

MINUTES
TOWN OF BELMONT
POLICE CHIEF SCREENING COMMITTEE- Executive Session
Saturday November 2, 2019 at 8:00am
Select Board Meeting Room, Town Hall

2019 DEC 12 AM 8:57

CALL TO ORDER

An executive session meeting of the Police Chief Screening Committee was called to order at 8:10am by Chair Mark Paolillo in the Select Board Meeting Room at Town Hall. Members: Patrice Garvin, Chief James Hicks, Wendy Murphy, Frank French, Raymond Johnson, Michael McAllister, Maryann Scali, and Gi Yoon- Huang and John Phelan were present.

Also present: Richard White Consultant; Jessica Porter H.R. Director

Interview of Candidates

Mr. Paolillo discussed the process for the candidate to make their prepared presentation and the committee will ask questions throughout the presentations.

All presentations will be included with this document as minutes, the presentations represent the candidate's twelve month plan for their first year on the job.

Candidate 2

Started presenting their presentation.

Mr. Paolillo asked what are the issues with data collection currently in the department?

The candidate stated the issues are the data is not as searchable as the department needs and pulling the statistics is challenging the current way the data is entered in. In addition the current scheduling system can be used for payroll but currently the department uses two different systems, On Duty and Extra Duty.

Ms. Garvin asked about the candidate's understanding of the current budget.

The candidate stated they are aware of the potential override and that there is not money for more positions, the candidate noted that in 1998 the department had 57 officers now the department has 48 officers.

A committee member asked if the traffic was an enforcement issue versus the volume going through Town?

The candidate stated they believe the traffic issues are impacted by the population in Town increasing and the Waze application for smart phones, there is volume that causes issues and others causes include enforcement. The candidate also discussed that currently there are officers working as crossing guards when needed which prevents the officers from patrolling the town, which impacts the departments ability to enforce during peak traffic times.

Ms. Scali asked about the budget and if writing more tickets would receive more funding for the Town?

The candidate explained that tickets do not bring much money to the Town to impact the budget significantly even if they enforced writing more.

Ms. Murphy said the traffic issues are on Concord Ave, is it a police issue, what can they do?

The candidate said the law enforcement cannot control congestion that much with patrolling so enforcement cannot really make an impact on traffic congestion issues.

Ms. Murphy asked about police officers strategically letting cars go and controlling traffic, what type of impact can that have?

The candidate said there would need to be a study to show how controlling traffic can make an impact to see if having officers in certain areas directing traffic during certain hours would make a difference in traffic flow and congestion.

Ms. Garvin asked what she knows about the TAC- Traffic Advisory Committee?

The candidate stated they know that Sargent Mailhot, the Traffic Sargent attends all TAC meetings but that they have never personally attended a meeting and knows what gets accomplished.

Chief Hicks, asked as Chief, this is your 12 month plan concerned and he was concerned the candidate did not know much about TAC, how does the Police Department work with TAC?

The candidate stated that the department has Sargent Mailhot attend meetings with TAC and he works with Community Development to get signage, brings back ideas from TAC to the department so changes can be made and studies can be done to support the work TAC does.

Ms. Scali asked about the schools and how traffic works with drop off and pick up at the schools?

The candidate noted the school department works closely with the Student Resource Officers to get them at the school for drop off and pick up to assist with safety and traffic.

Ms. Garvin asked what is your opinion on the overnight parking ban?

The candidate stated if every person would park in a cordial way over night they think it would not be a problem and believes during the summer overnight parking is not problematic.

Ms. Garvin noted when there is an overnight parking ban police take notice if a car is parked overnight which helps the department recognize suspicious activity but it is not that easy to notice suspicious activity when there is no ban.

The candidate stated that is also a good point, and discussed an incident she was involved in that finding a car parked over night when it was not supposed to be lead to help in a specific case.

Mr. Paolillo asked if increased enforcement prevents or increase traffic?

The candidate stated enforcing in selected areas is important especially when there are safety issues around schools. The safety issues of the traffic is most important, as Chief the candidate would look at the targeted most problem areas first to ensure the right things are enforced. Traffic calming is important as well, there are areas difficult to enforce, when there is no area for officers to safely pull over and do radar it is difficult to enforce.

The candidate also stated that the hands free on the phone law would be helpful, which is in process at the state level. In addition the candidate noted that no texting while driving is hard to enforce because drivers will say they were making a phone call.

Mr. Paolillo asked if we have the most updated traffic equipment?

The candidate said no, we need to be more up to date with technology and it will help with enforcement of traffic and accident investigation.

Ms. Garvin asked how the candidate sees having an elder police officer working with the social workers in Town?

The candidate stated having a Police Officer assigned to work with the Elder population is important and the officer would work closely with the social workers. In addition the candidate suggested the Town should apply for the Jail Diversion Grant for a social worker. The social worker could have access to some of the systems through the police department. The social worker can help with residents after discharge from the hospital, which is currently lacking right now. The grant pays for the salary of the social worker in this position.

The candidate continued to discuss that mental health is in the Town, hoarding, seeing and hearing things, McLean is in this town, there are many patients in Town that have moved here to be able to access the hospital. The candidate has pulled the stats to show suicide and suicidal ideas has been an issue with the Town, it is the follow up afterwards that is important with the Town and the social worker position could assist with these types of cases.

Ms. Paolillo noted that there are residents in Town that are vulnerable in different areas, what would you do to assist this population?

The candidate noted the officers are very good, they are trained on responding to mental health, the officers work hard but the social worker will help with the after care and follow up, ensure the resident is getting the care they need. The person can go with the officer to the calls. They have had the Watertown social worker come with Belmont officers in the past for more difficult situations.

Mr. McAllister asked what the current social worker would do with the Town if another one was hired for the Police Department?

The candidate noted now that the current social worker is overwhelmed and only part time in the summer. This person would work with the current social worker and assist with her work load.

Ms. Murphy asked about the department relation with McLean?

The candidate stated they do their best to work with them but there is a HIPPA issue and they cannot provide Town all the information they have to protect the privacy of their patients.

Mr. Paolillo asked if hoarding was an issue in the Town?

The candidate noted yes and there are children living in many of the situations. Receiving grants for clean up would be very helpful for these types of cases. The candidate stated that the Town has a group already but not an official task force for these types of cases. The candidate to continue to state that having an official task force for this type of case would allow them to apply for grants that they currently do not access now. The candidate discussed the process in these types of cases and why multiple departments like Police, Fire, Health, Community Development and the COA have to be involved. The police department can go in as emergency situations, the police officers document and writes reports and then they are able to provide it to the health department and they can apply for an administrative warrant to then enter the house. Without the written reports the Health Department cannot apply for an administrative warrant to enter.

Ms. Garvin asked the candidate their opinion on regional dispatchers?

The candidate doesn't like it, the dispatchers are tenured in Belmont each having 20 plus years. They dispatch Light, Water, DPW and the communication is very important. The dispatchers in Town have helped because they know the residents that are calling. The candidate likes local dispatchers and thinks they should stay managed this way.

Mr. Paolillo asked what the candidate's view is on the DARE program?

The candidate stated the full curriculum is supposed to go from fifth grade to eighth grade. The program allows the younger students to learn what cops do, to not be afraid by police officers. It is the kid's first introduction to the police officers. The candidate does not believe the program will stop kids from using but it is good for other areas allows students to see the officers as good people in the community.

Chief Hicks asked if it would be more valuable to turn the DARE officer into a SRO?

The candidate said yes, it would be great. There are many times the DARE officer will cause overtime for the department because of being in the class room part time and it would be beneficial to have that officer as another SRO for the elementary schools.

Mr. French noted the DARE program is also useful for the community outreach and sponsoring camps and scholarships so it is valuable for the youth not just the class time the officer spends there.

The candidate agreed and noted the other activities and events the DARE officer does and has sponsored outside of the classroom.

Ms. Murphy noted why does DARE only talk about drugs and alcohol? Has it ever come up that the program should be more about other areas?

The candidate has noted it is not just about drugs now and that domestic violence and other areas are part of the curriculum and it is important for the officer to be someone for them to talk to.

Mr. Paolillo asked how does the police department reach out to the community to create more diversity within the department?

The candidate noted it is important to work with the high school students, and churches with minority populations. It is difficult to attract diversity, the Town needs to get people to take the Civil Service test. The state is having difficult time getting qualified people to take the exam. The candidate additionally stated that getting rid of the Quinn Bill did not help either with attracting candidates.

Mr. Paolillo asked how does the Town handle laterals and can we use laterals to create more diversity?

The candidate stated some of our officers leaves to get more action, more opportunity for growth, and higher salary. Belmont has officers that lateral to the bigger departments for these reasons.

Ms. Garvin asked why the candidate thinks diversity is important in the ranks?

The candidate thinks it is important to represent the community as a whole through the Police Department. Currently the department has a Cantonese, Spanish, Armenian, and German speaking officers, the department needs to represent our community, having a Russian officer will help our community.

Chief Hicks, asked the candidate if the department is more likely to get a diverse department under Civil Service or out of Civil Service? What is the most likely way to achieve the goal of diversity?

The candidate stated the department has the potential of getting more people to apply out of Civil Service and to take a Town test. The Town currently has the age limit of 32 which is impactful as well. The candidate noted the Town adopted the law of the age limit of 32. The candidate doesn't agree with it but the law is currently adopted.

Mr. Paolillo asked for clarity on the candidate position in regards to remaining in Civil Service or removing the department from Civil Service.

The candidate noted the biggest concern is not having the layoff clause if the department is no longer in Civil Service. This clause protects the officers if the Town needs to do layoffs. The Town's department should be as diverse as the Town. In addition the candidate noted that officers out of Civil Service tend to jump around departments in other areas of the state.

Ms. Garvin noted report writing is crucial to the job, and asked what tools would the candidate would give to the new officers?

The candidate noted the field training should cover it and the Academy. It is a difficult task, report writing is important the Officer's In Charge and Sergeants will sit with the new officers to ensure they are comfortable.

Ms. Garvin questioned the candidate on how they would work with the administration to get something you really need through the budget?

The candidate stated they would have to provide the data and show why it is needed to the Town Administrator and Select Board. It would be important to show the costs of things that have been caused by the old equipment to show the need for the new equipment and the savings it could create over time.

Mr. Paolillo asked what do the candidate believed to be the appropriate staffing level for the department if there were no budget restrictions?

The candidate stated there would be another 3 to 4 officers needed if the budget allowed. School Resource Officers and traffic officers would be added.

Ms. Yoon-Huang asked the candidate to clarify if they were serving as captain now?

The candidate clarified she is covering the scheduling piece of the captain position but is not working as a Captain in full capacity.

Ms. Yoon-Huang asked the candidate about bias's with officers in the department that already know the residents they are working with. How does the department prevent these types of biases from happening if there is a dispute with neighbors and the officer that comes to the call knows one of the neighbors well personally.

The candidate said it is difficult, and it is important for the department to be introduced to the new residents. Working with the community, holding open houses in the department, meeting new people is important for all the officers. The Police Department could work with new kid's families through the school if they do anything for new students when they arrive, they could partner with the schools to get involved with the new families.

Candidate 3

Mr. Paolillo asked what is your sense of the mistrust among officers in the community here?

The candidate noted that in the past 2 years you can feel tension when you are taking on an incident that involved a minority. The tension is for both the community member and the officer, the news media is all over it and it is trickling down to communities like Belmont. There should be incorporation of Belmont Police Officers training to prevent tension.

Ms. Garvin asked what if you find out in the first 6 months you find out these are not the areas of focus that aren't want to be worked on by the officers or the community don't need?

The candidate stated said they would need to be changed, we need to find areas that the community and officers agree on. The officers right now are going through the motions, what areas are the officers concerned with, the officers need to present it back to the department and realize they can make change for the community and the department.

Mr. McAllister asked how the contacts for the neighborhoods and specific areas be communicated to the residents?

The candidate stated through social media and Town Meeting members, have individual officers meet with individuals from different areas. The one on one is important, there is a lot of people that the department does not reach out to. Having the officer for the area is value added to the department.

Ms. Garvin noted some residents push back and wouldn't allow some changes that the candidate is proposing.

The candidate stated you don't give up, keep working with the residents and the departments to get the answer.

Mr. Paolillo asked if the candidate's presentation was suggesting the department does not do enough to build trust with at risk youths and that parents are too busy, what is the process?

The candidate stated the department could do a better job about reaching out to the youth. Going forward the candidate would address the issues within the youth, determine what the best practices are out there, use social media to reach out to the parents and the schools, determine if there are any at risk youths out there. Embedding social workers in the department and schools through grants to assist the youth when needed.

Mr. Paolillo questioned if the department needs a social worker? What should the Town do once an at risk youth is identified?

The candidate stated that the department would have officers sit down with at risk youth once identified, understand the route of the problems. The candidate noted that policing has changed the department has to encompass these things, and work as a whole group with the child, social worker, psychologists, principals etc.

Mr. Phelan noted there have been cases where all the departments in Town are working together. The departments need more training, it is evolving and communication is important.

Ms. Murphy pointed out the phrase date-rape should not be used, which was on a slide in the candidate's presentation.

Ms. Murphy noted she does not think juveniles should be prosecuted but there is victimization of girls in sexual assault cases. The number 1 in 3 is so high, is there anything that can be done to teach parents and children that sexual abuse is a huge issue and needs to be talked about?

The candidate stated it is important, at home we teach our children the responsibility that it is not appropriate, as police officers we need to reach out to this population and educate. The Police Department needs to educate and train officers so they understand this stuff is going on and people are being effected.

Mr. Paolillo noted what if there is a young man at the high school abusing how do we handle that?

The candidate noted we would bring it to the courts. The child should not be in the schools, they are a predator, the department has to investigate it and deal with it in a professional way, talk with the prosecutors and the attorneys. This has happened in Belmont.

Mr. Paolillo asked what does the department do now with elders?

The candidate noted officers will sit down with the elder's service groups. The candidate stated that in recent issue the department gets the health department, social worker, COA and fire department involved. The issues need to be addressed, and the Police Department will perform check ins on the resident once it is brought to the departments attention that there is an issue that should be watched.

Mr. Paolillo asked what can be done better?

The candidate noted, having more training and the officers assigned to the elder's area. There has been re- victimization that continues to happen, elderly are not on social media, the officers need to work with the elder groups to see how to get information out to them.

Ms. Murphy asked how many criminal cases are there in Belmont with elder's annually?

The candidate stated they were not sure but noted frequent cases of fraud with money request over the phone with elders and care takers taking advantage of elderly patients is typically what happens in elder cases. The elder population have pride and often don't want to state they have been victimized. The department should look to train local CVS and banks to call if they feel the person is not making a normal transaction so an officer can come down and talk to the individual.

The candidate noted many of the elder cases go unreported, although they are being harmed. There needs to be a proactive approach and getting the officers involved in this community.

Ms. Garvin how do you recruit unbiased officers if the department is working off a Civil Service list?

The candidate stated the department needs to go out of civil service to recruit.

Mr. Paolillo asked how do you know someone is unbiased?

The candidate stated you cannot know but you can do extensive background checks, try to recruit the best people through a vetting process and training.

Ms. Garvin questioned the candidate if there any such thing as an unbiased person? And why do you think diversity is important to the department?

The candidate agreed there is truly no unbiased person. The candidate noted that officers that are diverse can handle different types of calls, it is important to have a diver force to help understand the different backgrounds of the people in the community so we do a better job of understanding people's feelings.

Chief Hicks stated rank and file is against data collection and police leaders are torn. What is your opinion?

The candidate discussed how the population of Belmont has changed, and when the commuting population runs through the Town the traffic is worse. The candidate believes the data has to be value added and correct, something the department can work with. The officers need to know the information is being collected, describe why the data is being collected so the officers can provide

their input and ideas. Describe to the unions it will protect them and is for their benefit for the department to collect data.

Mr. Paolillo asked if the crime within the business community high?

The candidate noted not high but it is there, there has been issues of harassment, sexual harassment it is important for the department to be involved with the businesses.

Ms. Garvin noted the marijuana shop coming to town, how do you deal with the residents on this?

The candidate stated they would sit down with the community members, and discuss that the decision has already been made and now the department will work to ensure the shop is not causing issues and harm to the resident. The residents have to allow them to work here and the Police Department will deal with that. The candidate noted that everything will need to be vetted, and as Chief the candidate would work with other communities that have opened shops and see what the police department's involvement was and what they can do to provide protection within the community around the shop.

Mr. Paolillo noted alcohol and drug abuse within officers to deal with the stress. What is the current health of our department and how do we deal with the concerns?

In addition Ms. Garvin noted men and women deal with stress in different ways and how would the candidate address that when creating the seminars about health in the workplace?

The candidate stated have training and speakers come in to provide all the officers resources would be the first step. The candidate stated that no one should be singled out or feel they cannot seek help or use the EAP. The candidate noted it is important for officers that are out on the street to look around and build individual relationships with the officers and being personable. Realizing that everyone in the department is approachable, and each officer is relying on the next officer. The candidate believes that talking to other officers that may have similar experiences is very effective, and that there is a skizzor unit where officers like to talk to other officers during critical incidents, they would debrief them and follow up with extra help in needing to talk to someone. Officer's have the availability to talk to people at McLean, having people come in that have gone through similar situations is very helpful.

Ms. Yoon-Huang noted that in the last interview the candidate stated what seems small to an officer may have a big impact to a resident in Belmont. One of the biases that officers may have is from knowing the residents in town and when there is a problem involving a new resident to Belmont with a long term resident, like a neighborly dispute an officer that responds to the call may know one of the neighbors in the dispute, the tension is elevated because the new party feels biased not knowing the officer, in addition to being new to the community, they may speak another language or be of another race. How do you address that?

The officers need to professional, and not lose credibility and respect if something like that is going on. If it is going on the internal affairs units gets involved and there will be consequences for being unethical. There is an impression from that person, the trainings need to be provided to remind officers that anything you say or do is being seen and you have to be professional and do the right thing regardless of who you know.

Ms. Garvin noted it starts at the Chief level, you need to meet with people you know and people you don't know.

The candidate noted absolutely and it is not just the Chief's responsibility, the officers needed to be delegated better and not just have the Chief at different Town meetings, it is a community effort and other officers should be attending various meetings throughout town. The candidate does not know how Chief McLaughlin does it, Chief McLaughlin does a good job going to so many meetings and meets with all different groups. He does a great job of that.

Mr. Paolillo asked what happens to the officer that is biased?

The candidate noted there is discipline, bring it to the Select Board and the TA and have it addressed immediately.

Ms. Garvin asked about the understanding of the budget?

The candidate stated his proposal of more officers in Traffic would not be new members, it would be moving the members around taking 5 people we currently have and move them to traffic. The candidate would create a focus group of traffic.

Ms. Garvin asked why would they need to be moved to the Traffic Unit and not just assigned in Traffic Enforcement as needed?

The candidate stated if they are moved to the Traffic Unit the officers would attend a 2 week training on traffic, if you tell officers that their focus is traffic and respond to calls to help out when needed. Encompass the whole group, it is important for the traffic officers to enforce laws and educate the public and have the officers show up to community groups, like the traffic advisory committee. The candidate wants officers motivated to get out and focus on traffic.

Ms. Garvin asked the candidate what their opinion was on regional dispatchers?

The candidate believes it is a great idea, and the Belmont has the ability to be the hub. The candidate thinks the Town has spent so much money on the building it would make sense to reach out to other communities to be the hub location.

Mr. Paolillo asked who is the accreditation source?

The candidate stated it is the state, the Town's Police Department gets vetted by the state, the state validates the policies and procedures and once the department is accredited the department will have more access to grants. It is an ongoing process to remain accredited.

Chief Hicks noted the goal of six months to become accredited is quick, he asked the candidate if they thought this was a realistic goal?

The candidate stated it is aggressive but the Town is already involved in it and thinks we can push forward, the unions want the accreditation. The officers and unions are ready to be accredited.

Ms. Garvin, asked the candidate why is the man the aggressor and the woman being the one hiding in the photo shown on the candidate's slide show presentation.

The candidate stated it was the picture that showed up on google.

Mr. Paolillo asked about domestic violence and asked the candidate if it was not just physical, but also emotional and sexual?

The candidate agreed it is not just physical and it is important to reach out to schools, and provide training on signs of victims.

Ms. Murphy, noted the women do not report sexual assault because the DA lets the cases just go. How do we disrupt the system, so there are no dropped cases?

The candidate stated there is no easy solution.

Ms. Murphy noted shame is underutilized, and suggests getting the name and pictures out to the public of the people that are the abusers.

Mr. Johnson asked why has the money citations on the graph show on the presentation have gone down so much to almost nothing?

The candidate stated the current philosophy is education instead of ticketing to create a better relationship with the residents so the police department don't have a negative outlook from the residents. The candidate does not agree with the philosophy, and believes the department should be enforcing the law and will change behavior by enforcing.

Mr. Phelan thinks it is important to note the things the candidate discussed allows the empowerment of the department and the officers and believes that is good for the Town and the department.

Mr. Johnson asked if the department is currently doing the 16 focus areas?

The candidate stated some areas are currently focused on and others are not. The candidate also noted that the focus groups are fluid, and some things may need to be changed.

Candidate 4

Mr. Paolillo asked the candidate about the Assistant Police Chief position if the candidate was promoted to Chief, would the search be internal or external?

The candidate stated they would look internal first and if folks are not interested or qualified then post the position to external candidates.

Mr. Paolillo asked what you are listening for, since part of the presentation was about the importance of listening.

The candidate stated they listen to see what the community needs out of the police department, what can they do for the community. The candidate stated recently a religious group mentioned they

were concerned about shootings in churches and the candidate listened and this week presented to the group on shootings.

Ms. Garvin asked the candidate if they have had a conversation with the Chief about doing the weekly, quarterly and bi-annual meetings at different staff levels?

The candidate noted yes they have talked about it but they are currently not implemented.

The candidate discussed stress of the staff typically comes within the department, union contract negotiations, town benefits, the team has to work to reduce their stress.

Chief Hicks noted this type of stress doesn't go away, as a Chief you are sitting in on the negotiations, how do you reduce stress within the organization when we know it is not going to go away?

The candidate, noted when a supervisor try to hold someone accountable they need to take some type of corrective action. The Sargent may choose not to do corrective action as an easy way to reduce stress of dealing with the employee. As far as negotiating, it is stressful, you have to continue to communicate with the union even when negotiations are not going well. As Chief, if you are doing the right thing you have to work to articulate why you are doing things and proposing certain changes to help get the point across.

Mr. Paolillo noted that although you are communicating there could be disagreements, what happens when people disagree?

The candidate stated it happens all the time. An officer came and stated the teacher aids should do the crossing guard posts in the morning and afternoon, and they discussed why that wouldn't work. As the Assistant Chief the candidate made themselves available to talk to the officer about their idea although they knew going in to it the idea would not work. The candidate stated they would continue to have an opened door and listen to officers even when they disagree with different ideas.

The candidate discussed the narcan issue and believes that the issue should had been negotiated outside of the CBA.

The candidate stated this is not on a slide but on the first day on the job the candidate plans to tell the department I know you didn't choose me to be a Police Chief but I chose them, I will make an assumption they want gratitude, they want to improve as police officers and human beings and that they want to be part of a successful police department. The candidate will tell the department employees to come see the Chief if those assumptions are not true so they can talk about it.

Ms. Garvin stated this year the town is deferring cruisers for FY 21 how has that been communicated to the officers?

The candidate stated they told the officers that they need to take care of their vehicles and that they are not receiving new vehicles. The officers are aware of the financial difficulties of the Town.

Mr. Paolillo asked if you were asked to build a department today would you have a different number of officers?

The candidate stated they would hire a para legal and software specialist. In addition the candidate would hire 1 or 2 social workers, and 56 officers would get the job done.

Ms. Murphy, stated that everyone throws the label of domestic violence up as a priority why is sexual assault not on your slides?

The candidate stated in Belmont domestic violence cases are higher in number than sexual assault. The candidate stated that sexual assaults do not fall under domestic violence in the records management systems.

The candidate provided estimates on different number of cases, stating there were 7 or 8 sexual assaults last year, maybe 3 or 4 were prosecuted. There were likely 70 domestic violence and 25 arrests, and not sure how many have been prosecuted.

Ms. Murphy asked if the Town measures prosecutions?

The candidate noted yes it is in the annual report.

Ms. Murphy asked the candidate if domestic violence victims should be questioned if sexual assault is involved with their domestic disputes?

The candidate stated yes. The arrests may not match what is in the records systems if it is not originally entered correctly and it is important for officers to get as much information as possible. The candidate noted that sometimes the QED and CAD systems don't match because the information may change from domestic violence to sexual assault after the call has been entered in the system.

Ms. Murphy inquired if the Town's officers are trained to ask domestic violence victims about sexual assault?

The candidate stated it is a good point and it is not a policy currently in the department.

The candidate noted the culture since 2003 has made an impact on traffic enforcement and that needs to change. The candidate stated that to enforce traffic violations as Chief they would assign officers to the motorcycles to go out and enforce traffic violations.

Ms. Murphy asked what the consequence would be if the officer does not meet the goal for the traffic enforcement?

The candidate stated the department will get rid of the motorcycles, there wouldn't be specific punishment for the individual officers not meeting a "quota". The candidate continued to say that the officers need to use discretion, and make good choices when enforcing traffic. If there are flagrant issues the officers need to take action.

Mr. French stated people believe the enforcement issue will fix the traffic and asked the candidate if they agreed?

The candidate noted enforcement won't change traffic.

Ms. Garvin noted enforcement increase can cause other issues, for instance a resident may feel targeted because of race, and asked the candidate how they would handle that?

The candidate noted they can show other violations that were ticketed in that area. It is a concern, officers are also concerned about it. Currently the department records the race at all stops to track bias but you cannot ask about race so it is based on what the officer believes the person to be, the race that is reported is based on the officer's opinion.

Ms. Yoon-Huang noted the bias with officers knowing people in the Town and then there are new residents, there is a sense of special treatment because the older resident knows the officers. She believes that tension layers get created, how do you handle that type of bias and perception?

The candidate noted that officers need to be aware of all their biases. The candidate stated unlicensed offense, criminal offense, everyone gets tickets except for the one that is undocumented, the undocumented gets arrested, the candidate does not believe in that. The candidate stated that many of the officers now don't live in the community and will tend to be less biased.

Mr. McAllister asked do officers have the ability to pull their data to see the reports they have done?

The candidate noted they can but it is not done now unless there is a reason for it to be.

Ms. Murphy, noted she has 5 children that all drink underage and has called the town Boosemont. How do you handle students and risky behaviors?

The candidate noted they have children that engage in risky behavior, has been concerned as a parent as well. This is something that parents should be involved in and assist with helping their children and teaching about risks.

Ms. Murphy noted that studies show that women that are killed is because of the failure of the no drop policy and if you impose a no drop policy there will be less deaths and less cases.

The candidate stated it is the same question she asked about sexual assault last time, as Chief they would have to talk with the DA and try to get them to make a change. There needs to be a policy change in the DA office. The candidate stated the strategy should be to treat every case as a high risk case and to get information out of the victims.

Mr. Paolillo noted that domestic abuse is not just physical and can be done through social media, texting and Facebook posts. He asked the candidate what they would do to try to make changes around these things?

The candidate noted they would have to be brought to the DA. Discussions need to happen with the DA's office.

Ms. Murphy noted that it is not a crime to destroy someone emotionally until the person dies, not stating it is a police problem but it is a problem and maybe asking more questions to victims would be beneficial to preventing more crime.

Mr. Paolillo asked how do the unions feel about civil service?

The candidate noted they will stay in civil service and be grandfathered in.

Ms. Garvin asked why a diverse force is important to the department?

The candidate stated they don't know what it feels like to walk into a room and feel like a minority and it is important for the people in Town to feel they are being represented by a diverse group of people, that represent the members of the community.

Mr. Phelan noted he was refreshed that the candidate acknowledged some of the things they see that need to be changed or shifted and believes the healthy view of the work is very impressive. Amazed of the grasp of every piece of the conversation.

Discussion

Mr. Whyte congratulated the group on making an interactive process work. The candidates learned a lot and found the process enriching. The group now has to determine if the group can come to a consensus of two candidates to recommend to interview with the Select Board.

Mr. Paolillo noted to have a vote and rank the candidates as 1 and 2, the group should send 2 candidates to the Board.

Mr. Whyte noted the process the Board will go through will be discussed with the Chair of the Board, it has not been finalized.

Mr. Phelan noted two could go forward and one that stood out the most. He believes the Select Board should interview for at least 1 hour. Can we provide a summary of the candidate or just provide the two names?

Mr. Whyte noted he can develop a report from interviews on the candidates to share with the Select Board and review it with Mr. Paolillo.

Mr. Phelan thinks we should provide the Select Board with strengths and weaknesses of the candidates recommended for interview.

Ms. Garvin noted the Select Board would be interested in what the committee thinks.

Mr. Whyte noted the report should not position the Select Board.

Ms. Garvin believes that as soon as the names are released to the public the public will reach out to the select board and people on this committee.

Mr. Whyte will get a release from each candidate that is selected to be able to make their name public.

Ms. Yoon-Huang would like Chief Hicks opinion on the candidates.

Chief Hicks noted this is the Town's Chief and has a few perspectives but thinks he should hear what the rest of the committee says before he speaks on his thoughts on the candidate.

Ms. Scali asked what can be said publicly ?

Mr. Paolillo stated that you can't share what has been said in the interviews through the executive sessions. If a member of the Select Board calls you, you can discuss the process with them.

Mr. Paolillo noted all three did a great job, candidate #4 he felt did the best job, he liked candidate #4 ideas and believes this candidate would do a good job. Candidate #3 would be his second choice based on background and experience although candidate #2 did a good job the experience is not as strong.

Mr. French agrees all three did a great job, candidate #4 and #3 stood out a little bit over candidate #2. He has known all three candidates for a long time and thinks # 3 and #4 are ready to be Chief.

Mr. Phelan thinks it is difficult to apply to internal jobs and ranks them the same way. Candidate #4 has always answered their phone any time and most impressed with candidate #4 with the grasp in detail and their ability to notice the need and want for change. Candidate #4 has a strong grasp in history of the department. Mr. Phelan also thought it was remarkable that candidate #4 noted they would ask for the other candidates plans and collaborate with them on their plans if selected Chief.

Ms. Yoon-Huang felt she tried to make it open, equal and fair and feels that candidate #4 did a really good job and performed well through the process. She agrees that candidates #3 and #4 as the candidates to recommend.

Ms. Murphy noted as Candidate #4 as the Assistant Chief had the access to things that the other candidates did not have access to. Ms. Murphy stated candidate #4 is by far the most qualified for what they know and their ability to understand leadership. Ms. Murphy noted all candidates had typos in their presentations. Ms. Murphy would not recommend the other two candidates to the board.

Mr. McAllister felt that candidate #4 is excited for change and all opportunities. Candidate #4 was his first choice and # 3 was a far second.

Mr. Johnson, stated candidate #2 was strong in community services but isn't quite ready to be Chief of the entire department but could be Chief of Community Service.

Ms. Scali has been wide opened and knows all candidates, felt that candidate #4 was outstanding, very positive and was committed to work with their staff. Candidate #2 is great at what they do but didn't have the answers they should have had. Ms. Scali noted #3 was polished.

Chief Hicks, echoes a lot what was said. Looks at it in a few different perspectives, first capabilities. He knows where each candidate was in the organizational chart and some have an uphill climb because of their current rank. The candidates knew there was candidate #4 that has been involved and experienced as Assistant Chief and the other candidates should have explored the areas they were weak in to make an effort to understand it. Candidate #4 is a solid candidate, do not want a yes person as your assistant chief and candidate #4 has had their own ideas and has shared them

with the current Chief. Candidate #4 was not challenged enough by the other candidates. Chief Hicks was disappointed with Candidate #2's presentation, the candidate is very good at what they do, nothing about new ideas and changes and being a decision maker. Chief Hicks noted the candidate did not know how to resolve some of the things the candidate presented on. Regional dispatch, the candidate did not have a reason to say no, couldn't explain their answer. DARE program, Candidate #2 did not advocate for it and did not mention the education and the classes the program does. In addition Candidate #2 in regards to civil service, never answered the question, the important reason is for the layoff clause but since everyone would be grandfathered, the candidate was worried about the department in the future. Candidate #3, is a good solid candidate but for a different time, would recommend the candidate as a second to bring to the Select Board.

Ms. Garvin disclosed she works with candidate #4 on a daily basis. The candidate is a high performing employee daily. She does not have to worry that things will not be resolved. Candidate #2 is a very good employee but needs more guidance and opportunity to become a strong candidate. Ms. Garvin does not work with candidate #3 often. Ms. Garvin felt Candidate #3 had answers that were not full picture. Not sure how well she would work with candidate #3.

Ms. Yoon-Hung asked Chief Hicks if he felt candidate #4 is among the level of excellent Chiefs across the board?

Chief Hicks stated yes.

Ms. Scali made a motion to recommend candidate #4 to interview with the Select Board. Seconded by Ms. Garvin. **Vote 10-0-0**

Roll Call Vote: Mark Paolillo Aye, Frank French Aye, John Phelan Aye, Gi Yoon-Huang Aye, Wendy Murphy Aye, Michael McAllister Aye, Raymond Johnson Aye, Maryann Scali Aye, Chief Hicks Aye, Patrice Garvin Aye.

Mr. French move to recommend candidate #3 to interview with the Select Board. Seconded by Ms. Garvin. **Vote 7-0-3**

Roll Call Vote: Mark Paolillo Aye, Frank French Aye, John Phelan Aye, Gi Yoon-Huang Aye, Wendy Murphy abstained, Michael McAllister Abstained, Raymond Johnson Aye, Maryann Scali Abstained, Chief Hicks Aye, Patrice Garvin Aye.

The Screening Committee will meet on December 9th to vote minutes prior to the Select Board interviews.

Ms. Scali made a motion to adjourn the meeting at 1:19pm seconded by Chief Hicks.

Roll Call Vote: Mark Paolillo Aye, Frank French Aye, John Phelan Aye, Gi Yoon-Huang Aye, Wendy Murphy Aye, Michael McAllister Aye, Raymond Johnson Aye, Maryann Scali Aye, Chief Hicks Aye, Patrice Garvin Aye.

Respectfully Submitted,



Shawna Healey
Human Resource Generalist

Voted and Approved December 9, 2019