

Sec. 10-18. - Selection of police chief; manner of appointment.

- (a) The candidates for chief of police shall be reviewed by a selection committee consisting of the following individuals:
- (1) The personnel director, who shall serve as the chair of the selection committee;
  - (2) One member of the city council to be appointed by the president of the city council;
  - (3) The director of ~~the multicultural affairs commission~~ racial and social justice;
  - (4) Two members of the general public to be appointed by the president of the city council, with at least one of said members being a representative of the city's socioeconomic and racial and ethnic segments;
  - (5) Two members of the general public to be appointed by the mayor with at least one of said members being a representative of the city's socioeconomic and racial and ethnic segments; and
  - (6) Two sworn officers of the Somerville Police Department, one of whom shall be a member of the union representing patrol officers, elected by that body, and one of whom shall be a member of the union representing superior officers, elected by that body.

The mayor may appoint appropriate support personnel to facilitate the operations of the selection committee.

- (b) The mayor, in consultation with the selection committee and the procurement officer, shall select a qualified recruitment and assessment contractor to analyze candidates for chief of police. Such recruitment and assessment contractor shall be charged with development of selection criteria, after consultation with members of the public at community meetings, with an effort to invite representatives of diverse populations within the community; recruitment of qualified candidates; and administration of a selection process consisting of, without limitation, a written exam, an assessment center and a psychological evaluation. The community meetings required above shall provide interpretative services for the hearing-impaired and non-English speaking, as requested and otherwise shall comply with the Americans with Disabilities Act.
- (c) The selection committee shall vote a list of no more than five and no less than three unranked qualified candidates for chief of police and shall submit such list to the mayor. All votes taken by the selection committee shall be by majority vote of those present. There shall be a public interview process conducted for the finalists by the selection committee prior to the appointment of the chief of police by the mayor. If the selection committee determines that there are fewer than three candidates for chief of police, the selection committee shall nonetheless send the names of the candidate(s) to the mayor. If the selection committee should submit to the mayor a list of fewer than three candidates for chief of police, or for any reason designated in writing, the mayor may choose to commence a new selection process, in the manner prescribed herein.
- (d) The mayor shall make the final appointment from the list, subject to confirmation of the final appointment by the city council. Prior to confirmation of the final appointment, the city council shall be provided with a copy of the contract negotiated with the candidate selected by the mayor, as well as a complete report of those candidates who applied and were deemed less qualified. The contract may not be subsequently amended without the approval of the city council. The length of such contract of chief of police shall be for a period of at least three years, but no longer than five years.
- (e) Upon such time as the mayor shall become aware of a vacancy in the office of chief of police, the mayor shall within a reasonable period of time, but by no later than the next regularly scheduled meeting of the city council, notify the city council that a vacancy has occurred. The mayor shall in a timely manner thereafter commence the process to fill the vacancy, in the manner prescribed herein.