

MINUTES
TOWN OF BELMONT
POLICE CHIEF SCREENING COMMITTEE
Friday, September 20, 2019, 9:30 a.m.
Select Board Meeting Room, Town Hall

2019 DEC 12 AM 8:58

CALL TO ORDER

A regular meeting of the Police Chief Screening Committee was called to order in open session at 9:35 am by Chair Mark Paolillo in the Select Board Meeting Room at Town Hall. Members Frank French, Raymond Johnson, Michael McAllister, Maryann Scali, Wendy Murphy and Chief James Hicks were present.

Also present: Richard White Consultant.

Mr. Paolillo explained the schedule and need to find times for the committee to interview. Potential common dates include Monday evening, October 14 and Saturday, November 2.

Review of Potential Questions

Mr. Paolillo reviewed the question tally. Mr. White suggested no more than six (6) questions including a warm up. 17, 18, 21, 31 and 41 were the highest votes. Mr. White suggested combining a few questions such as 18 and 41. Mr. White then said we'd have the opportunity to ask the additional questions of concern to the committing surrounding bias in policing and interacting with the vulnerable community.

Mr. Paolillo inquired as to the ordering of the questions. Then for each candidate are they done in the same order? Mr. White suggested a warm up question and then starting with a cultural question to set the tone for the interviews placing importance. He suggested perhaps the bias question second and the vulnerability questions third. The idea is that these questions will set the stage and expectations for the remaining questions.

Ms. Murphy stated that in Foxborough they used the bias question last as it was perceived as the most challenging/difficult.

Mr. Johnson inquired as to whether or not the bias question assumes bias. Chief Hicks stated that everyone has bias. The intent of the question is to ask them to dig deep into themselves. Mr. Paolillo believes it's important for the candidate to understand and accept that they have bias in some aspect of their lives. Comments surrounded the issue of how do they perform the job with the awareness of their biases. Mr. Johnson inquired as to whether follow up questions can be asked and the response was yes.

The consensus was that the bias question would come at the end of the interview.

Discussion ensued about demographics of the town. Chief Hicks noted that demographics don't necessarily mean just those who are residents. It may include business population, commuters, etc. Mr. McAllister indicated that in the schools it's important for students to have exposure to teachers that look like them as well as teachers that do not. It's important for the students to be exposed to diversity.

It was determined that the following questions would be asked:

1. Opening Question – warm up, intro. Provide a brief synopsis of who they are and why they are here. “Why Belmont, Why this Job, and Why Now?” Provide the candidates with two to three minutes to answer.
2. “If you were appointed police chief, how would you build consensus amongst community stakeholders and for the betterment of the department?” Follow up if vague, don’t mention certain people or groups, etc. This was Question 17 modified.
3. “How do you motivate employees to achieve more and to suggest innovative ways to perform routine day to day operations while still maintaining accountability?” Examples? This was Questions 18 and 41 combined.
4. “If appointed Police Chief, what are your plans for recruiting a greater and more diverse police force?” This was Question 21
5. “Who do you see as the vulnerable members of our community, and as police chief what would you do to effectively address their needs?” This was a question from Ms. Yoon-Huang.
6. Bias in policing is an important issue in every community. Can you give an example of when you were biased in your work as a law enforcement officer, how you recognized the problem in yourself, and what you did about it?

It was determined that Question 31, “What are some qualities and skills you would look for when appointing an assistant police chief?” would be better for the second round.

Ms. Scali made a motion to approve the six questions. Mr. French seconded. **Approved 7-0-0.**

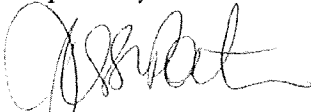
Review and approve minutes of September 16, 2019

Ms. Scali made a motion to approve the Open Session Minutes of September 16, 2019, as amended. Seconded by Mr. French. **Approved 7-0-0**

Ms. Scali made a motion to approve the Executive Session Minutes of September 16, 2019, as amended. Seconded by Mr. French. **Approved 7-0-0**

Ms. Scali made a motion to adjourn at 10:45 a.m., Mr. French seconded. **Approved 7-0-0**

Respectfully submitted,



Jessica Porter
Human Resources Director

Voted and Approved October 14, 2019