

Deputy-Chief Christopher J. Ward

[REDACTED]
[REDACTED] cward@police.somerville.ma.us

Objective

Utilize my 35-year law enforcement experience to demonstrate transformative leadership to the City while employing an equity lens to create an atmosphere of inclusivity for all. Provide engagement opportunities that allow for open dialogue and transparency throughout the department. Build upon established relationships with community stakeholders to create an atmosphere of nonpartisan policing.

Professional Experience

Somerville Police Department, Somerville, MA 1988 – present

Acting Deputy-Chief, January 2021 – present

Operations Commander

- Assume responsibility for the Department in the Chief's absence.
- Responsible for planning, organizing and directing the Patrol, Community Engagement/ Special Operations and Community Outreach, Help & Recovery (COHR) functions / activities of the department.
- Participate in the development and administration of the annual departmental operating budget; approve the forecast of funds needed for staffing, equipment, materials and supplies; approve expenditures and implement budgetary adjustments as appropriate and necessary.
- Provide staff assistance to the Chief of Police, prepare and present staff reports and other necessary correspondence. Coordinate department functions internally, with other city departments, law enforcement agencies, and with the business and residential community; perform a liaison function for the Department with City Council, Courts and the District Attorney's Office. Participate on a variety of boards, commissions and committees, such as the SPD representative to the Civilian Oversight Taskforce and the City of Somerville, New Arrivals – Working Group Member/Police Liaison.
- Explain and clarify department programs, policies and activities; negotiate and resolve sensitive and controversial issues, both internally and externally.
- Establish short-range plans and objectives, departmental performance standards and assume direct accountability for department results; consult with the Patrol Captain when clarification, interpretation, or exception to policy may be required or as requested by the inquiring commander / lieutenant. Provide oversight in the development of departmental policies, goals, objectives and budgets and is expected to resolve all conflicts that arise and coordinate with others as necessary.
- Review activity reports prepared by subordinate officers; conduct on-site inspection of officers' activities. Provide supervision and direction to subordinate officers through departmental chain

of command. Review personnel complaints, conducts internal investigations and takes appropriate action as required.

- Accountable for the quality and quantity of work done by subordinates and assures the accomplishment of the assigned work in the prescribed manner. Give advice and instruction on both administrative and work matters; inform subordinates of organizational policies, goals and procedures; resolve employee complaints and effects disciplinary actions, such as oral warnings and reprimands; has substantial responsibility for technical soundness of subordinates' work.
- Develop and maintain relationships with co-workers, the public and with groups and/or individuals who have conflicting opinions or objectives, diverse points of view or differences where skillful negotiating and achieving compromise are required to secure support, acceptance or compliance. Represent to the public a functional overview of the organization on matters of procedures or policy where perceptiveness is required to analyze circumstances in order to perform appropriately.
- Oversee the following administrative functions: U-Visa applications, training requests, schedule assignment, employee hiring, promotional panel, medical review panel, review and determine sick/disabled/light-duty status, policy development and authorization.

Captain, March 2018 – January 2021

Criminal Investigation Division (CID) Commander

- Reorganized of CID to account for an increased case load of 35% and a smaller pool of Detectives.
- Reinvented the investigative philosophy at the Somerville Police Department by implementing a team based design for investigating major cases, resulting in increased job satisfaction and higher solvability rates.
- Raised the training standard throughout CID by providing advanced training, creating a more capable and diverse unit.
- Cross-trained Detectives to increase versatility and expertise.
- Responsible for the ongoing analysis and management of investigation in their entirety including assignment follow through and disposition.
- Responsible for intelligence dissemination, both internally and externally.
- Assemble pertinent information on high profile cases to update Police executives, City management and the media.
- Supervised all background investigations for Police and Fire Fighter Candidates. Collaborated with Somerville Personnel department to ensure the city was provided with accurate, concise, thorough and non-bias information.
- Team member, responsible for the hiring/dismissal of Police Officers through the interview process.
- Coordinated with City of Somerville Law Department for matters related to Police Policy, Personnel issues and union grievances.
- Serve as the Step 1 Grievances facilitator. Responsible for evaluating the merit of Step 1 Grievances and working with union executives to reach a conclusion.

- Strategized with School Superintendent to establish best practices on alleviating school problems.
- Work in collaboration with community partners in high risk areas, developed strategies such as the “Bravo Unit” to address resident’s quality of life needs and increased crime trends.
- Prepared Impact Reports to aid City Council in policy making decisions.

Administrative Commander

- Served as Accreditation Manager – Responsible for the Somerville Police receiving Accreditation Status in 2019.
- Collaborated with internal and external partners to author 58 departmental policies.
- Expanded capacity and security measures related to evidence, while systematically changing the organizational process of property and evidence submitted by officers.
- Enhanced detainee safety by installing officer identification systems within the holding areas.
- Hired and supervised civilian employees, working in conjunction with Somerville Personnel Department.
- Reimagined Somerville Police Department hiring process to ensure best candidates with a focus on community service.
- Developed advanced background investigation process that insured equity among candidates and focus on the component of de-escalation, community involvement and social services.
- Organized the purchasing and design of Police line vehicles. Improving the overall appearance and design while utilizing department wide input.
- Oversaw the structural facility of the public safety building and implementing large scale projects, such as updates to the buildings heating/cooling system.

Lieutenant, April 2016 – March 2018

Special Operations Commander/Accreditation Manager

- Responsible for the achievement of certification status for the Somerville Police Department by the Massachusetts Police Accreditation Commission.
- Adhered to best practices and standards as set forth by the Commission on Accreditation for Law Enforcement Agencies (CALEA).
- Managed K-9 Unit and Animal Control officers while creating a positive workplace environment to encourage collegiality and collaborative efforts.

Division Commander

- Oversaw the daily operations, coordinate deployment of personnel, and ensure the proper use of procedures and equipment.
- Managed the processing and care of prisoners while in the custody of the Somerville Police Department.
- Demonstrated capable leadership to positively impact morale.

Sergeant, October 2014 – April 2016

- Provided supervision when demonstrating a proven ability to direct and motivate staff through effective and direct communication.
- Responded to major incidents while providing supervision to on-site personnel.
- Conducted investigations of misconduct by officers.
- Provided counsel to officers to encourage the transition from a potential negative situation into a positive outcome.

Patrol Officer

Patrol, 1988 – 1993, 1998 – 2008

Criminal Investigations Unit - Narcotics Division, 1993 – 1998

Neighborhood Policing Unit, 2008 – 2014

Sasso Masonry LLC, Millbury, MA 1996 – 2014

Business Owner/Operator

- Created a positive work environment while mediating disputes, ensuring client satisfaction, and maximizing productivity.
- Provided demonstrable leadership to consistently improve reputation and bolster staff satisfaction.
- Established an open system of communication while adapting to the evolving needs of customers.
- Oversaw day to day operations while maintaining financial integrity and budget accountability.

Education

Anna Maria College, Paxton, MA – 1990

Master of Arts, Criminal Justice

Stonehill College, Easton, MA – 1988

Bachelor of Science, Business Administration

Major: Marketing

Minor: Management Information Systems

Professional Associations

City of Somerville, SPD representative to the Civilian Oversight Taskforce
City of Somerville, New Arrivals – Working Group Member/Police Liaison
Massachusetts Chiefs of Police Association
Massachusetts Major City Chiefs Association
International Association of Chiefs of Police
Massachusetts Police Accreditation Commission – Assessor Network
Massachusetts Police Association
Wayside Youth & Family Services Advisory Board
Somerville Police Explorer Program

Professional Development

MPAC – Accreditation Manager	MPAC – Certification/Accreditation Assessor
Crisis Intervention Team	Jail Diversion Training
CIT for Chiefs	Internal Affairs Certification
FBI LEEDA – Trilogy Award	

Recognition

Combat Cross Award	Honorable Service Award (2x)
Lifesaving Award (2x)	Unit Citation Award (2x)
Meritorious Service Award (3x)	Community Service Award (3x)
Cup of Joe Award Recipient (2x)	