

Police Chief's Screening Committee  
Executive Session

7:35 PM 12/22/10  
Town Hall Room 014

Present: C. Damigella, L. Doolin, M. Gromada, P. Duffy, J. Cronin, W. George, T. Dumas.

7:35 PM Chairman Cronin presented a letter from Candidate G. Leurini from Westfield State College, stating that he would graduate by the end of January upon payment of his fee (see attached).

Chairman Cronin distributed a handout with the results for each candidate and scored by each committee member. These were consolidated, with the scores rolled into a final score. (See attached)

J. Moore 99.7	G. Leurini 82.1
K. Edison 94.7	M. Waugh 65.4
C. Denman 94.4	D. Gatchell 59.0

B. George handed out the draft of the possible scenarios to use for the assessment center. Chairman Cronin discussed the evaluation dimensions (see attached) that should be meaningful and appropriate for a Chief's selection assessment. He will return with a draft and a score sheet for the next meeting. This will include several role-playing by members of the committee and some practice for each incident.

Chairman Cronin brought up the idea that if we felt it was needed we could recommend to the Board of Selectmen the use of a professional company for a more in depth Assessment Center. The committee decided that this issue would be discussed again after the assessment center Stage 2 of our process.

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The committee then went into a discussion of each candidate separately by questions and score by each member. Special emphasis on those questions where there were scores above or below the average of the candidate, by other members. L. Doolin found a mistake in the scoring of K. Edison which raised his score to the number reflected in his score above.

Chairman Cronin raised the issue of who we should give serious consideration to move on to the next level. After s discussion there was a motion by C. Damigella to approve J. Moore to move to the next phase. 2<sup>nd</sup> by L. Doolin. Vote 7-0 to approve.

Motion by C. Damigella to approve K. Edison to move to the next phase. 2<sup>nd</sup> by T. Dumas. Vote 7-0 to approve.

Motion by C. Damigella to approve C. Denman to move to the next phase. 2<sup>nd</sup> by L. Doolin. Vote 7-0 to approve. There were no further motions. This eliminates G. Leurini, M. Waugh, D Gatchell.

The committee discussed how many questions and how long the session should last. It was decided that there would be a writing sample and 2 or 3 questions per candidate with a time limit of 90 minutes. That the next meeting the committee would discuss and decide which questions to ask, and to practice the scenarios and the role-playing.

9:35 PM motion by C. Damigella to end the Executive Session. 2<sup>nd</sup> by Lisa Doolin. Chairman poled the committee and the vote was 7-0 in favor.

Respectfully submitted,

Clerk B. George