

1. 6:00 P.M. Committee Of Ways & Means

Documents:

[19 OCT 30 WM AGENDA.PDF](#)

2. 6:00 P.M. Committee Of Ways & Means

Documents:

[19 OCT 30 WM MTG.PDF](#)



# Braintree Town Council

## Committee of Ways & Means

One JFK Memorial Drive  
Braintree, Massachusetts 02184

### MEMBERS

Thomas Bowes, Chairman  
Shannon Hume, Vice-Chairman  
Stephen C. O'Brien, Member  
Timothy P. Carey, Member  
Thomas W. Whalen, Member

## AGENDA

**Wednesday, October 30, 2019**

**Starting Time – 6:00p.m.**

**Cahill Auditorium, Town Hall**

1. Pledge of Allegiance/Moment of Silence
2. Roll Call
3. Approval of Minutes
  - None
4. New Business
  - 19 038 Mayor: Appointment - Chief of Police, Mark W. Dubois or take up any action relative thereto
5. Old Business
  - None
6. Adjournment



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Office of the Mayor  
One JFK Memorial Drive  
Braintree, Massachusetts 02184

Joseph C. Sullivan  
Mayor

781-794-8100

**MEMORANDUM**

To: Charles B. Ryan, Town Council President  
Braintree Town Councilors

From: Joseph C. Sullivan  
Mayor

Re: Appointment of Mark W. Dubois as Braintree Police Chief

Date: October 8, 2019

RECEIVED TOWN CLERK  
BRAintree, MA  
2019 OCT -8 AM 10:31

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President Ryan, Braintree Town Councilors,

Pursuant to Sections 2-10 and 3-3 of the Charter, I hereby appoint Mark W. Dubois as Chief of Police of the Braintree Police Department for a 3 year term.

Chief Dubois has served the Town of Maynard as the Police Chief since September 2012 and has an exemplary career in law enforcement spanning approximately 28 years. In that capacity Chief Dubois leads a staff of 35 sworn officers and civilian communicators to work with the town's executive leadership and departments to address issues facing the community. Among other successes, has started several outreach initiatives and developed a new department policy and procedure manual to achieve full Massachusetts Police Accreditation in January 2016 and re-accreditation in February 2019. Prior to leading the Maynard Police Department, Chief Dubois served the Town of Shrewsbury as a patrol officer, patrol sergeant and lieutenant-operations division commander responsible for managing the uniformed patrol operations for the Department. Chief Dubois started his career in law enforcement as a dispatcher and part time reserve officer in the Town of Sutton prior to joining the Northborough Police Department as a full time patrol officer in August 1994.

In addition to serving as Police Chief in Maynard, Chief Dubois is currently the President of the North Eastern Massachusetts Law Enforcement Council (NEMLEC), the co-chair of the training working group on the Governor's Council on Sexual and Domestic Violence and an instructor for the Municipal Police Training Committee (MPTC).

Chief Dubois is also a proud member of the United States Army Reserve, currently holding the rank of Major, where he serves in the Judge Advocate General (JAG) Corps and holds the position of Senior Defense Counsel for the Trial Defense Service. Chief Dubois received his law degree from New England School of Law in 2001 and holds a Bachelor of Science in Criminal Justice from Westfield State College. Chief Dubois has also completed the FBI National Academy, the FBI Law Enforcement Executive Development Seminar, the Police Chief Leadership Academy and the General Staff and Command Course offered by the United States Army.

A copy of Chief Dubois' resume is attached for your reference.

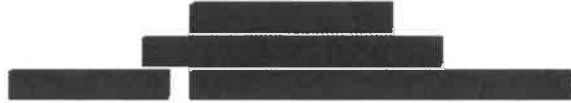
Chief Dubois' appointment provides our Department with the critical experience, leadership, and professionalism necessary to move forward in our pursuit of accreditation and to best serve the needs of the Department and our community.

For these reasons, your review of this appointment is appreciated.

**NOTICE OF APPOINTMENT**

Pursuant to the Authority vested in the Office of the Mayor in Article 3, Section 3-3 of the Town of Braintree Charter, also known as Chapter 189 of the Acts of 2005 and Massachusetts General Laws, Chapter 41, Section 97A, I hereby appointment Mark W. Dubois as Police Chief of the Braintree Police Department. I certify that Mark W. Dubois is qualified to perform the duties which will be required and that I make this designation solely in the interests of the Town of Braintree. I request that the Town Council act favorably upon this appointment within the timeframe established by the Charter.

# Mark William Dubois



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BRAintree, MA

2019 OCT -8 AM 10:31

## Town of Maynard

**Chief of Police**

**September 2012 – Present**

Lead a staff of thirty-five sworn officers and civilian communicators in a Metro-West Boston community. Report to the Police Commission and Town Administrator. Developed a new department policy and procedure manual to achieved full Massachusetts Police Accreditation in January of 2016 and re-accreditation in February 2019. Implemented a new civilian joint public safety communications division for police and fire departments. Use a team approach to leadership including the command staff in policy considerations and decision making. I work well with the town's executive leadership and all town departments to solve issues facing Maynard. My police and military leadership experience and education have made me a successful adaptive leader. I am confident I can adapt to the needs of the Braintree Police Department. I am a highly skilled manager of budgets and personnel and work well as part of the municipal team on such issues. We also partner with a variety of special community services; Domestic Violence Service Network, Police Assisted Addiction Recovery Initiative, Recovery Coach, Jail Diversion Program manager for mental health, and Communities for Restorative Justice.

## Town of Shrewsbury

**Lieutenant– Operations Division Commander**

**February 2007-September 2012**

Manage uniformed patrol operations of six sergeants, thirty patrol officers, dispatch supervisor and eight dispatchers. Department has a total staff of over seventy employees. All personnel matters involving patrol operations and communications work product, motorcycles, bicycle patrol, marine unit, department scheduling, budget review, prepare capital budget, plan future needs of the agency, develop and implement department policies and procedures, officer training, fleet purchase, maintenance, and repairs. Implemented new scheduling software to increase efficiency of personnel scheduling and personnel tracking systems including payroll. Department liaison to many outside agencies including Shrewsbury Senior Center, Triad group, media agencies, Westborough District Court, and school department. Conduct internal investigations and determined outcome. Respond to all major incidents in the community. Facilitate collective bargaining agreement with town manager and superior officer's association.

**Patrol Sergeant** **September 2002 – February 2007**  
Shift supervisor in a very busy urban community bordering the City of Worcester.  
Supervised all aspects of police activity during tour of duty.

**Patrolman** **July 2000 – September 2002**

**Town of Northborough**

**Patrolman** **August 1994- July 2000**  
I was also a dispatcher and part time reserve officer for 3 years prior to starting in Northborough. Dispatching time was split between the Town of Sutton and the Massachusetts State Police.

**Military**

**United States Army Reserve** **October 2007-Present**  
Judge Advocate General Corps current rank of Major  
Senior Defense Counsel for the Trial Defense Service, 154<sup>th</sup> Legal Operations Detachment. Supervise four trial defense attorneys and one paralegal.  
Prior 3-year assignment ended in June 2018 as the Brigade Judge Advocate for the 804<sup>th</sup> Medical Brigade located at Ft Devens, MA. I was assigned as Special Staff to advise the Brigade Commander and subordinate Commanders on all legal and policy issues facing the Brigade. The Brigade has over 1200 Soldiers assigned and multiple locations throughout New England.  
Mobilized to Ansbach Germany from October 2009 to October 2010.

**Education**

**New England Law – Boston** **Boston, MA**  
*Juris Doctor*, May 2001 **Evening Division**  
General studies: Constitutional Law, Criminal Law, Criminal Procedure, Rule of Evidence, Administrative law, Employment Law, and Conflicts of Law. Admitted to practice law in Massachusetts: January 2002.

**Westfield State College** **Westfield, MA**  
*Bachelor of Science in Criminal Justice*, August 1996

**Quinsigamond Community College** **Worcester, MA**  
*Associates of Science in Criminal Justice, Highest Honors*, May 1994

**FBI National Academy Session 270 (2017)**  
**FBI- Law Enforcement Executive Development Seminar (2013)**  
**Police Chief Leadership Academy Endicott College (2016)**  
**General Staff and Command Course, US Army (2018)**



**Relevant Specialized Experience:**

**North Eastern Massachusetts Law Enforcement Council (NEMLEC) President 2019 and 2020.** NEMLEC is a mutual aid organization consisting of sixty-five communities in Middlesex and Essex Counties serving a population of 1.5 million residents. NEMLEC provides specialized services of SWAT, Regional Response Team, Search and Rescue, School Threat and Response Team, Incident Command, Motorcycle Unit with a total compliment of approximately 400 team members. Prior to being elected to the Executive Board I was assigned to the Standards Committee to review and update all policies and procedures of the various teams.

**Governor's Council on Sexual and Domestic Violence 2015 to present:** co-chair of training working group and I currently serve on the High-Risk Assessment working group. This group implemented high risk assessments that every police officer in Massachusetts has been training to use. Currently working to create best practices in starting a high-risk working group for each police department in Massachusetts.

**Municipal Police Training Committee (MPTC) instructor 2002 to present.** I have been teaching several topics to new recruits, in service officers and supervisors in several police academies since I graduated law school. I am considered a subject matter expert in Ethics and assisted with the creation of new curriculum.

**Professional Activities and Memberships**

Police Executive Research Forum (PERF)  
FBI National Academy Associates (FBI-NAA)  
International Association of Chiefs of Police (IACP)  
Massachusetts Chief of Police Association  
Middlesex County Chief of Police Association  
Massachusetts Bar, Admitted January 2002  
Committee Chairman for Boy Scout Troop 158, Shrewsbury  
-both my sons are Eagle Scouts  
Coach Shrewsbury Little League baseball  
Coach Shrewsbury youth basketball and soccer  
Alumni Association member of New England Law – Boston