

**HOLLISTON BOARD OF SELECTMEN
SERGEANT INTERVIEW**

August 1, 2012

6:00 P.M.

Present: Jay Marsden, Chairman; Jay Leary, Vice Chairman; Kevin Conley, Clerk and Paul Le Beau, Town Administrator. Andrea Minihan, Administrative Assistant was absent.

DAVID GATCHELL

Detective Gatchell said that the Sergeant's position is a very important position because it links the administration with the patrol force. He said that it is a great opportunity to educate the younger officers through supervision. Detective Gatchell said that he has held almost every position in the department that has not involved a formal promotion. He said that he has been the Safety Officer, Court Officer, School Resource Officer, Detective and juvenile Detective.

Mr. Leary asked about his career and his education. Detective Gatchell said that he started in 1988 as a patrolman on the midnight shift and he was there for five years. He said that during the midnight shift, he took an active part in trying to prevent drunk driving. He said that he tried to get involved with anything that was going on in town. He said that he was very involved with the fire bomb at the high school. He said that someone threw it through a window in the library at the high school. He said that someone also threw one at the gas station on Concord Street. He said that he was on patrol and saw an intoxicated man walking. He stopped him to talk and he said that he was just talking. He asked him about the high school fire bomb, he said that he did not know anything about the high school but he did know about the gas station. Detective Gatchell said that opened up the investigation. He said that he was able to make an arrest on the gas station attempted bombing. He said that when he went from 4:00 to midnight shift five years later, he was offered the opportunity to do Detective work, investigations that would take place at night when the day Detective was not working. He said that he was on the 4:00 to midnight shift for seven years. He said that he was a Detective for the majority of that time. When he went to the day shift, he was made the Safety Officer and that involved school bus issues, bus stops, signage and some traffic problems. He was responsible for the radar posts to see if there were people going too fast on different streets. He was also the Court Officer and he shared that position with another officer. He said that involved bringing paperwork to the court house and making sure that it was all in order, and that the reports contained the facts that they needed. He said that he was also responsible for appeals on tickets and summons. He said that involved sitting with the Clerk Magistrate and explaining the facts to determine if there was probable cause with the issued complaint. He said that from there, he was the School Resource Officer and has held that position for the past four years. He said that he did not know that he was going to be the SRO. He said that the school year had already started. He said that he was able to make connections with administration, the teachers and the students. He said that he still enjoys it. He said that he really enjoys the relationship that he has with the kids.

Mr. Leary asked about the Sergeant position being the bridge between the patrol officers and administration. What qualities do you have to make that bridge an effective one?

Detective Gatchell said that he can step back and look at things and observe. He orients himself to the situation and then he makes a decision. He then passes that decision on. He said that he does not charge into things. He said that there are certain times when you have to. He said you have the time and the experience to look at what is going on so that you can make the decision. He said that with his investigator skills, his interview skills and people skills he said that they are all positives. He said it would work favorably in the Sergeants position.

Mr. Leary said that a Sergeant can be a disciplinarian for the patrol side. If something were to happen, could you take care of it before it makes it up to the Chief or the Lieutenant? Do you think that you can keep a patrolman in line? He asked how would you do that? Detective Gatchell said that the department is well trained and they do not have officers that get into trouble. He said that discipline would be on the positive side and he would educate them. He said that if he had to discipline an officer, first he would meet with him/her and talk about it. If that did not work then a letter would go to the Chief or the Lieutenant to see what they thought about the problem. He said that if further discipline was needed, then the Lieutenant or the Chief would handle it.

Mr. Leary said that you must have had fellow officers that did not get it. As a fellow patrol officer or as someone in a Sergeants position, describe how would handle it.

Detective Gatchell said as an example, with the connection that they have with the school system and the MIAA and the things that can happen to a student athlete if they are caught at a party. He said that they just changed the school rules which stated that if a person is at a party and they are not drinking, and they are cooperative, then they will not face a penalty against their athletic career. He said that the officers need to get the names and then they have to tie an alcohol infraction to that student before any action can be taken. Detective Gatchell said that everything has to be consistent with the rules and every officer has to follow them exactly. He said that if the officer is not following the rules exactly, then he would talk to them and explain how things are done. If the officer still does not follow the instructions, a letter will be sent to the Chief or Lieutenant and it could be put in the officer's file.

Mr. Leary spoke about Detective Gatchell's early career that he investigated a fire bombing. Mr. Leary asked to date what was your most difficult police moment, how did you work through it and how did you become a better officer?

Detective Gatchell said that the most difficult thing he had to do was an accident on Norfolk Street. A truck flipped over and landed on himself and he was dragged 23 feet. He and another officer, along with some bystanders, were able to lift the truck off of him, and administered first aid. Then, he had to get in touch with the parents and let them know that their child did not make it. He said that was the hardest thing that he has ever done. He said it made him a better officer. He said that he wanted to prevent this from ever happening again. He said that driver made a bad choice by drinking that night and driving with no seat belt on.

Mr. Leary asked who to date in his career has been the biggest influence on your police life and why is it important to you?

Detective Gatchell said that Detective Todd knows how to do everything police related and he knows everyone. He said that when the fire was at the gas station on Concord Street, the State police were called in with the arson squad. Detective Todd was able to find markings at the back of the gas station. He was able to find the markings in a year book and find out who indeed started the fire. Detective Gatchell said that Detective Todd has helped him with investigations and has taught him so much. Detective Gatchell said that Detective Todd has been the biggest influence on him.

Mr. Conley asked Detective Gatchell, what does a Sergeant do? Detective Gatchell said that most of the time a Sergeant educates the patrol officers. He is also a supervisor by over-seeing what they are doing.

Mr. Conley asked why did Detective Gatchell want to be Sergeant?

Detective Gatchell said that at this time in his life, his daughter has started college so the increase in pay would help. He said that he would like to take the next step in his career.

Mr. Conley asked what can you bring to the department in this position?

Detective Gatchell said that he can bring a ton of experience and know how of how things are done because he has held several different positions in the department. He said that he handled big drug cases, fire bombings and domestics, he has handled it all.

Detective Gatchell said that he can handle the Sergeants position because he has lots of experience.

Mr. Conley asked what is your greatest accomplishment? Detective said that raising his family. He has four great kids and a lovely wife. He said that he had nothing but positive things to say about his kids.

Mr. Conley asked how would you measure success?

Detective Gatchell said that having the officers under him become as experienced and as knowledgeable as he is. Mr. Leary said that Detective Gatchell has been very successful as the SRO. He would like to know why the move to Sergeant would be something that he would want to give up the SRO position.

Detective Gatchell said that the SRO position is a teaching position and he did not want to teach. He said that is what a SRO does. Detective Gatchell said that a SRO is good for about four to five years before they get burned out. Detective Gatchell said that he has just completed his fourth year. He said that this is the only position that will be coming up in the next nine years. He said that there is little turnover in the department. Detective Gatchell said that this would be a good move for him. He said that he is willing to do weekends and midnights.

Mr. Marsden said that there have been a lot of changes in the department over the past few years. Mr. Marsden said that Detective Gatchell is the expert as the SRO. Mr. Marsden asked how would he adapt to those changes? He said that people do not like change. Detective Gatchell said that he can adapt to almost anything. He said that he looks at what the Chief and the Lieutenant are doing in moving the department forward in a professional and consistent way. They want things in line so that everyone is treated

fairly. Things are done professionally. He said that he does not need to have things assigned to do, he will take on that responsibility without being asked to do it.

Mr. Marsden asked if Detective Gatchell would follow orders on things that he may not be a complete fan of? Mr. Marsden said that you would have to follow that policy and how would you handle it? Detective Gatchell said that the orders would come from the Chief or Lieutenant. They would tell him what they wanted done. If he was opposed to it being done that way, he said can we try it this way, just to give them an example of another way to get something done.

Mr. Marsden said that there have been changes with the promotions that have gone on. Is there any question about a power shift? Mr. Marsden said that has happened in some departments already, and how would you deliver that. Detective Gatchell said that he is a supervisor's position because of his seniority and knowledge and that has put him up above other officers to begin with. He said that his fellow officers would respect the position of Sergeant. He said that he thinks that he has earned that respect over the years. He did not see a problem at all with it.

Mr. Marsden asked what is Detective Gatchell's favorite position and why?

Detective Gatchell said that he likes the SRO. It is one of his favorites. He has met a lot of good people, and the kids are fantastic. He said that working as the SRO for four years was great. He said that his second favorite was full-time Detective when he could put on street clothes. He said that he and Detective Todd were able to solve several cases. He likes the task force part of the detective work.

Mr. Marsden asked what things do you see Sergeants doing now that you like and things that you do not like or would do differently.

Detective Gatchell said he would talk to the Sergeants and see what they have run across when they first became Sergeants. He said that everything has pros and cons. He did say that there is one Sergeant that is really laid back, and everyone respects him because of the way he handles people. Detective Gatchell said that this Sergeant is a great people person. He said that there is another Sergeant that is not really a people person but he has a lot of knowledge. Detective Gatchell said that he would try and draw information from each one. He also said that he has some computer skills and he is always on the computer looking up information. He said that he worked for a computer company many years ago. If the computer system went down in the middle of the night, he would try his best to bring it back up before he called for help.

Mr. Marsden asked Detective Gatchell how he liked working with the civilian dispatchers. Detective Gatchell said that he has met Ms. Richardson only a couple of times. He said that in reading the log entries she is doing a good job. He said that he has heard nothing but positive things about Ms. Richardson. He said that he knows Ms. Hickey a little better; she did a ride along internship with him. He said that she is doing a great job as well.

Mr. Leary asked about any new things that you would like to bring to the table with other Sergeants. Detective Gatchell said that on the midnight shift, they may not be able to put new thoughts into place but he had a few suggestions. He said that with his past years experience with the kids he said that it would be a huge success if they had a police athletic league or a juvenile police academy or some type of summer camp. He said that

he would push forward for something like that. Detective Gatchell said that he thinks that is in the Chief's plan for over the next few years.

Mr. Leary asked how much time Detective Gatchell put in with the midnight shift officers. Detective said very little. He said that if the midnight officers work overtime that is the only time that they work together. When he comes in at 7:30 a.m. for his 8:00 a.m. shift, he sees them every morning. He said that the midnight officers are great guys. He said that they are young and want to learn and move up.

Mr. Leary asked how did Detective Gatchell like the new cars.

Detective Gatchell said that they are awesome. He said that he liked the black and white.

Mr. Marsden asked how would you manage shift personalities? Detective Gatchell said that things are much better. The Chief has had the midnight shift doing things around Town so that residents know who is who.

Detective Gatchell thanked the Board for their time and consideration.

AT 6:45 P.M., THE BOARD TOOK A RECESS UNTIL 7:00 P.M.

7:00 P.M. MATTHEW WAUGH

Officer Waugh thanked the Board for their encouragement for the fifth Sergeant position. He said that it will be beneficial to the Town and the department.

Mr. Conley asked what does a Sergeant do?

Officer Waugh said everything under the sun. He said that the responsibilities will include all the duties of a patrol officer on top of being a supervisor, educating and training.

Mr. Conley asked why did Officer Waugh want to be a Sergeant? Officer Waugh said that this Board was not in place when he interviewed as a patrol officer in 2005. He said that he is planning on staying in Holliston for his entire career and he would like to advance through the department. He said that this would be a big opportunity for him. He said that he may be able to improve the department and help other officers improve themselves.

Mr. Conley asked what he thought he could bring to the department?

Officer Waugh said that his education, and his experience even though it is short. He is going on his sixth year. He said that he has good communication skills and he can bring improvements to his fellow officers.

Mr. Conley asked why did Officer Waugh think that he is the right person to be the next Sergeant? Officer Waugh said because of his communication skills. He also has a good working relationship with everyone who works in the department.

Mr. Conley asked what was Officer Waugh's biggest accomplishment?

Officer Waugh said his wife. He can't say enough good things about her. She has sacrificed a lot for him and their family.

Mr. Conley asked if Officer Waugh were to get this position, how he would measure success?

Officer Waugh said by the performance of the officers that would be under him. He said that the next Sergeant is going to be on the midnight shift. He said that the midnight shift has the most junior officers. He said that the midnight shift is a good test of your performance in the position.

Mr. Leary was looking over Officer Waugh's resume and it was very impressive.

Mr. Leary asked what component of your education would make you an effective Sergeant?

Officer Waugh said his Bachelor's Degree. He graduated in three years. He said that he enjoyed school so he buckled down and was able to graduate one year earlier than expected.

Mr. Leary asked about Officer Waugh's measured success question and Officer Waugh said because of the officers under him, by their performance. Mr. Leary said what if the officers under him were not performing and how would he deal with it as a Sergeant?

Officer Waugh said in one of the books that he read for the Sergeant's exam, there was information on discipline. He said that the first key step is to determine what the problem is. He said this is a mistake of the head or the heart. He said that a mistake of the head is a mental error, not done out of malice. A mistake of the heart is they intentionally did it and they expected the outcome. He said that the key is to determine what the problem is. He said if it is a mistake of the head then you do positive discipline. You can add some training. He said if it's a mistake of the heart, then there would have to be progressive discipline, by verbal or written. A written letter would be sent to the Chief and the Lieutenant. He said that there could even be a suspension along with their pay being docked.

Mr. Leary said that the Sergeant is the bridge between the patrol side and the administrative side the Chief or the Lieutenant. Mr. Leary asked what would you do to make sure that bridge was open and successful for everyone concerned?

Officer Waugh said communication is the only way. You have to be able to speak with the officers and the administration and you are that bridge. He said that messages can go back and forth on both sides if the line of communication stays open. He said that as the Union President, he has an excellent working relationship with both sides.

Mr. Leary asked about discipline and what is the Sergeant's role in that.

Officer Waugh said it looks like you are carrying a stick. You have to have positive reinforcement to try and change the way fellow officers do things. He said that is a win. He said that if you go negative then you can injure the employee in terms of negative feelings for the department and the job. He said that the key for discipline is knowing when to use it and when not to. He said that he has a good grasp over the use of the discipline.

Mr. Leary asked about a complicated issue what would your role be?

Officer Waugh said the buck stops with the Sergeant. The Sergeant is the responsible one for anything that happens and anything that happens as a result after the fact.

Mr. Leary said for example, you have an unwilling colleague and he/she may be in a professional rut, what do you do to get them out of it?

Officer Waugh said to sit them down, not even a formal session and find out what the problem is. Officer Waugh said that officers have lives outside of the department and it

could have an affect on their work. He said that as a Sergeant, it would be his responsibility to help them, and do what he could within reason. He said that you do not want to give bad advice.

Mr. Leary asked Officer Waugh what his most professional moment was, how did it turn out and why do you think it turned out that way?

Officer Waugh said that his first three to four months was a tough time. He said that there was a near shooting, accidents and suicides. He said that the one that he remembers the most was a call for a man with a gun who was suicidal. Officer Waugh said that he got there ASAP and he and fellow officers had their guns out. After a long time, it turned out he was carrying a flare gun. He said that they had other towns in the area for backup. He said that was the most trying. He said he had to transition to each level of defense and protection. Officer Waugh said that this situation had a great out come. No one got hurt and the man who had the suicidal thoughts was able to get the help that he needed.

Mr. Leary asked, in your career who was you biggest influence professionally and why? Officer Waugh said that we are fortunate in Holliston to have an unbelievable police department. He said that each officer has the ability to do almost anything. He said that Sergeant George Leurini. He will always offer to help. He said that Sergeant Leurini has given him all the tools needed to succeed. Officer Waugh said that Sergeant Leurini is very busy but available 100% of the time. He is also proactive and he has set an excellent example for younger officers on the midnight shift.

Mr. Leary asked about any new ideas that hw would bring to the Sergeant's position? Officer Waugh said he made a goals and objective list. He said that strong leadership for the department, in terms of enforcement of the policy. He also said training of new employees. He also said to give the junior officers a chance to take a larger role in the direction of the department. He said that currently, he is on the Policy and Procedure Board. He said that Lieutenant Moore is pursuing State accreditation.

Officer Waugh said that he has a great working relationship with other departments. He said that he is the Elder Affairs Officer for the Senior Center. Mr. Leary asked what did Officer Waugh like about being a Police Officer, and what don't you like and how would you use the Sergeants position to make it better for the department.

Officer Waugh said what he likes about being an Officer is everything. He said his dad was a Police Officer; he just retired after 24 years. Officer Waugh said that he set a great example for his sister and himself. He said that by being on the midnight shift it gives him the opportunity to spend days with his family. Officer Waugh referred to the other officers as the Brotherhood. Officer Waugh said that the negative side is shift work; he said that it is never easy. Officer Waugh said that the midnight shift works out great for his family. He can share in the raising of his daughter. He said that he does miss out on gatherings with friends. Officer Waugh said that this position of Sergeant would give him the opportunity to express his capabilities. He said that he feels like he has the capability to train and encourage other officers. He said on top of providing the administration the confidence that things will get done correctly.

Mr. Marsden said that one of the things on the goals and objectives list was to provide Town leaders with excellent in house options for future advancement. Mr. Marsden said that there have been several changes in the Department in the last few years. Mr. Marsden said that after someone gets promoted to be the fifth Sergeant there may not be another time for advancement. Mr. Marsden asked how would you keep fellow officers motivated. Officer Waugh said that is always a problem with a small department. He said that our officers are older. He said that there is always room for speculation. He said that the Chief had implemented cross training, shadowing or senior officers. He said that he was able to shadow Detective Todd when they went to court. He said this will continue and will give officers the opportunity to move up a shift and try a little something different. He said that they can't do the job at 100% but it gave them just a taste because he was shadowing.

Mr. Marsden asked about the civilian dispatchers do you like it.

Officer Waugh said that he liked the idea several years ago when it was brought up. He said that it makes fiscal sense. He said that he was on the Board to hire dispatchers and he thinks that they are both excellent.

Mr. Marsden asked about self improvement.

Officer Waugh said that you have to look at it as if you are not improving you are going backwards. He said that he is looking at a degree in Business Administration. He said that he would like to continue his training maybe even study law.

Mr. Marsden asked about the midnight shift, he said that each shift is different.

Officer Waugh said each shift lives a different lifestyle. He said that the day shift is like a 9 to 5 lifestyle and the 4 to 12 has a different lifestyle and the night is completely different. Officer Waugh said that each shift almost the same age group. He said that the day shift is all the senior officers, their kids are older, he said that the 4 to 12 has younger kids that are just starting school and the midnight shift has toddlers for kids. He said that there will be some cultural differences; everyone is in a different stage. He said that each shift has a common bond, they are all officers and all doing their jobs. He said that it would be good for an officer to shadow an officer who is a specialist. That way you get a chance to learn something new. He said that communication helps with the different shifts.

Mr. Marsden said that Officer Waugh said something about his union time and the experience that he has. He asked if that had been any problem and how did you handle it. Officer Waugh said that there are always issues between patrolman and administration. He said that it is always tough to deal with when he is a junior person giving advice to a senior person about career choices. He said that he thinks that he has handled it well in terms of disciplinary issues. He said that he acted as a counselor and he gave out good advice. He said that it was very positive.

Mr. Marsden asked why did Officer Waugh want to finish college in three years? Officer Waugh said that he mentioned it to someone about doing it and they said that he could not handle it, so he took it as a challenge and did it. Officer Waugh said that it was the right decision for him.

Officer Waugh said that he has been very fortunate to get this job and he said that he has been pro-active during his shift. He said that he has the ability to deal with people.

Mr. Marsden asked how would he be able to transition from fellow officer to supervisor? Officer Waugh said his role as Union President has trained him for that step. He said that everyone in the department knows each other. He said that fellow officers would not hold back and say something to him if he was being pompous. He said that he is level headed.

Officer Waugh said that being the Sergeant is the go-between between the administration and the patrol. He said that even if you do not like an order given, you are selling it to your fellow officers. Officer Waugh said that a patrolman is going to react to how you are acting. He said that you have to be in check with your emotions in the Sergeant's position.

Mr. Marsden asked Officer Waugh what his favorite position has been in the department? Officer Waugh said Union President because he was able to accomplish it at a young age. He said that he has been able to negotiate a few contracts. He said that his fellow officers have supported him and they have voted him in every year.

Mr. Marsden said that with the changes in the department what has he found the most challenging? Officer Waugh said Chief Lambert started one week before he did. He said that in three years nothing changed to much in the department. Then Chief Lambert said that he was going to retire. Ever since there have been many changes. He said that there is a new Police Chief, a new Lieutenant and now a new Sergeant. He said that everyone is interested in what is going to happen. Officer Waugh said that he thinks it is great because everyone is on top of their game, and everyone is motivated in doing a good job.

He said it is a great feeling for junior officers.

Mr. Marsden asked what Sergeant Waugh's first day on the job would be like?

Officer Waugh said that it is a mid-night shift. He said that he would like to bring back roll call training. He said that he has done research and found some courses that he could use. He said that even 15 minutes at the beginning of a shift would be helpful.

They could experience something new or they could go over something that has been going on. He said that when he went to the Sergeants training program they had some wonderful speakers with great ideas.

Mr. Leary asked about an assignment that he really did not want to do and he had to talk yourself into it. How would you handle it?

Officer Waugh said that he would research before hand and find out what the best way to approach it. He said that if you know it is going to go over like a lead weight, he said that he would not have a problem going back to the supervisor and question it. He said that if they still had to go through with it, then document every aspect of it, so that there is documentation to look back on and maybe try it another way.

Mr. Leary asked what kind of police work don't you like? Officer Waugh said that he does not like human suffering, it is the worst part of the job. He said that is something that you can't change. He said that they have policies in their book that they can refer to. He said that the biggest thing you can do for a fellow officer is to meet up a little later in the shift and talk about you saw.

Officer Waugh thanked the Board for their time and consideration.

Mr. Leary asked what is the passing grade for the Sergeants exam? Officer Waugh said 70% is passing. Mr. Leary asked what the preparation is for the exam? Officer Waugh said that there are four books to study from. He said that the test was a timed one. He said that it was a long process studying for it. He said that he was well prepared for the test.

Mr. Leary asked how did Officer Waugh like the new cars? Officer Waugh said that he likes them. He said that he was impressed with the company that outfitted the cars.

Mr. Marsden said that National Night Out is on Tuesday August 7th, at Goodwill Park.

Chief Moore joined the meeting to discuss the Sergeant's position.

Mr. Conley said that the department is very talented. Mr. Marsden said two great interviews and two great candidates. Mr. Marsden said that both candidates scored well in the exam. Mr. Marsden said that there is a dramatic experience gap. Detective Gatchell has worked for the department for 24 years and Officer Waugh for 6 years.

Officer Waugh said that he thinks he makes up for that gap with his ability to communicate. Mr. Marsden said that Detective Gatchell has held many positions in the department, he has been involved with many parts of the department. Mr. Marsden said that Detective Gatchell's experience is broader.

Chief Moore said that both are wonderful candidates. Both are great communicators. Chief Moore said that Detective Gatchell has more time on the job. He said that Officer Waugh is a constant learner and he will continue. He loves to learn.

Chief Moore said that they have a group of excellent candidates but the two before the Board tonight. At some point in their careers he would like to them both as Sergeants.

Mr. Leary asked what is the time frame for this appointment.

Chief Moore said that depending on who the Board appoints, it would be immediate or by the end of the month. Chief Moore said that he and the Lieutenant would sit down and go over the schedule. He said that at the latest the end of the month. He said that Sergeant Denman and Sergeant Leurini would move in terms of their shifts. He said that both Sergeants and the department are ready for the shift change. Chief Moore said that Sergeant Lewis could move to days but has chosen to stay at the 4:00 p.m. to midnight shift. Sergeant Denman will do 4 days and Sergeant Leurini will do 2 evenings and 2 mid-nights. The new Sergeant will do 4 mid-night shifts. Every shift will be covered. He said that there is a slight overlap on a day shift, but with time off and different assignments, there will not be duplicating efforts at all.

Mr. Conley said that the mid-night shift is usually the shift with less experience.

Chief Moore said that Detective Gatchell has had 24 years of service and that would be wonderful to have someone with that kind of experience. Chief Moore said that Detective Gatchell has seen it all in 24 years. He said that he would not be surprised with any call that came in. Chief Moore said that Officer Waugh has less time on the job he is very bright and he has a bright future. He is also a quick learner.

Mr. Conley asked which Officer would relate better? He said that we have one who is loaded with experience and can relate to almost anything and then we have another who is much younger but can still do the job.

Officer Moore said that most of the Officers that work the mid-night shift are inexperienced. You really want someone with experience along with you.

Mr. Conley said that even though Officer Waugh is young, he had all the correct answers and he is very bright. Mr. Conley said that he was very impressed with Officer Waugh.

Chief Moore said that Detective Gatchell has seen it all. He would not take anything away from Officer Waugh, but Detective Gatchell has much more experience.

Chief Moore said that when they first discussed the fifth Sergeant, there was some talk about two of the Sergeants that may retire within the next two years. Chief Moore said that both Detective Gatchell and Officer Waugh should both be appointed Sergeant. One now and the other when one of the other Sergeant's retires. Chief Moore said he would like to see both in the Sergeants position.

Mr. Marsden said that Holliston is blessed with the talent that the department has. Mr. Marsden said that Detective Gatchell has done a lot and seen a lot and he can pass his experience along to junior officers.

Mr. Marsden agrees with Mr. Conley that Officer Waugh is a great candidate. Mr. Marsden said that this is a great opportunity for Detective Gatchell to pass along all his experience. Chief Moore said that to have a veteran officer of 24 years who wanted go back to mid-nights is great. Chief Moore said that Detective Gatchell has a great work ethic and he does well with any assignment that he does.

Chief Moore said that the test scores are in effect for two years. Mr. Leary asked if Chief Moore thought that there could be movement? Chief Moore said they expect a retirement within the next six months. Chief Moore said that whoever they pick tonight for this position, he would like the other candidate to be the next Sergeant after the retirement.

Mr. Leary said that he was impressed with both candidates. He said that he was very impressed with Officer Waugh. He said not that Detective Gatchell did not impress him, he did, but Officer Waugh has all the education. Mr. Leary asked if there was room for a sixth Sergeant.

Chief Moore said that they would have to look over the schedule. Mr. Leary said that whatever the Board decides, it will still leave the department with a schedule issue.

Mr. Le Beau asked if the Board would like to hire one of the two as the fifth Sergeant and the other would become a Sergeant when one of the two that have indicated that they are going to retire does. He said it would almost be like a Sergeant in waiting. As long as the test list is still valid, another seventeen months.

Chief Moore said that if they did appoint both as Sergeants, it would not help his budget.

Mr. Le Beau said that if there is not a retirement and the test list has expired, they could go back to the union and ask for the test list to be extended for another six months.

MR. LEARY MOVED TO APPOINT DETECTIVE DAVID GATCHELL AS THE FIFTH SERGEANT. THE MOTION WAS SECONDED BY MR. CONLEY. ALL IN FAVOR.

Mr. Leary said that he hopes to promote another officer as a Sergeant in the near future.
 Mr. Marsden said that they will keep the test scores on the table.
 Chief Moore said that the one who does not get the position will still come to work tomorrow and there will not a problem with their performance.
 Mr. Leary asked if the Chief could get together to talk about some ideas that he has about staffing?

MR. CONLEY MOVED TO APPROVE THE FOLLOWING WARRANT:

13-06	GENERAL WARRANT	\$ 123,706.30
	STUDENT ACTIVITY (8030) HIGH SCHOOL	\$ 16,643.41
	EXPENDABLE TRUST (711) CONSERVATION	\$ 165.00
	AGENCY (890) VETERANS DISTRICT	\$ 532.55
	AGENCY (890) VETERANS DISTRICT PAYROLL	\$ 923.08
	COMMUNITY PRESERVATION (265) PAYROLL	\$ 1,632.00
	GENERAL PAYROLL WARRANT	\$ 538,013.21
	TOWN PAYROLL	\$ 540,568.29
	TOTAL WARRANT PAID	\$ 681,615.55

ACCOUNTANT'S NOTE:

ACCRUED DEDUCTION LIABILITIES NOT PAID \$ 111,126.36

TREASURER'S NOTE:

WIRE TO HEALTH INSURANCE TRUST \$ 79,302.37

THE MOTION WAS SECONDED BY MR. LEARY. ALL IN FAVOR.

APPOINTMENT

Mr. Marsden said that we need a motion to approve the Chairman to sign the engagement letter for special counsel for litigation that involved the Town and the Planning Board.

Mr. Leary asked who was the special counsel to be appointed?

Mr. Marsden said David Mack, of O'Connor, Carnathan and Mack. Mr. Marsden said that they are located in Burlington.

MR. LEARY MOVED TO APPOINT DAVID MACK OF O'CONNOR, CARNATHAN AND MACK AS SPECIAL COUNSEL AND HAVE THE CHAIRMAN SIGN THE AGREEMENT. THE MOTION WAS SECONDED BY MR. CONLEY. ALL IN FAVOR.

AT 8:24 P.M., MR. LEARY MOVED TO ADJOURN. THE MOTION WAS SECONDED BY MR. CONLEY. ALL IN FAVOR.

Respectfully submitted,

Donna A. Muzzy

approved_____

