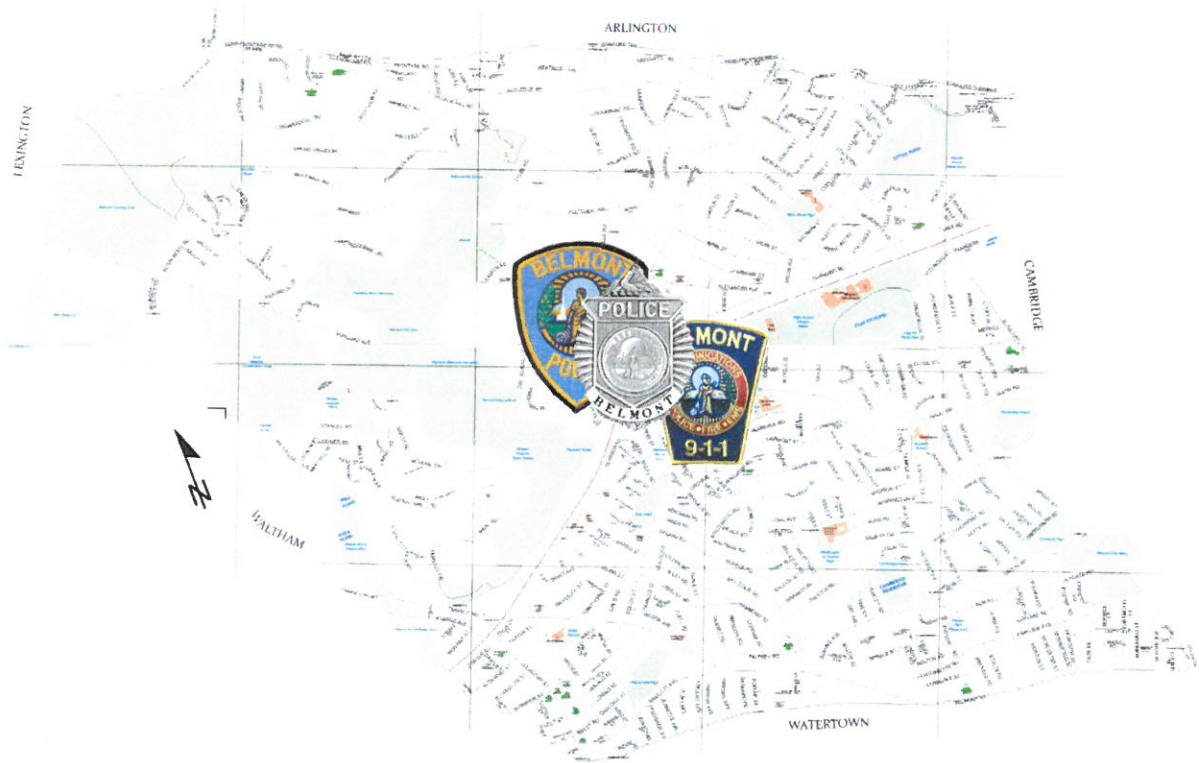


CANDIDATE FOR POLICE CHIEF TOWN OF BELMONT, MASSACHUSETTS

ATTACHED:
Letter of Interest
&
Resume

RECEIVED
JUL 15 2019
HUMAN RESOURCES



Respectfully Submitted By,
Assistant Police Chief James MacIsaac
Belmont Police Department Belmont, Ma

July 15, 2019

Ms. Jessica Porter
Human Resources Director, Belmont Town Offices
455 Concord Ave
Belmont, Ma 02478

Dear Ms. Porter,

Please consider this cover letter and enclosed resume as confirmation of my sincere desire to be considered and later selected as the next Police Chief for the Town of Belmont.

Working as a police officer has been both rewarding and challenging for me. Throughout my career, I have eagerly accepted every opportunity to lead that has come within my grasp, including being elected president of both the Patrolman's Union and the Superior Officer's Union. I have volunteered for training and educational opportunities that would help me better serve the community of Belmont, the Belmont Police, and the police officers who work with me. I have enthusiastically served the community of Belmont in my profession, elected position, and through volunteering with many youth programs. In 2014, I founded the Belmont Jr Marauder Football Program a 501(c)(3) non-profit middle school youth football program for Belmont's 7th & 8th graders.

If selected the next Chief of the Belmont Police Department, I will bring a high level of energy coupled with innovation, creativity and commitment to the Belmont Community. As the next Chief, I will work diligently to maintain a team atmosphere that includes department employees, town managers, elected officials and most importantly the citizens of Belmont. As Chief, I will make every effort to ensure that the members of the Belmont Police Department achieve the optimum level of success throughout their careers.

I have been a solid employee and an excellent police officer for the Town of Belmont. I view myself as a person with high moral conviction and integrity. My ability to work well with others coupled with a strong work ethic and positive outlook make me an excellent candidate for the position of Police Chief. I look forward to meeting with you and interviewing for this position. Thank you in advance for your consideration and time. Please do not hesitate to contact me if you should require additional information.

Sincerely,

A handwritten signature in blue ink that reads "Jim Marban". The signature is written in a cursive style with a large, sweeping initial "J".

Resume Qualifications

A member of the Belmont, MA Police Department with 20 years of law enforcement experience, fifteen years supervisory and command positions, possesses a well- rounded experience in all aspects of community policing, police administration, police operations, and labor relations. A committed and innovative leader who shows initiative and integrity in all aspects of work performance, I believe strongly in collaborative problem solving, accountability, and in developing others for future leadership roles. Major strengths include:

Leadership * Motivation * Organization * Integrity * Communication

Education

- **Harvard University, John F. Kennedy School of Government**, Cambridge, Ma 2017
Senior Executives in State & Local Government
- **Federal Bureau of Investigation (F.B.I) National Academy**, Quantico, Virginia, 2009
Graduated in the 239th Session Section 5
- **Western New England College**, Springfield, MA, 2000
Major: Masters of Science Criminal Justice Administration
- **University of Massachusetts at Boston**, MA, 1990
Major: Bachelor of Arts Sociology (1989 Scholar Athlete Award)

Professional Experience

July 2012-Present

Assistant Police Chief

Belmont Police Department, Belmont, MA

Assist the Police Chief in directing, supporting and managing the entire operations of department. Directly responsible for fiscal management, internal affairs, detective division, professional standards, public information, community services division, and recruitment and training of department personnel. Charles Burke Service to Youth Award recipient.

Dec. 2007 to 2012

Lieutenant/Night Shift Commander

Belmont Police Department, Belmont, MA

Supervise two sergeants and nine patrol officers. Make daily operational decisions, assist in and develop strategic policing plans for the Town of Belmont, work with community groups and individuals to resolve concerns and complaints, assign officers based on needs and abilities, review and approve reports, work on policy revision, complete pay-roll reports. Dept. Firearms Instructor, Liaison to US Secret Service.

March 2006 to 12/07 **Sergeant/Officer in Charge of Traffic Records/Part-time Prosecutor**
Belmont Police Department, Belmont, MA

Supervised two police officers, two civilian employees, sixteen crossing guards and three parking clerks. Member of the Traffic Advisory Committee, responsible for traffic enforcement, serious motor vehicle crash investigations, the release of public records, and prosecute at clerk magistrate hearings. Managed GHSB budgets and assignments, Created Pedestrian Safety Seminar based on a history of pedestrian crashes in Belmont. Dept. Firearms Instructor

Sept. 2004 to 3/06 **Promoted to Sergeant/Street Supervisor**
Belmont Police Department, Belmont, MA

Assigned to the night shift responsible for the supervision of patrol officers on the street. Ensure that roll call assignments were completed. Assisted officers in the decision making process. Squad Leader NEMLEC RRT/Less than Lethal Team/Dept. Firearms Instructor

Jan 2001 to 9/04 **Patrol Officer Assigned to the Traffic Department**
Belmont Police Department, Belmont, MA

Crash Investigator, traffic enforcement, and traffic counts. Attend community meetings and conduct traffic/parking studies. Assigned to the NEMLEC Response and Reaction Team/ Dept. Firearms Instructor

April 1999 to 1/01 **Graduated Norwood Police Academy 10th MPOC**
Belmont Police Department, Belmont, MA

Patrol Officer assigned to the day shift. Responsible for the preliminary investigation of crimes reported by citizens or discovered on patrol, enforcement of traffic laws, problem solving, and conflict resolution. Completed Firearms Instructor School in June 2000, Dept. Firearms Instructor 2000- Present.

Other Activities/Part-Time Experience

Aug. 2007 to 2013 **Belmont High School Athletic Department**
Assistant Varsity Football Coach

Feb. 2014-Present **Belmont Junior Marauder Football, Inc**
Founder/President & Coach (Middle School Football 501(c)(3))

- Personal: Born in Cambridge, MA in 1966.
- Wife Joanne, sons Kyle and William, and daughter Katharine.
- Former Town Meeting Member Precinct 4
- Member of the Belmont Board of Health Biotech Advisory Committee.
- Athletics include: Cycling, hiking, running and weight training.
- Volunteer/coach various youth sports in Belmont.
- Active member of the FBI/NA Associates

EXPERIENCE PRIOR TO APRIL 1999

10/97-5/99 **Misonix, Inc., Farmingdale, N.Y.**
Territory Sales Manager-New England
1/95-10/97 **Cambridge Valve & Fitting, Billerica, MA**
Sales Representative
7/93-12/94 **American Bioanalytical, Natick, MA**
Technical Sales Representative

Specialized Training and Experience Includes but not limited to:

Firearms Instructor School	Traffic Programs Seminar	Cambridge PD Internal Affairs (Scheft)
Firearms Instructor Development	Basic Accident Investigation	Partners HealthCare Active Shooter Table Top 12/20/11
Smith & Wesson Academy	Investigating the Pedestrian Crash	FBI Law Enforcement Executive Development Seminar(s)
Certified Patrol Rifle Instructor	Introduction to Nighttime Crash Investigation	FBI National Academy Session 239 Sec 5 Quantico, VA
Advanced Firearms Instructor Training	Speed Measurement Radar/LIDAR Instructor	Endicott College Police Chief & Command Leadership Academy
Active Shooter Response	Sergeants Basic Training	Public Information/Media & Social Media Platforms
Advanced Instructor/Expandable Baton Monadnock	Interview and Interrogation Labor Relations	4/15/13- Led four officers in mutual aid response to Boston Marathon Terrorist Incident
Critical Incident Command	Multi-Cultural Awareness	4/18-19/13-Responded to Watertown as OIC for Terrorist Incident. Completed all FEMA paper work.
Defending against the Suicide Bomber	Conflict Resolution	Leadership role in Major PGA Event at Belmont Country Club
School Safety Summits	Statement Analysis	
Missing and Exploited Children	Ethics	
Domestic Violence	Public Speaking	
C.O.B. W.E.B.B. Bicycle School	Drugs in America	
Infectious Disease Emergency Preparedness	Leadership	
Spanish for Police Officers	Fitness for Law Enforcement	
Organizational Risk Risk Management Graham Consultants	Wilderness Search & Rescue	
	Internal Affairs Seminar A.P.D. Management	