chief is responsible for the overall direction and vision of the Police Department.

The Organization

The [Wayland Police Department](#) has 24 full-time officers that includes its chief, one lieutenant, six sergeants, one school resource officer, three detectives, twelve patrol officers, eight dispatchers, an administrative assistant, as well as an Auxiliary Police Department. The department includes a bike patrol unit, a communications division, detective division, honor guard, Metropolitan Law Enforcement Council, and a patrol division. All employees are dedicated to serving the residents of and visitors of Wayland.

The Wayland Police Department has been a certified department by the Massachusetts Police Accreditation Commission since November 2015, and was recently recertified. The department consists of highly educated and highly trained officers, who receive a minimum of 40 hours of in-service training per year.

The Wayland Public Safety Building houses both the police and fire departments and was built in 2003. The JCC, also housed in the public safety building, serves both departments as well as the ambulance service. Neither the police nor the fire departments are part of civil service.

Patrol officers operate on a four-shifts on and two-shifts off schedule. Typically, there are two to three patrol cars with one supervisor on the road. The shift sergeant is responsible for overseeing the JCC, which includes two dispatchers. Community policing involving community interaction is important as it helps officers and residents identify and resolve problems in the community.

FINANCE: The department's operating budget for FY22 is \$3.2 million. At its Annual Town Meeting, funds were secured to replace the JCC's public safety radio system, in-car video recording equipment, and record management and dispatch system as part of the town's ongoing capital improvement plan.

MISSION: The mission of the Wayland Police Department is to work with all citizens to preserve life, maintain human rights, protect property, and promote individual responsibility and community involvement.

In the wake of George Floyd's killing and subsequent protests against racial discrimination, the Town Administrator and Police Department reiterated the [Wayland Police Department's core values](#) of integrity, professionalism for the job, fairness and impartiality when working with the public, empathy for victims of crime, and advocacy for social and supportive services for victims, youths, and others involved in the criminal justice system.

Wayland is consistently ranked one of the safest communities in the country due to its very low crime.

The Ideal Candidate

Wayland seeks a dynamic, progressive and experienced law enforcement professional with demonstrated leadership and communication skills, who support supports 21st century policing principles, community policing, and practices and enjoys interacting with the community, to serve as the next Police Chief in this engaged and active community.

The ideal background and qualifications for the Wayland Police Chief include:

- Minimum of a bachelor's degree (advanced degree preferred), preferably in criminal justice, public administration, business administration, social sciences or other field relevant to 21st century policing.
- Minimum of 10 years of law enforcement experience, preferably including 5 years in a police leadership position.
- Supportive of current policing principles; experienced with community policing.
- Knowledge of Police Reform policies and practices.
- Strong leader, open to new and progressive visions of policing.
- Strong communicator, skilled at community outreach and messaging, which is a key responsibility.
- Knowledgeable of law enforcement best practices, and 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.
- Person of high integrity and honesty; holds self and staff accountable; able to inspire trust and confidence.
- Skilled in team building; treat everyone fairly and equitably.
- Demonstrated strategic thinker, open to new approaches.
- Able to develop and sustain strong, credible relations with community groups, residents, and staff.

Compensation Package

The Town of Wayland will offer an employment agreement and compensation package that is competitive with comparable area communities. The hiring range is \$113,813 - \$148,502, commensurate with qualifications. An attractive benefits package, including health and retirement plans, is part of the total compensation.

How To Apply

Interested applicants should send cover letters and résumés, in confidence, by October 27, 2021, via email to:

hr@wayland.ma.us

Subject: Wayland Police Chief Search

Submit a single PDF containing both cover letter and résumé.

Following the closing date, résumés will be reviewed according to the outlined qualifications. An assessment center will be scheduled to evaluate the technical abilities of the most qualified candidates. After the technical skills review, selected candidates will be interviewed. Based upon these interviews, a selection of finalists will be chosen for further evaluation and reference checks. Finalists will be contacted for references and approval of background reviews before an offer is made to the top candidate.

Questions regarding the position should be directed to:

Louise Miller
Town Administrator
lmiller@wayland.ma.us
(508) 538-7701

The Town of Wayland, Mass., is an Equal Opportunity Employer.