

## HOLLISTON BOARD OF SELECTMEN

September 8, 2014 (Monday)  
3:00 P.M.

Selectmen's Meeting Room  
Town Hall

Present Kevin Conley, Chairman; Jay Marsden, Vice Chairman; Jay Leary, Clerk and Andrea Minihan, Administrator Assistant.

### Police Candidate interviews

James Ray, was first to be interviewed. Mr. Conley said that Mr. Ray has already been interviewed by the Police Chief Moore, Lieutenant Gatchell, Sergeant Denman and Sergeant Stone. Mr. Conley asked Mr. Ray how does discretion come into your decision making? Mr. Ray said that it is a big part in this line of work. It depends on how you handle things as a traffic stop to an investigation. He said that there would be input from staff that would have more experience than he has. Mr. Conley asked if Mr. Ray has any hobbies? Mr. Ray said that he played football and likes to watch it on TV. He likes to be outdoors going for walks with his dogs. Mr. Conley asked why you want to work in Holliston? Mr. Ray said that Holliston is close to where his family lives. He said that he does not want to live in the town that he works in. He said that he grew up in Franklin. Mr. Conley asked what has been your best accomplishment in the last two years? Mr. Ray said being hired last July as a full-time dispatcher. He also said that making it to the final six for interviews. Mr. Conley asked what subjects are appropriate to bring to the Chief? Mr. Ray said anything that you have an issue with. He said that a work question could be answered during the shift. If it were a personal question it should wait till after hours. Mr. Ray said that Chief Moore has a lot of experience and he also has a law degree. He is full of knowledge. Mr. Conley asked Mr. Ray what he thought about Tasers? Mr. Ray said that he has not done a lot of research on them, but what he has seen it would help and cut down on Officer injury, and it could control a situation faster. Mr. Ray said that while he was working in Franklin, they had them for a few years and they have helped the officer. He said that it is a great tool to have. Mr. Conley asked if Tasers could have been an effective tool at the station trying to control a situation? Mr. Ray said that there was an incident not too long ago. He said that a male party was not cooperating and charged at one of the officers and he had to control him with his hands. He said that a Taser would have been helpful.

Mr. Leary asked about Mr. Ray's education and how did he direct it to becoming a police officer? Mr. Ray said that he took a "Needs Forward Program" in High School and it taught patrol procedures for motor vehicle stops, how to handle a domestic. He said that there was a competition between schools. He said that he went to Johnson and Wales and studied Criminal Justice. He said that he is one class away for getting his Bachelor's degree, he does have his Associated Degree. He said that he has been able to take a few classes he said that it keeps him fresh. He said that he is an Auxiliary Officer and there is training that he has received. Mr. Leary said that he had finished the Reserve training. Mr. Leary asked what do you have to do before you could become an Officer? Mr. Ray said he would have to go the Police Academy on a full-time basis. He also said field training to learn more of the officers job.

Mr. Leary asked if Mr. Ray was going to go back to school to finish his degree? Mr. Ray said he is working on that. He is trying to figure out if he can take the class on-line so that he does not have to travel to Providence RI. Mr. Leary asked what class do you need to finish? Mr. Ray said that it is an

Elective, so that it can be any class that he wants. He said that he may take a Spanish Class. Mr. Leary said Mr. Ray was a part-time dispatcher in Franklin and now you are full time in Holliston. What has your best accomplishment been as a dispatcher in Holliston? Mr. Ray said getting to know all the Officers and other dispatchers. He said that he has been able to help with the K9 unit. He said that he has always had an interest working with K9? Mr. Leary asked if Mr. Ray wanted to become part of the K9 Unit if he were hired? Mr. Ray said he has work as a dog trainer through a family business. He said that it would be something that he would like to do. Mr. Leary asked what would make you the best candidate for this position. Mr. Ray said that he already has a lot of knowledge. He said that when he was appointed as an Auxiliary Officer, they were happy because of all the training that he already has. Mr. Leary asked about Mr. Ray's reference's? Mr. Ray said that one is from the Explorer Program and the other from the Franklin Department. Mr. Leary said that if we contacted them what, would they say about you? Mr. Ray said they would say that he is level headed and works well under pressure. He can keep calm, he can handle directions and he can get things done on time. Mr. Leary said that if you have one weakness what would it be? Mr. Ray said that he was shy growing up and he is trying to be more assertive. He said that he is working on it.

Mr. Marsden said that you are a dispatcher full time. What is your favorite dispatcher story that you were involved with? Mr. Ray said in Franklin, they have two dispatchers because of the call volume. He said that one time he was the only one on duty at the desk because the second dispatcher went home sick and the shift had not been filled yet. He said that they had a rollover accident, some youths shot a swan in a pond and then a possible abduction all going on within 25 minutes. He said that the Officers on the street did not know that he was the only one on dispatch because he was calm and was able to get all the information out to them. He said that he was able to organize all three incidents in no time. He was able to bring in extra help for the abduction and get the Environmental Police to the swan incident and ordered the Fire Department out to help with the rollover. Mr. Marsden asked what his career plan is? Mr. Ray said he would like to be a Patrol Officer. He believes he could move up the ranks.

Mr. Marsden said that if it does not happen this time, what would you do? Mr. Ray said that he will still continue to dispatch. He said that there will be other openings in the future. Mr. Marsden asked if Mr. Ray has applied to other departments? Mr. Ray said yes but not this time. He said that he took the Civil Service test and the Franklin test. He said that he is not actively looking. He would like to stay in Holliston. Mr. Marsden asked how he handled calls that come in? He said that the calls that they get, people are not at their best. He said that it is better to talk to other dispatchers than not say anything. He said that it helps to have a lot of friends who have been through those tough phone calls.

Mr. Marsden asked if you have any concerns about using legal force if it should come up? Mr. Ray said that is a hard thing to ask. He said that it would have to be the time and place. He said that if he was ever put in that situation, his training would kick in and the training would take over and it would be handled the best way that it can.

Mr. Conley asked if he would be approachable and who would he approach? Mr. Ray said that he is very approachable. He said that he gives of the feeling that people can come and talk to him. He said that even grocery shopping on occasion people will talk to him in line. He said that he would always be available to help. Mr. Conley asked what do you do to reach out to others? He said he was shy when he was younger and never reached out. But different programs have helped him.

Mr. Marsden asked what Community Policing does? Mr. Ray said that he likes Community Policing. He said that Holliston does a much better job than Franklin does. He said that Franklin is very busy and it is hard to get into all the stores and talk to the business owners. He said that Holliston rides the bike trail so they can see what is going on there. He said that Holliston does a great job of attending community events.

The Board thanked Mr. Ray for coming to be interviewed.

Mr. Ray thanked the Board for their time and consideration.

Jonathan Remkus was next to be interviewed.

Mr. Conley thanked Mr. Remkus for coming to the interview. Mr. Conley asked how does discretion come into your decision making? Mr. Remkus said that discretion is the key to police work. He said it lets your boss know that you know the gravity of the situation. He said that for example you see a young man throwing rocks at a sign it is destruction of property. You could charge him with destruction but is he going to learn from this. He said that you are showing his family that we care and want him to make good choices. Mr. Conley asked if Mr. Remkus has any hobbies? He said that he likes to read. He said that he lifts weights. He said that his favorite thing is to take a walk. He said that he builds models and loves to watch sports. Mr. Conley asked why do you want to work in Holliston? He said that he would like to have a 40 year career in Holliston. He said down town Holliston is like a Norman Rockwell picture. He said that he can park the car and walk all around Town. He said Holliston is a small close community. Mr. Remkus said that he loves to be involved with the community. Mr. Conley asked what was your best accomplishment in the last two years? Mr. Remkus becoming engaged. He also said that he follows through with his goals. He said that he has always wanted to become a police officer. He said that his father is a State Police Officer. He said that he joined the National Guard. He said that he was shipped to Afghanistan and that is one of his biggest accomplishments. Mr. Remkus said that he put himself through the Police Academy and he worked hard to get his first police position at Worcester State University. Mr. Conley asked what subjects are appropriate to approach the Chief with? Mr. Remkus said any public concerns. He said that some residents have come up to him to say that they need more patrols in the neighborhood. He said that the Chief has a lot going on and he does not always have the time to talk to residents. But this is something that needs to be scheduled, extra patrols. If he thinks that this is necessary he would talk to the Chief. Mr. Conley asked who would you confide in if you needed too? Mr. Remkus said that he would confide in his family and friends, his fellow officers would come first. He said that the Police Department would be an extension of his family. Mr. Conley asked if Mr. Remkus was approachable? He said yes he is. Mr. Conley asked if Mr. Remkus reaches out to others? He said that when he was at Worcester State University, he was dealing with people who just became adults. They are on their own and they can be rebellious. They are not going to approach a police officer. He said that he goes out and talks to the students. He said that he likes to be out and about and be seen. Mr. Conley asked what is Mr. Remkus professional story? He said that at Worcester State, they have a new parking lot that is a long walk from campus, a commuter lot. He said that when the van would drop off the students, he would get out of the guard house and greet

them as they got off. He said that he had the opportunity to walk a woman to her car very late at night that was parked almost into the woods and she was very surprised that he would take the time to do that. Then a few weeks later, he was surprised when the Chief received a letter of praise from her about him. Mr. Leary said that Mr. Remkus has an impressive resume. Mr. Leary asked how Worcester State University and Holliston be similar and how they are different? Mr. Remkus said that Worcester State has about seven thousand students on fifty-six acres. He said that Holliston has about thirteen thousand five hundred people. He said the he is known to all the RA's and he is approachable in every way. He said that he goes to as many sporting events as possible to see the kids play. Mr. Remkus said that he like to talk to the kids as well as the adults. He likes to know what cartoons the younger ones are watching and for the older kids what kind of music do they like. He said that he can talk to everyone about anything. Mr. Leary asked how would he handle on older population of Holliston? He said that you have to be willing to change and adapt. He said that he can talk to the older residents and find out what they like and about them. He said that a one-on -ne conversation to find out what the resident wants from the police. He said that the conversation would be taking in the wisdom that the older residents have, to help him in his career. He said that he would be taking it all in. Mr. Leary said what about the people not from Holliston that want to do something destructive or illegal? Mr. Remkus said that the benefit of being in the military is that you learn how to flip the switch and become an officer. He said that he would try and calm down the person and he is trained to do the right thing. He said that not everyone likes police, but he is here to do a job. He has a boss that he has to report to. Mr. Leary asked what would you do if you came across someone that you knew and they were doing something stupid? Mr. Remkus said that friendships are great but do not ever think that our friendship is going to be played upon because he has a job to do and responsibilities. He said that he knows where to draw the line. Mr. Remkus said that if this is the way you want to play on friendship, they we are not friends at all. He said that he will not be taken advantage of. Mr. Leary asked what was one of your worst experiences? Mr. Remkus said that he was in combat and he saw a lot of things. But he said, you have to realize that you have a job to do. He said that he followed orders to make people safe. He said that everyone has a camera and footage can be altered. Just rely on your training and keep control. Mr. Leary said that Mr. Remkus has put himself through the Police Academy already. Mr. Remkus said that he did that on his own. He said that to be a Police Officer in Massachusetts is one of the hardest things to do. He said that he really wanted to be an officer so he did the Academy and it took him seven months before he got the position at Worcester State.

Mr. Marsden said that Mr. Remkus reads all the current events articles that he can find. He asked what is your thoughts on the Militarization of the Police Force? Mr. Remkus said that with everything out there you can get two different sides of a story. He said that the militarization of Police was a natural progression. He said that it is funny that people are just noticing it now. He said that it has been out there for years. He said that someone asked him why do we have tanks? He said that his car will not stop a bullet but a tank can. He said that they want everyone to go home safe at the end of the day. He said that there should be more education because the police need to control situations and residents need to understand that. Mr. Remkus said that the Police carry a service revolver and there are more powerful guns out there and they need to protect themselves and residents. He said that if there was an active shooter at a school, the residents would want all the proper equipment to keep the kids safe. Mr. Marsden asked if Mr. Remkus has any skeletons in his the closet? Mr. Remkus said nothing.

Mr. Remkus passed along his condolences to the Town and the Department in the passing of Lieutenant Moore. Mr. Remkus asked the Board what are you looking for in a Police Officer? Mr. Conley said that they are looking for someone to step in to the position and he said that he is looking into the future. Mr. Conley said that Holliston has a very proud Police Department. Mr. Leary said Police work is a little different in Holliston than any other Town. He said that Holliston is into Community Policing. Mr. Leary said that Chief Moore is big into education and Lieutenant Gatchell feels the same way. Mr. Leary said that there has not been a lot of turnover in the Department and they want surround the Chief and the Lieutenant with quality people. Mr. Marsden said that they keep an eye on what is going on in the surrounding towns so that they can compare and keep up. Mr. Marsden said that we have a good mix of officers. Some have been on the force for thirty years and others it's their first police job. He said that we have a great department. Mr. Leary asked how did Mr. Remkus know Officer Woods? He said that they went through the Police Academy together. Mr. Remkus thanked the Board for their time and consideration.

Anthony Nigro was next to be interviewed

Mr. Conley thanked Mr. Nigro for coming to the interview. Mr. Conley asked how does discretion come into your decision making? Mr. Nigro said sometimes you have to make a quick decision. For instance a motor vehicle stop with a small child not in a proper car seat. Are you going to give a citation the driver? No, you are going to explain how to install the car seat properly. He said that he would do the background check to see if they had been stopped before. Mr. Conley asked if Mr. Nigro had any hobbies? Mr. Nigro said that he likes to fly fish. Mr. Conley asked why do you want to work in Holliston? Mr. Nigro said that he likes the feeling of a small community that is goal orientated. He said that he likes the way Holliston is run. He said that the Town is small enough that the officers get to know the residents and can carry on a conversation with them. He said that it gives you a chance to become part of the community as well. He said that he works in Medway now and he knows that people remember you when you have a conversation with them. He said that Holliston and Medway are similar in size. He said that he can be in the shops and people recognize him. He said that it is a good feeling. Mr. Conley asked what significant accomplishment have you had in the last couple of years? Mr. Nigro said that he has been supportive of his wife who opened her own daycare business. He said that they refurbished a building and got the business up and running. He said that he helped her with her goal and she helps him with his goals.

Mr. Conley asked what subjects are appropriate to bring to the Chief? Mr. Nigro said that your job is to be part of the department with the Chief making the decisions. He said that there are not too many cases that you should step in front of him. Mr. Nigro said that Chief Moore has an open door policy and if he really felt strongly about something, he would bring it to his attention. Mr. Conley asked whom would you confide in? Mr. Nigro said a senior officer because he knows a few of them. He said that you should look for guidance in seniority. He said that senior officers have a lot more experience. Mr. Conley asked about Tasers? Mr. Nigro said that they are a less lethal option. He said that a Taser is a discretionary tool and has been deemed a safe tool. He said that it could be a better option than pepper spray. He said that can bring in a prisoner into custody safer. Mr. Conley asked if Mr. Nigro was approachable? He said yes he is. Mr. Conley asked how would you reach out to others? Mr. Nigro said

that he likes to be involved with the community. He said that when he worked in Natick he was involved with the Scouting program. He would like to get back into it with his son in a few years. He said that it was a great experience when he was younger. He wants to share it with kids so that he can give back. He said that is a great way to get into the community. Mr. Conley asked what is your best professional story? Mr. Nigro said he has several proud moments and a lot of funny moments. He said that there was a crash on Holliston Street in Medway and he was on dispatch. He was able to get two Med flights going at the same time but to different locations. He said that everyone survived so all went well. He said that one time he was on the phone with a mother who was concerned for her son and while he was talking to her, they heard a shot. He was able to talk the mother out of going downstairs. He sent officers to the home.

Mr. Leary asked why did he want to be a police officer? Mr. Nigro said that he has always wanted to help people. He said that he has been a dispatcher for the past nine years and he has learned to help people over the phone. He said that he wants to serve the community. He said that he likes the small community feel of Holliston. He said that if he was chosen it would be a great opportunity for him. He said that Holliston is the center of Metrowest. He said that they would like to upgrade their house in a few years. Mr. Leary asked if you lived in Holliston, would that cause a special challenge? He said that he works for Medway as a dispatcher and a part-time officer. He lives in Medway. He said that it makes him feel more connected. He said that his kids go to school with the students that his wife takes care of. He said that they are a big part of the community. He said that he does not think that it is an issue to live and work in the same community. Mr. Leary said that Mr. Nigro went through the Reserve Academy, if he chosen would have to go through the Police Academy. He said that it would not be a problem because he is fit and likes to workout. He said that he has been preparing for this for the last ten years. Mr. Leary asked with the experience that Mr. Nigro has now, how would it help him? Mr. Nigro said that his experience would help him. He said that he has spoken with fellow officers and most started out dispatching and moved up the ranks. He said that experience helped them and it will help him. Mr. Leary said that Mr. Nigro was a part-time officer. Yes, Mr. Nigro said he is an Auxiliary and a Special Police Officer. If a shirt needs to be filled they can schedule him. He said that when he is on patrol he gets paid as a patrolman. He responds to all calls that a patrolman would. Mr. Leary asked if Mr. Nigro has applied to other departments in the past? He said yes he has. Mr. Leary asked about something that did not work out all that well in his career. He said that he is always learning. He said that sometimes things happen for a reason. He said that people call the police at their worst moments. You just have to learn to deal with it. Mr. Leary asked why would you be the best person for this job? Mr. Nigro said that he has been preparing for this since he was in the Scouting program. He took all his training into college and beyond. He also worked for a summer on Nantucket as a Special Police Officer. He worked in the center of Nantucket every day all summer long. He liked getting out talking to the people. He said that he is always trying to achieve more. He said that he is goal oriented and very driven. He said that he has been getting ready for this position for a long time. He said that his family is behind him and he is a hard worker. Mr. Leary asked where do you see yourself in 20 years? Mr. Nigro said that he would see himself with leadership ability, maybe a Sergeants position. He would like to move up the ranks. He said that he wants to stand out from the rest of his fellow officers.

Mr. Marsden asked about the different roles Mr. Nigro has had in the different Towns that he has worked in. Mr. Nigro said that he was born and raised in Natick and it was great working dispatch in

Natick. He said that the Town is growing very fast and he wanted a smaller community. That is why they moved to Medway. And now he is a dispatcher for Medway. He said that the Medway Department has helped him grow. Mr. Marsden asked about Mr. Nigros approach to Community Policing. He said that he likes the fact that officers are on the streets meeting and greeting residents. He said that it is important for the residents to see the police get involved with community projects. Mr. Nigro said that he is excited about the possible next step. Mr. Leary said that there six candidates and it will be a difficult decision to make. Mr. Nigro thanked the Board for their time and consideration.

**AT 5:15, P.M. MR. MARSDEN MOVED TO ADJOURN. THE MOTION WAS SECONDED BY MR. LEARY. ALL IN FAVOR.**

Respectfully submitted,

Donna A. Muzzy

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