



## Commonwealth of Massachusetts 2025 Waltham Deputy Police Chief Sole AC w/E&E

|              |                   |              |                            |
|--------------|-------------------|--------------|----------------------------|
| LOCATION     | Statewide, MA     | JOB TYPE     | Not Applicable             |
| JOB NUMBER   | 25WalthamDepPC_EE | DEPARTMENT   | Waltham Police Department  |
| OPENING DATE | 08/21/2025        | CLOSING DATE | 9/25/2025 11:59 PM Eastern |

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### Waltham Deputy Police Chief Sole Assessment Center with Experience & Education

**Application Opens: September 4, 2025**

**Application Deadline: September 25, 2025**

**Examination Date: October 25, 2025**

**Examination Fee: \$150**

**Examination Location: TBD**

**Eligible List:** Individuals placed on the resulting eligible list shall be eligible for certification from such list for such period as the administrator shall determine, but in any event not to exceed two years, unless otherwise outlined in Massachusetts General Law (MGL) Chapter 31, § 25 or the Human Resources Division (HRD) revocation policy.

**Eligibility:** To be eligible for this examination you must: (1) be an employee in the police department for which the examination is given with permanent civil service status in the specified eligible title(s) by the date of the examination; and (2) have served in the force at least one year since you were appointed and performed the job duties of the eligible title(s)\*. A combination of temporary and permanent service from a certification can be applied towards meeting this one year requirement. Time spent working in the title of Deputy Police Chief will not interrupt the service period in your permanent position.

\*If the eligible title has been lowered to the entry level rank, you must have served in the force at least one year or three years depending on the participating municipality since you were appointed and performed the job duties. Police Officers filing for this examination must have one year of permanent experience after completion of their police academy course. Service as a Student Officer, before successful completion of an approved academy, does not count towards meeting the eligibility requirement.

**Note:** Pursuant to the provisions of Massachusetts General Law (MGL) 31 § 59, if less than two applications are received from eligible candidates, this examination will be postponed. If the examination's eligible title has been lowered to the entry level rank, the examination will go forward with less than two eligible candidates submit applications.

**Examination Weights:** The Sole Assessment Center will be 80% and the Experience & Education (E&E) will be 20% of the final score.

**Eligible Title(s):** Police Captain

### **Job Description**

The Deputy Police Chief will assist the Police Chief, as directed, in supervising personnel, maintaining discipline, ensuring the adherence to the highest level of integrity and honesty within the department at all levels, resolving, coordinating and maintaining grievances, and providing training.

### **General Duties and Responsibilities:\*\***

1. Assist in the development, review, approval, and implementation of all department regulations, policies and procedures, and oversee the Accreditation process.
2. Oversee and be thoroughly familiar with the authority and responsibility for administering the departmental selection process to include recruitment, selection, hiring, promotions, and specialty selection.
3. Consult and assist on all disciplinary matters within the divisions; conduct an annual review of grievances to help maintain and control records and make recommendations to the Chief of Police concerning steps that can be taken to prevent or minimize future grievances; consult and assist in all matters of administrative and civil litigation where needed.
4. Be the designated department representative to the Human Resource Division and the City of Waltham Personnel Director.
5. Coordinate the preparation of the department's budget; ensure methods for cost effective and timely procurement of goods and services.
6. Assist in internal labor negotiations, process and respond to all grievances from the patrol officer's union and assist in processing grievances from the superior officer's union.
7. Assist the Police Chief in promulgating orders of the department, in maintaining proper records and accounts, and ensuring the proper utilization of all resources assigned to their command.
8. Oversee major special projects as assigned by the Police Chief.
9. Perform such other duties as may be assigned by the Police Chief.

*\*\*The duties and responsibilities listed above are intended only as an illustration of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment of the position. For a complete description, please contact the Waltham Police Department.*

**Application:** All applications must be received by the application deadline and accompanied by an examination processing fee of \$150. You will receive two confirmation emails when you have completed the process: one email confirming your application has been received, and one email confirming your payment has been received. Your application is not complete until you have received both confirmation emails. If you have not submitted payment of the examination processing fee by the application deadline, your application will not be accepted.

**Experience & Education (E&E):** All candidates must complete the Waltham Deputy Police Chief E&E Claim application online. Submitting an E&E claim in any way other than through the online claim process will result in a failed

examination component. Instructions and a link to the E&E claim will be emailed to you prior to the Assessment Center administration date. A confirmation email will be sent upon successful submission of an E&E Claim application.

All claims and supporting documentation must be received within seven calendar days following the Assessment Center examination date. Supporting documentation must be scanned and attached to the application or sent to [civilservice@mass.gov](mailto:civilservice@mass.gov) no later than November 1, 2025. Please note that:

- E&E is an examination component, and therefore must be completed by the examinee.
- Failure to complete this component as instructed will result in a candidate not receiving any credit for E&E.
- Credit for E&E will be calculated for all candidates.

Please be sure to read the instructions carefully. In order to ensure that no one receives any type of unfair advantage in the claim process, we are unable to provide individualized assistance to any candidate and so, no phone calls or email inquiries regarding the content of this examination component will be accepted or responded to. Once you receive your examination mark, you will have 17 calendar days from the emailing of your mark to appeal in writing your E&E score.

**Statutory Preference Points:** Upon submission of written proof, two points will be added to the passing score of qualified Veterans and Disabled Veterans or individuals who have 25 years of service as a member of a regular police or fire force and have passed an examination for promotional appointment in such force. If you are qualified for both the Veteran's Preference and the Promotional Preference for 25 years of service, please be advised that two points are the maximum allowable number of points to be added to your passing, overall (general average) examination score. To claim the Promotional Preference for 25 years of service, candidates must claim this preference in the application and either attach the [Employment Verification Form for Sole Assessment Center](#) form to the application or email it to [civilservice@mass.gov](mailto:civilservice@mass.gov). To claim veterans preference, claim veteran status in the application and attach your DD214 to the application or email it to [civilservice@mass.gov](mailto:civilservice@mass.gov). For more information on veteran status refer to the [Military Information](#) section on our website.

During the HRD review process or during the life of the applicable eligible list(s), candidates must make original supporting documentation available should the issue of authenticity arise with any submitted document copies.

**Current Military Personnel:** All military personnel who, in connection with current service, have military orders that indicate their unavailability due to military service on the examination date, must file an application and request a makeup examination in writing, with a copy of your military orders attached by the application deadline. Please include in your request your email address, daytime base phone number and/or name and phone number of a friend or family member with whom you have regular contact and entrust with your personal communication. Attach your request to the application or email it to [civilservice@mass.gov](mailto:civilservice@mass.gov). Requests filed after the application deadline must be accompanied by a DD214 showing discharge within six months of the request and dates of active service that include the entire application period. For more information, refer to the [Military Information](#) section on our website.

**Makeup Examination:** With the exception of current military personnel, no candidate has a right to a makeup examination due to personal or professional conflicts on the testing date. Candidates are advised to consider this before applying for the examination. If you file an examination application by the application deadline but are unable to appear for the examination on the scheduled examination date due to an emergency or unanticipated hardship, you may request a makeup examination by filing a written request with verifiable documentation to HRD no later than 7 days after the examination date. HRD reserves the right to approve or deny your request. HRD may require an additional examination processing fee upon approval of your request.

**Reasonable Accommodations:** If you need reasonable accommodations due to a documented impairment, or medical condition, you must fill out the [Testing Accommodations Request Form](#) and submit supporting documentation as outlined on the form from a qualified professional detailing what type of accommodation you require at the examination site. The form and supporting documentation must be scanned and attached to the application or emailed to [civilservice@mass.gov](mailto:civilservice@mass.gov) no later than four (4) weeks prior to the examination date. Without such a letter, we cannot guarantee that we will be able to grant your accommodation. This information is requested only to provide reasonable accommodation for examinations and will not be used for any other purposes.

**Updating Information:** Candidates are responsible for maintaining accurate contact information. Failure to keep your records current may jeopardize opportunities for promotion. For information on how to update your information, click on [Update Account](#).

**Identification at the Examination Site:** At the examination site, candidates must present a current and valid government issued photo identification with signature (e.g., driver's license, passport, military ID). Candidates will not be allowed to take the examination without valid identification.

**Private School or Service:** HRD does not recommend or endorse any private school, service, or publisher offering preparation and/or publications for examinations and is not responsible for their advertising claims.

**Refunds:** There will be no refund of the examination processing fee unless the examination is cancelled by HRD.

### Supplemental Information

**Women, minorities, veterans, and people with disabilities are encouraged to apply.**

For more information or inquiries about this and other civil service examinations, visit [www.mass.gov/civilservice](http://www.mass.gov/civilservice) or email the Civil Service Unit at [civilservice@mass.gov](mailto:civilservice@mass.gov)

The Civil Service Unit's hours of operation are Monday through Friday, 8:45am – 5:00pm, except holidays. Inquiries may also be made to the Civil Service Unit during these hours at the following numbers:

Boston area: (617) 878-9895 or (617) 878-9700  
Toll-Free Within Massachusetts: 1-800-392-6178  
TTY Number: (617) 878-9762

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#### Employer

Commonwealth of Massachusetts

#### Address

100 Cambridge Street  
6th Floor  
Boston, Massachusetts, 02114

#### Phone

(617)878-9700

#### Website

<http://www.mass.gov/civilservice>