

Richard B. Bailey

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Richard B. Bailey – Career Summary

Richard Bailey is the former police chief of the Grafton Massachusetts Police Department and the former chief of police / director of public safety and emergency management at the Plymouth State University (New Hampshire) Police Department. He holds a MS Degree in Criminal Justice from Fitchburg State University and a BS in Management from Franklin Pierce University. He graduated from the 191st session of the FBI National Academy in Quantico VA, and also the Police Officer Leadership Executive training program offered by Penn State and the Command Training Institute at Babson College.

Mr. Bailey began his law enforcement career in Nashua New Hampshire as a patrol officer. He rose through the ranks holding positions as a detective, moving on to become a sergeant in both the Uniform Field Operations Bureau and the Narcotics Division, next he advanced to become a prosecutor in the Legal Bureau at both the sergeant and lieutenant rank after which he was promoted to captain in the Legal Bureau. He then was appointed to be the captain in the Detective Bureau, and his final position in Nashua was captain and commander in the Uniform Field Operations Bureau. During his tenure he also supervised the Problem Orientated Policing Unit (POP), was a founding member of the Mayors Ethnic Awareness Committee, and the Domestic Violence Committee. He actively prepared curriculum and taught at the Citizens Police Academy. He also participated as a member of the Board of Directors for Mary's Domestic Violence Safe House and the Police Athletic League Cross Country Program, while also volunteering at the senior housing site, as a youth sports coach, and in support of the Special Olympics.

Mr. Bailey left the Nashua Police Department to assume the police chief position in Grafton Massachusetts. During his time in Grafton, Chief Bailey established a bicycle patrol unit, senior citizen liaison officer, school resource officer, school drug awareness education program, school-wide child identification program, and technology-based traffic enforcement, and other safety programs. In Grafton, Chief Bailey also received specialized emergency management training and chaired the Local Emergency Planning Committee. His volunteer and community efforts in Grafton included being a member of the Lions Club, and the Job Corps Community Relations Committee. In addition, the Governor appointed Mr. Bailey to the Municipal Police Training Committee, a body which provides policy guidance and establishes training standards for police officers in the Commonwealth.

From that position he was recruited as one of the initial "train the trainers" for the International Association of Chiefs of Police (IACP) – Leadership in Police Organizations Course which he facilitated for departments from across the country and for the New England Community - Police Crime Prevention Partnership. He also had the honor of presenting on the topics of leadership and ethics at the IACP annual conference in Boston and at the Sub-Saharan Police Executive Conference in Durban South Africa.

For a number of years, as a consultant with the Public Safety Strategies Group, Mr. Bailey has provided training, internal investigation reviews, staffing studies, community engagement strategies, strategic plan facilitation, management consulting services, and

co-led projects that have evaluated police and public safety services. The outcomes of the projects resulted in the formation of detailed strategies and recommendations for enhanced public safety service delivery, data driven decision making, and improved leadership, along with operational and budgetary efficiencies. Clients have included San Francisco (CA); Boston, Everett, Chelsea, Revere, and Salem (MA); St. Louis Community College (MO), Plymouth State University (NH); Fisher College (MA); UMass Memorial Police (MA); Portsmouth, Hooksett and Deerfield (NH); Bridgton (ME); Las Cruces (NM); Globe (AZ); Titusville (PA), the Dallas Area Rapid Transit Authority Police Department (TX); Pierce County (WA) Sheriff's Department, Massachusetts Executive Office of Public Safety and Security; MassPort Authority; Upper Merrimack Valley Public Health Consortium; the District 6 Mutual Aid Association; the Vermont Agency of Administration; Central Massachusetts Chiefs of Police; and the Northern Virginia Criminal Justice Training Academy.

After completing an organizational assessment with the Public Safety Strategies Group at the Plymouth State University in 2014, the University recruited Mr. Bailey to serve for two years as the interim police chief and director of emergency management to implement changes and enhance the operations of the police department. During the course of that appointment, he changed the culture and operations of the department, prepared budgets, updated policies and procedures, participated in numerous university and community committees, participated on panels related to the opioid crisis, coordinated sessions on diversity in law enforcement, and managed major events on campus in collaboration with local, state and county law enforcement agencies. The culmination of the appointment was preparing his successor to take over his position.

In addition to these experiences, Mr. Bailey has assisted agencies as part of a civilian management team, and by working with small agencies (most currently as a Lieutenant with the Hollis New Hampshire Police Department) in areas of patrol management, mentoring officers, updating policies and procedures, conducting research (body cameras, peer intervention), and prosecuting cases. He has also been actively involved in designing strategies to implement recommendations from the 21st Century Policing Task Force and participated in White House Briefings on the report.

For many years Mr. Bailey was an adjunct faculty member in criminal justice at Hesser College.

Mr. Bailey is a resident of Townsend Massachusetts.

Experience

Public Safety Strategies Group, LLC

2/1/04 – Present

Assistant Director

I have provided management consulting services and co-led projects that have evaluated police and public safety services. The outcomes of the projects resulted in the formation of detailed strategies and recommendations for enhanced public safety services, improved leadership, along with operational and budgetary efficiencies. Clients have included San Francisco (CA); Boston (MA); Georgetown (MA); Lowell (MA); Plymouth State University (NH); Portsmouth (NH); Hooksett (NH); Deerfield, (NH); Bridgton (ME); Las Cruces (NM); St. Louis Community College (MO), Fisher College (MA); UMass Memorial (MA); Globe (AZ); Titusville (PA), the Dallas Area Rapid Transit Authority Police Department (TX); Massachusetts Executive Office of Public Safety and Security, MassPort Authority, Upper Merrimack Valley Public Health Consortium; the District 6 Mutual Aid Association; the Vermont Agency of Administration; Central Massachusetts Chiefs of Police; and the Northern Virginia Criminal Justice Training Academy. Example projects appear below.

- Organizational Assessments
- Leadership Training
- Strategic Planning
- District Boundary Assessments
- Private Policing Evaluation
- Racial Profiling Data Review
- Police Academy Strategic Evaluation
- Recruitment and Hiring
- Technology and Facility Reviews
- Regionalization
- Internal Investigation Review
- Needs and Gaps Analysis
- Policy and Procedure Review
- Community Engagement

Plymouth State University, Plymouth N.H.

8/2013 – 8/2015

Interim Police Chief - Director of Public Safety and Emergency Management

After completing an organizational assessment with the Public Safety Strategies Group, Plymouth State University recruited me as the interim police chief to implement changes and enhance the operations of the police department. During the course of this appointment, I managed and directed the university police and emergency management functions, improved the culture, prepared budgets, updated policies and procedures, participated in numerous university and community committees, and coordinated major events with local, state and county law enforcement agencies.

Various Small Agency Assistance

4/2004 – Present

Part-time sworn administrator assisting with patrol management, mentoring officers, and prosecution for small agencies in transition or otherwise needing assistance. I am sworn in Pepperell, Massachusetts as part of mutual aid. Municipalities include:

- Hollis New Hampshire Police Department (current patrol lieutenant)
- New Boston New Hampshire Police Department
- Lyndeborough New Hampshire Police Department

Grafton Massachusetts Police Department
Chief of Police

1/2002 – 2/2004

Managed a police department and police/fire communications center consisting of 19 full-time police officers, 6 civilian employees, and 10 intermittent police officers. Participated actively in the Local Emergency Planning Committee. Responsible for budgeting, administration, policies and procedures, staffing, compliance, general oversight, and union negotiations.

Major accomplishments included establishing a bicycle patrol unit, senior citizen liaison officer, school resource officer, school drug awareness education program, school-wide child identification program, and technology-based traffic enforcement and safety programs. Many of these programs were fully or partially funded by grants and included input, feedback, and involvement from police officers, community groups, elected and appointed officials and citizens.

Nashua New Hampshire Police Department

7/1976 – 1/2002

Captain, Bureau Commander, Uniform Field Operations
Captain, Bureau Commander, Detective Bureau
Captain, Bureau Commander, Legal Bureau
Prosecutor, Legal Bureau (Sergeant and Lieutenant)
Sergeant, Narcotics Division
Sergeant, Uniform Field Operations Bureau
Detective, Detective Bureau
Patrol Officer

As a career member of the department, I rose through ranks from patrol to holding command staff appointments in three different divisions: Patrol, Detectives, and the Legal Bureau. In these roles, I prepared and managed budgets; oversaw day-to-day operations of the separate bureaus; investigated citizen complaints; organized and supervised special events; maintained building security; attended neighborhood and government meetings; coordinated training; formulated policies, rules, and regulations; and represented the department in day-to-day interactions with bargaining units of officers and civilians. In addition, I directed and controlled all major criminal investigations within the City of Nashua, including homicides, bank robbery, drug investigations, fraud, computer crimes, and other major crimes; and was directly responsible for the collection, storage, and disposal of evidence. As Legal Bureau captain, I reviewed and approved all criminal prosecutions prior to filing with the court, negotiated with local defense attorneys, oversaw the Domestic Violence Unit interviewed witnesses, and prepared for and presented cases at trial.

Education

M.A., Criminal Justice, Fitchburg State University
B.S., Management, Franklin Pierce University
FBI National Academy, Quantico, VA
New Hampshire Police Academy

Professional Development

Below are example professional development courses completed.

- Leadership in Police Organizations – Train the Trainer – International Association of Chiefs of Police
- Community Policing – New England Community Police Partnership
- Police Officer Leadership Executive Training (POLEX) Penn State
- Command Training Institute, Babson College
- Mental Health Intervention Training – State of NH
- Active Shooter Training, NH State Police
- Civilian Response to Active Shooter Events – Train the Trainer
- Child Passenger Safety Technician and Instructor
- Incident Command Systems – Federal Emergency Management Agency
- Emergency Response Planning – Train the Trainer – Texas A & M
- State/Local Anti-Terrorism Training – FBI
- Incident Command System Exercise Classes – Mass Police Chiefs – Massachusetts Emergency Management Agency
- Developing a Command Post – Mass Chiefs – Massachusetts Emergency Management Agency
- Dignitary Protection – United States Secret Service
- Cultural Diversity – Train the Trainer – National Multicultural Institute
- Extensive Professional Development - Executive Level Conferences

Community Involvement

Below are example volunteer efforts.

- Member, Plymouth Community Council Committee and Safety Committee
- Volunteer, Plymouth Senior Center
- Founding Member and Secretary, Nashua Mayors Ethnic Awareness Committee
- Founding Member, Nashua Domestic Violence Committee
- Board of Directors, Nashua, Mary's Domestic Violence Safe House
- Board of Directors, Nashua Police Athletic League Cross Country Program
- Volunteer, Nashua Senior Housing
- Member, Grafton and Nashua Lion's Club
- Member, Grafton Job Corps Community Relations Committee
- Member, Grafton Local Emergency Response Committee (LECP)
- Member and Chairperson, Grafton Traffic Safety Committee
- Volunteer, Special Olympics
- Volunteer, Youth Sports Coach
- Volunteer, Rein in a Dream - Program for Emotionally Challenged Youth
- Supporter, Mali Health Organizing Project