



CITY OF NEW BEDFORD
JONATHAN F. MITCHELL, MAYOR

November 14, 2017

City Council President Joseph P. Lopes and
Honorable Members of the City Council
133 William Street
New Bedford, MA 02740

Dear Council President Morad and Honorable Members:

I respectfully submit the enclosed communication from Dr. Patricia Andrade, Chairperson of the New Bedford Board of Health, pertaining to the appointment of Damon Chaplin as Director of Public Health. The Board has requested that I submit for the Council's consideration both a one-year waiver of residency and appointment at Grade M-16, Step 3. Mr. Chaplin plans to relocate his family to New Bedford, and the one-year waiver will allow him time to properly plan and execute that transition.

As Dr. Andrade's letter states, the Board unanimously selected Dr. Chaplin for the position at their most recent meeting, and enthusiastically endorses his appointment, based on his outstanding qualifications and extensive experience in the public health field. He was the most qualified candidate for the job, and has impressed all the people involved in the Director search with his level of demonstrated leadership capacity and passion for urban public health. A summary of his qualifications and his resume are attached for your perusal. Both Sandra Vezina and Board of Health member Dr. Craig Longo will be in attendance at the meeting to answer any questions you may have regarding Mr. Chaplin.

I fully support the Board of Health's recommendation and appreciate your consideration in this matter.

Sincerely,



Jonathan F. Mitchell
Mayor

JFM/crc

Attachments

cc: Patricia Andrade
Damon Chaplin



CITY OF NEW BEDFORD
JONATHAN F. MITCHELL, MAYOR

HEALTH DEPARTMENT

BOARD OF HEALTH

PATRICIA L. ANDRADE, M.D.
CRAIG LONGO, M.D.
SARAH MORRIS, M.D.

SANDRA J. MANNING
ACTING DIRECTOR

November 8, 2017

Mayor Jonathan F. Mitchell
133 William Street
New Bedford, MA 02740

RECEIVED
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PERSONNEL DEPARTMENT

Dear Mayor Mitchell,

At an open meeting for the New Bedford Board of Health the Board interviewed for the position of Director of Public Health. The board unanimously selected Damon Chaplin, 126 Myrtle Street, Brockton, MA for this position.

Mr. Chaplin is highly qualified for the position of Public Health Director. He has more than 20 years of progressive experience in administrative and leadership roles in both state and local public health municipal organizations. In his current role as Director of Local Public Health Initiatives and his previous role as the Regional Director with the Massachusetts Department of Public Health he has lead regional and statewide initiatives focused on improving local public health infrastructure, systems development and quality improvement for the state's largest cities and surrounding communities. He is also the Site Administrator for the Massachusetts Department of Public Health Canton site facility, which supports regional operations for more than 60 staff and managers representing 7 bureaus, 15 programs and over 65 cities and towns. He holds a BS in Biology from Central State University and a MA in Business Administration from Curry College. Based on Mr. Chaplin's extensive experience in the field of public health we would like to start Mr. Chaplin at Grade M-16, Step 3.

Mr. Chaplin will be moving to New Bedford but would require a one year residency waiver to provide his family sufficient time to sell their home, ensure no disruption to his daughter's schooling and to secure housing in New Bedford.

We would appreciate if you would forward our request for Mr. Chaplin to start at step 3 and his residency waiver to the City Council for consideration.

Sincerely,

Patricia Andrade, M.D.
Chairperson
New Bedford Board of Health

Damon Chaplin

126 Myrtle St. | Brockton Massachusetts 02301

PROFILE OVERVIEW: Public Health Management ▪ Strategic Planning ▪ Municipal Consensus Building ▪ Regional Planning

Accomplished senior public health practitioner, with progressive experience and knowledge in public health policies and best practices committed to community health and health equity in historically vulnerable populations. Exceptional leadership skills with more than 20 years of demonstrated performance in population health management and consensus building strategies towards strengthening inter-municipal communication, program operations, and managing high performing teams, looking to leverage business and strategic planning expertise towards innovative solutions for improved community health, programs, policies and outcomes.

EDUCATION

Curry College, Milton, MA
Masters in Business Administration

Central State University, Wilberforce OH
B.S. in Biology

- CORE COMPETENCIES:**
- Public Health Management
 - Data analysis
 - Public Health Accreditation
 - Municipal Engagement
 - Coalition Development
 - Cross Jurisdictional Sharing
 - Emergency Preparedness
 - Program Management
 - Health Equity

CAREER SUCCESS

Massachusetts Department of Public Health, Canton, MA **2014 – Present**
Director, Local Public Health Initiatives, Office of Local & Regional Health (OLRH) 2016– Present
Provide statewide leadership and direction to municipal leadership and stakeholders interested in applying for accreditation and forming public health districts using a shared service model for improving health equity and strengthening workforce development.

- Structure communication strategies to promote 10 essential services of public health while ensuring compliance with a broad range of current local health policies, smart growth principals and healthy equity trends.
- Direct program management by working with partner organizations and evaluation teams to drive community engagement across the commonwealth through cross jurisdictional sharing which promotes improved local public health performance management and quality improvement for vulnerable populations.
- Assist in the end-to-end navigation and execution of grant processes and deliverables

Regional Director, Office of Local and Regional Health, Metro Boston Regional Health Office 2014 – 2016
Managed and coordinated agency activities in partnership with public and private municipal leaders and organizations in The Greater Metro-Boston Region with a strong focus on mobilizing and supporting community partnerships to address community and health disparities.

- Manage MDPH Metro-Boston Regional Health Office with a base of operations for 59 staff representing 7 bureaus and 13 programs; provided leadership, oversight and coordination for overall building operations, administration and staffing
- Actively managed team performance via timely interventions with senior hospital administrators regarding technology innovations, community interventions and data management reviews, goal setting and candid conversations relative to end user workflow and performance.
- Led and organized quarterly regional health meetings, trainings and resource sharing opportunities for local public health directors, board members and town administrators on current public health threats and emerging health equity trends
- Provided key budgetary oversight and leadership to more than 5 community health network organizations covering 65 cities and towns focused on improving social determinants of health and reducing health disparities in under-served communities
- Represented MDPH by promoting strategic priorities through Inter-municipal engagement, consultation, training, technical assistance, outreach, information sharing, resource identification, and collaborative policy development.

Boston Public Health Commission, Boston, MA

2006 – 2014

Program Coordinator III, Division of Community Support

2013 – 2014

Responsible for program development and community engagement focused on improving community health outcomes for underserved populations.

- Directed program staff, and set team priorities with a focus on education, training and leadership development activities
- Continually evaluated program performance and actively explored new business opportunities to expand program reach
- Developed annual operating budgets and other fiscal resources in alignment with departmental policies and procedures
- Conducted data analysis and distributed quarterly reporting that monitored trends and identified social and economic conditions that adversely affected population health outcomes
- Coordinated public health activities with public health professionals, agencies and other key stakeholders

Program Manager | Office of Environmental Health, (OEH)

2009 –2013

Served as lead for the Healthy Schools Program Initiative responsible for program development and management

- Developed The Healthy Schools Project Management Plan to assist in the analysis and review of project controls, status and future activities in order to ensure completion of project.
- Managed and developed program goals, objectives and strategic outcomes.
- Monitored school inspectional data, documents and audit reviews of completed work to determine if the program met its desired outcomes and identify potential areas of improvement.
- Maintained effective oral and written communication with inter-agency affiliates and committees.

Health Inspector | Office of Environmental Health, (OEH)

2006 –2009

Performed routine site evaluations identifying physical, chemical, environmental and structural hazards detrimental to the health and wellbeing of neighborhoods and community partners.

- Reviewed and analyzed reports generated by environmental consultants including construction renovation safety programs construction safety plans, indoor air quality reports, as well as asbestos and other hazardous building related materials.
- Enforced local ordinances and state regulations affecting community and human health.
- Directed building evacuations in conjunction with the Boston Fire Department, Boston Police Department and other affiliated agencies and departments.
- Supervised temporary and lower level staff as needed.

The Ales Group, New York City, NY

2004- 2006

Product Manager

Lead the design and development of the go to market strategies for an emerging new product line with key input towards product placement, positioning and pricing.

- Developed territory business plan and prospect new opportunities in target markets to promote full product line
- Tracked sales, trainings and reviews for more than 200 accounts nationwide.
- Effectively identified and evaluated key stake holder expectations, risks and requirements.

PREVIOUS ROLES:

- MA Department of Environmental Protection--- Environmental Analyst II 1999-2004
- The Boston Public Health Center---Humphreys Place Project Manager 1996-1999

ENTREPRENEURIAL EXPERIENCE

- Co-Owner--- Epiphany Hair Care Studio Inc. – Family Owned Customer Service and Retail Firm 2009-present
- Principal Owner---Chaplin Realty Co. LLC – 20 lot commercial rental property in Rural South 2007-present
- Owner---Chaplin Realty Trust—Brown Field Redevelopment Project in urban community 2004-2006

CERTIFICATES AND AFFILIATIONS

- Community Health Network Alliance(CHNA 20, 19, 18, 17, 16) Steering Committee Affiliate 2014-2016
- The Massachusetts Senior Supervisor Program MasSP Certificate 2014-2015
- University of Massachusetts-Boston Project Management Certificate 2013-2014
- Lena Park Board Director 2013-2015
- Massachusetts Public Health Association Member 2016-2017