

# Mark William Dubois



## 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