

HOLLISTON BOARD OF SELECTMEN

September 10, 2014
3:00 P.M.

Selectmen's Meeting Room
Town Hall

Present Kevin Conley, Chairman; Jay Marsden, Vice Chairman; Jay Leary, Clerk and Paul Le Beau, Town Administrator.

Police Candidate interviews

Kate Hickey was interviewed. Mr. Conley thanked Ms. Hickey for coming to the interview. Mr. Conley asked how does discretion come into your decision making? Ms. Hickey said that discretion is one of the most valuable items that a police officer has. She said that they have the ability to go full force on something or use better judgment and go a different way. She said that a good example is if you pulled someone over and a young person has a warrant out for possible missing jury duty. They have no other criminal record and this is a minor thing. She said that you can tell them that they have to clear this up within 24 hours. She said that Holliston is a commuter town and they will see them again. Make sure that you took care of your warrant. Mr. Conley asked if Ms. Hickey had any hobbies? She said that she played sports. She said that she volunteers at the high school as a field hockey goalie coach if she has the time. Mr. Conley asked why, do you want to work in Holliston? She said that she is a dispatcher and has enjoyed it and made a lot of friends. She said that she likes the small town charm. She said that with a small town you get to get out into the community more. She said that she volunteered at the junior Police Academy over the summer. She said that by doing that, she has met lots of people. Mr. Conley asked what significant accomplishment have you had in the last two years? She said that she received a Commendation from the Chief in relation to helping catch someone who was wanted in Framingham. Mr. Conley asked what subjects are appropriate to approach with the Chief? Ms. Hickey said that he is very open and if she had an issue she would talk to him. Mr. Conley asked in whom would you confide? Ms. Hickey said her parents. She said that she is very close to them. She said that they are always available to talk to. Mr. Conley asked about tasers. Ms. Hickey said that Holliston does not have them, but they are a great tool to have. She said that you need to know how to use it properly. She said that sometimes it is better than using force. She said that it helps protect the officer and the subject. Mr. Conley asked if Ms. Hickey was approachable? She said yes she is very open. She said that working dispatch, you talk to all kinds of people every day. She did say that it was over the phone but if she was on the road it would be hands on. She said that she can talk to anyone. Mr. Conley asked what would you do to reach out to others? She said some people do not want to talk to police officers unless they need them. She said that she would pass along her information if they ever wanted to talk, she would be available to them. Mr. Conley asked Ms. Hickey what is your best professional story? She said the night they caught the suspect from Framingham. She said that it was great because the car had three men in it and they were able to make the arrest. Mr. Leary said that your resume is directed toward Criminal Justice. Mr. Leary asked why do you want to work in Holliston? Ms. Hickey said that she wants to help people. She said that the only time that people call the police it is at the worst time. You have to be their sounding board. She said that she works dispatch and she likes the town. She likes a small town. She said that she volunteers in town as

well. Mr. Leary asked what would be your biggest challenge? Ms. Hickey said if you are called to a problem and you know the people, you have to put your police hat on because you have a job and a responsibility to the town. She said that it would be her job to keep the community safe. Mr. Leary asked what was your least favorite experience? Ms. Hickey said the first night in Medway when she was working dispatch there was a fatality. She said that she knew who the victim was. Mr. Leary asked how can you still continue to be a professional and make it through the rest of your shift? She said that she is calm under pressure. She said that she is focused and can do many things at one time. Ms. Hickey said that she is a Special Police Officer in Holliston. Mr. Leary asked if she participated in any of their activities. Ms. Hickey said she has done range training. Mr. Leary asked how would this activity be the same or different from the full time academy? Ms. Hickey said that the academy would be a lot more work and she is well prepared for the class room portion of the academy. She said that class would be Monday through Friday, all day and it would be more militaristic. She said that the reserve academy prepared her for this. Mr. Leary said that the academy is 26 weeks. You would not be able to work while going to the academy unlike the reserve academy. She said that the academy would be full time and be her job until graduation. Mr. Leary said the he knows that Chief Moore likes to put people in positions that he knows that they like. Where would she like to be? She said that she would like to be a School Resource Officer (SRO). She said that her family is all teachers and she deals well with kids. She said that she has been coaching for many years and likes working with kids. Ms. Hickey also said that she may want to get involved with detective work. She said that she finds it very interesting.

Mr. Marsden asked about the Master's program in Criminal Justice that she took. Ms. Hickey said that UMass Lowell offered the program. While she was working part-time, she took some of the classes. Mr. Marsden asked how will help you with your career decisions? Ms. Hickey said that she is ambitious and she has been able to take on a lot of things at once. Mr. Marsden asked if there were things that just did not pan out for you? Ms. Hickey said while in her senior year in college, she was told by her coach that she would not be playing field hockey she would become a student coach. She said that it was a hard pill to take but she did it. She said that was the start of her coaching career. Mr. Marsden asked what would she do if she did not get the position? She said she would continue to dispatch. But, she would keep looking. She said that she would love to stay in Holliston but she wants to better herself. Mr. Marsden asked if Ms. Hickey had applied for any other positions? She said that she took the State test but has not applied to any other departments. Mr. Marsden asked if Ms. Hickey had made any suggestions about doing anything different to the Chief? Ms. Hickey said that she has not made any suggestions. Mr. Leary asked if her dad was a substitute teacher in the Holliston schools? She said that he is at the high school. Mr. Leary asked what shift do you work on dispatch now? Ms. Hickey said that she works the midnight shift.

Ms. Hickey said that she has been working for the Town for 2 years and the department knows her work ethic. She said that she works hard and takes on a lot at the same time.

Ms. Hickey thanked the Board for their time and consideration.

Philip Powers was next to be interviewed. Mr. Conley asked how does discretion come into your decision making? Mr. Powers said policing is not by the book. He said that sometimes a situation may change. He said that for example, if you pull someone over for going 5 miles over the speed limit and

they told you that they were going to the hospital. He said that he may take it upon himself to get someone to direct them to the hospital. He said that his discretion would not be to give them a ticket. He said for another example with the new marijuana laws, you don't arrest you give them a citation. Mr. Conley asked if Mr. Powers had any hobbies? He said that he like to work out and it keeps him calm. He said that he has a puppy and they run every place. Mr. Conley asked why do you want to work in Holliston? Mr. Powers said that he grew up in Hopkinton and Holliston is a mirror image of Hopkinton. He said that he has been training dogs in Holliston and he has grown to love the town. He said that working in Holliston would be the perfect fit for him. Mr. Conley asked what significant accomplishments have you had in the last two years? Mr. Powers said that last April, he was deployed to

Afghanistan. He said that his mission was to watch over the Afghanistan Solders who were prison guards and to be there to give assistance when needed. He said that this was a high risk mission because of the number of prisoners. He said that they were there for seven months. When he left, they gave the Afghanistan Solders back authority. He said that this was a great mission and they made a big impact. Mr. Conley asked what subjects are appropriate to approach the Chief with? Mr. Powers said that being in the military there is a chain of command. That is how the Police Department would work. He would talk to his direct supervisor first and then up the line. He said that if there were issues he would start with the Sergeant. Mr. Conley asked whom would you confide in? Mr. Powers said his supervisor would be the first one he would go to. Mr. Conley asked about tasers? Mr. Powers said that it has to be necessary to be used, he said that it is effective but not fun. He said that he would not use it unless there were no other options. Mr. Conley asked if he was approachable? Mr. Powers said yes, he is very approachable. Mr. Conley asked how would you reach out to others. He said that his father has always been involved with the community of Hopkinton he said that he would not just drive around town. He would get out of the car and talk to the residents and the business owners. He said that he want to be well known in town. Mr. Conley asked what is your best professional story? Mr. Powers said that when he was in Afghanistan he was able to earn the trust of the people of Afghanistan. He said that he would be supervising 16 Afghanistan solders and 4 American soldiers in the housing units. Mr. Powers said that he took great pride in this position.

Mr. Leary asked if Mr. Powers had applied to any other departments? Mr. Powers said yes, but had not heard back from them. Mr. Powers said that he has been in the Reserves and that will end in January 2015. Mr. Powers said that he will be receiving his Bachelors from Bridgewater State University in the fall of 2014. He said that is not the end of his education he plans on getting his Masters. Mr. Leary asked about Mr. Powers's worst professional experience? Mr. Powers said that in the Afghanistan housing units, they were transferring the management back to the Afghanistans. They would leave the unit so that the Afghanistans could get used to being in-charge. He said that at shift changed they noticed that there were two prisoners missing. He said that because of the escape, they had to start training them all over again. They also had to keep an American soldier present at all times. He said that it was very disappointing. Mr. Leary asked where are you working now? He said that he is still in the Reserves and he has been working in Framingham at the Country Club. He said that position will end in the next few weeks so he is looking for a full-time position. Mr. Leary asked why would he be an excellent choice for the Holliston Police department? Mr. Powers said that he grew up in Hopkinton and

Holliston is the mirror town of Hopkinton. He said that he has seen a lot and it has made him grow up. He said that he has worked with some of the most violent people and that experience will help him in the long run. Mr. Leary asked if you pulled him over and saw something on the front seat that he should not have what would you do? Mr. Powers said that is when discretion comes into play. He said that he may have to call the OIC and ask him/her how to deal with this situation. He said that if he was not able to get help from the OIC he would say that he would have to arrest him because you are breaking the law.

Mr. Marsden asked what are the three things that a police officer needs to know? Mr. Powers said that they have to be alert and ready to go at a moment's notice, he said that you have to have discretion because not every situation is the same, he said that you have to be careful of the amount of force that is used, because of brutality issues. He said that everyone has a cell phone with a camera. Mr. Marsden asked what would you do if you saw one of your fellow officers crossing the line? He said that he would pull him aside and talk to him but if he was not able to handle it, he would get his supervisor involved.

Mr. Marsden asked about Community Policing? Mr. Powers said that it is huge in a small town like Holliston. He said you have to get to know everyone in town. He said that the police are here to keep the community safe. Mr. Marsden asked Mr. Powers if something was not going right, what do you do to correct it? He said people in the military can get carried away with their power. Mr. Leary said what if you get an order from one of your superiors and you do not agree with it, what would you do? He said that he would talk to his superior but not in a challenging way.

Mr. Marsden asked if you did not get the position, what would you do? He said that he would hope that they kept his application and resume. He said that he will keep looking.

Mr. Powers said that this experience would be helpful to the department. Mr. Powers thanked the Board for their time and consideration.

The Board agreed that Mr. Marsden would represent them in discussions with Select and the Trails Committee.

Janine Mauldin, was next to be interviewed

Mr. Conley asked how does discretion come into your decision making? Ms. Mauldin said it would depend on the situation. She said that she would not discriminate. She would treat everyone the same. Mr. Conley asked if Ms. Mauldin had any hobbies? She said that she knits and does triathlons. Mr. Conley asked why do you want to work in Holliston? She said that this is her home town. She graduated high school in 1998. Her mom still lives in Holliston. Mr. Conley asked what significant accomplishment have you had in the last two years? Ms. Mauldin said running and the triathlons and she receives high marks on all her tests. She said that she is in the process of being trained as a Field Training Officer and that is an accomplishment for her. Mr. Conley asked what subjects are appropriate to bring to the Chief? Ms. Mauldin said if there was a community concern or a drug problem. Mr. Conley asked whom would confide in? Ms. Mauldin said her mom. But on the professional side, she said another officer or the Sergeant. Mr. Conley asked about tasers? Ms. Mauldin said that in Nantucket, they have them. She said that it is the best tool on her belt. She said that she has only used it a handful of times. She

said that she does not have to use it, just say you have one, then you get cooperation you were looking for. She said that she chose to be tased so that she will know what it is like and what it feels like. She said that it is better to be tased than pepper spray. She said that in Nantucket, they are trained every year on the proper use of the taser. She said that every Police Department should have tasers. Mr. Conley asked if Ms. Mauldin was approachable? She said that she is very approachable. While out on patrol in Nantucket, she always takes the time to say hi to the residents. Mr. Conley asked how would she reach out? She said that she has been walking the neighborhoods and always says hi to the residents. She said that she also will stop in and talk to the business owners. She said that the business owners are the best ears and eyes that you can have. Mr. Conley asked what is your best professional story? But she was able to catch the person who kept breaking into the same business time after time. She said that it took awhile, but she caught him. She said that he was going after the business owner because he did not like him.

Mr. Leary asked about the worst professional experience you have had? She said that just last week she arrested a girl on a DUI. Ms. Mauldin said that she was uncooperative and was in a rage. Ms. Mauldin said that this woman thought that Ms. Mauldin had it out for her. But, as Ms. Mauldin said, she had never seen her before. No matter what Ms. Mauldin did or said, it did not help. She said for another example they came across a girl who they had to perform CPR on because she had overdosed on heroin. Ms. Mauldin said that she knew this girl. She said that now they carry the narcan. Mr. Leary said what would you do if you pulled over someone who was a high profile person, doing something that they are not to be doing? She said that she would just be doing her job. She would treat everyone the same. It would not matter who they were. Mr. Leary asked what are your career goals? Ms. Mauldin said she does not want to go from department to department. She said that she has been employed for ten years on Nantucket. She said that she like to stay up on training classes. She said that she would like to be a Sergeant or a Field Training officer. She said that being a Detective is interesting, but it is not something that she would like to do. Mr. Leary asked what are the differences between Holliston and Nantucket? Ms. Mauldin said in the off season, Nantucket is a small town. She said there are just over fifteen thousand year round residents. She said that when the kids go back to school, the island does a lot of fundraising. She said that there is a big community outreach. She said that Holliston is the same. There is always someone to help. Ms. Mauldin said that Nantucket is a very diverse Town. She said that Holliston is not that diverse. She said that if she is on a call in Nantucket, sometimes there is a culture difference. Some people will not talk to her because she is a female, but they will talk to a male officer.

Ms. Mauldin said that Holliston is a straight forward Town. She said that she has seen so much on Nantucket. Mr. Leary asked why would Ms. Mauldin be a good fit for Holliston? She said that she is from Holliston and has been employed as a Police officer and she has the experience. She said that she is older and graduated from college many years ago.

Mr. Marsden thought that Nantucket would be the perfect place. Ms. Mauldin said that the cost of living is very expensive. Mr. Marsden said that if Ms. Mauldin got the position, she would have to work the midnight shift. Ms. Mauldin said it would not be a problem she works twelve hour shifts now. Mr. Marsden asked if Ms. Mauldin was planning on furthering her education? Ms. Mauldin said she would like to take classes to get her Masters. Mr. Marsden asked if there was anything in her current position shat she did not like. Ms. Mauldin said they have a beautiful new station and she like the people that

she works with. Mr. Marsden asked what improvements did you make to the Nantucket department? Ms. Mauldin said that they have been having computer problems and she is helping to fix the problem. She said that one problem is that you have to wait for the ferry to get things to the island. Mr. Marsden asked if she did not get this job, what would she do? Ms. Mauldin said that she would keep applying. Mr. Marsden asked if Ms. Mauldin had applied to any other towns. Ms. Mauldin said yes. Mr. Leary asked what does the organization chart look like in Nantucket? Ms. Mauldin said that Nantucket has a Chief, a Deputy, 2 Lieutenants. One is a patrol Lieutenant and the other a desk Lieutenant. Ms. Mauldin said that there are 7 Sergeants, with 2 Sergeants for each shift. Ms. Mauldin said that when she reports to work, there are six officers on the shift. Ms. Mauldin said that there are 16 Patrol Officers. She said that they are short 6 officers. She said that the total officers not including the Chief should be 38 total officers. She said that Nantucket also has 2 State Troopers and the Sheriff's Department. She said that the island also has an Environmental Officer. Mr. Leary said that they have a lot of Officers.

Ms. Mauldin said that she is continuing to train and take classes. She said that she wants to keep up. Ms. Mauldin thanked the Board for their time and consideration.

The Board spoke to Chief Moore by speaker phone to discuss the candidates. The Board will meet again tonight at 7:30 p.m. at the regular public meeting.

The Board adjourned at 5:55 p.m.

Respectfully submitted,

Donna A. Muzzy

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