

HOLLISTON BOARD OF SELECTMEN

February 8, 2011
7:00 P.M.

Town Hall
Selectmen's Meeting Room

Present; Andrew Porter, Chairman; William McColl, Vice Chairman; Jay Marsden, Clerk; Paul D. Le Beau, Town Administrator; Andrea Minihan, Administrative Assistant.

MR. MARSDEN MOVED TO APPROVE THE FOLLOWING WARRANTS:

11-33	GENERAL WARRANT	\$ 533,245.66
	COMMUNITY PRESERVATION (265)	\$ 49.63
	HEALTH INSURANCE TRUST (701)	\$ 446,468.90
	PAYROLL	\$ 124,595.86
	TOTAL WARRANT	\$1,104,360.05

ACCOUNTANT'S NOTE:

ACCRUED DEDUCTION LIABILITIES NOT PAID

\$ 33,511.56

TREASURER'S NOTE:

WIRE TO HEALTH INSURANCE TRUST

\$ 22,593.83

THE MOTION WAS SECONDED BY MR. MCCOLL. TWO IN FAVOR. MR. PORTER ABSTAINED.

Mr. Porter said that there will not be any public comment tonight.

In the audience were David Gatchell, James Ward, Glenn Daryample, Pat Duffey, Bill Tobin, Sylvia Stickney, Judi Johnson, Jay Leary, Mathew Waugh, Liz Theiler, Tom Dumas, Pam Zicko and Kristen Alpert.

POLICE CHIEF INTERVIEWS

John Moore was the first to be interviewed.

Office Moore thanked the Committee for the work involved in this process. Officer Moore said that he has been with the Police Department for 16 years as well as a practicing Attorney for 23 years in Franklin. Office Moore said that public service was instilled in him from his parents. His dad was a police officer in Town for 35 years and his mom was a teacher in Town for 20 years. Officer Moore said that he has a passion for police work. He said that as a Patrolman, he made an impact in the community. If he was Chief, there would be even a bigger impact. Officer Moore said that he has no problems taking on leadership roles. He also said that he works well under stress. He said that he has the integrity and the trustworthiness to become a Chief. He said that he reviewed his personnel file and found nothing to be alarmed about. He found thank you notes and awards.

Mr. McColl asked how Officer Moore's past experience prepared him to take on the position of Police Chief. Officer Moore said that the Police budget is very large, and he

said that his law practice has a budget of \$75,000. He has managed his law-office budget part time over the past 23 years, and he has been entrusted with client funds. He said that he would be a good custodian of the police budget as large as it is. Mr. Porter asked if he had to cut a portion of the police budget, what would be the first thing that you would cut. Officer Moore said scheduled over-time and un-scheduled over-time. He said that if morale was good then there would be less sick time. He also said that they could look into having the Court Officer on call, because now if an Officer goes to court, it is 3 hours of overtime. He also said that he would cut some of the utilities in the station. He said that in Franklin they have a revolving fund for court cases that will pay back the police for the prosecution. He said that he would look into that. He said that he would look into renting out the simulated shooting range and the training room.

Mr. Marsden asked why he did not move up the ranks. Officer Moore said that there were two different opportunities for the Sergeants exam. He said that if he took the exam he would have gone to midnights, and he thought he could make a bigger impact if he stayed on days.

Mr. Porter asked if he became the new Police Chief, what would happen to the Lieutenant position. He said that he would like to keep that position because it is a big help in the Department.

Mr. McColl asked what he would do to set the tone in the Department if he was appointed Chief. Officer Moore passed out a memo to the Board with the ideas that he would address in the first year. He would like to have a liaison to all Town Departments. He would also like to set up an explorers group through the schools; he would like to have weekly meetings; He also said that he would like more exposure on the Web-Page, Face-Book and Twitter. And he would like to regionalize personnel.

Mr. Marsden asked about the Auxiliary Police and their being an asset to the Town. Officer Moore said that they are a great group of men and women and he knows each and every one of them. They are invaluable with the assistance that they provide. He said they put in considerable hours during a parade, an accident, or a special event.

Mr. Porter asked about community policing, he said that there is a resource Officer in the High School. Officer Moore said that he thinks the police should be in the schools early, starting in the Middle School so that the students can be comfortable with the Police. He thinks that each class should have a tour of the station and have an Officer give a talk at school. He said that if kids do get into trouble, there is the court diversion program run by Youth and Family Services. Mr. McColl asked about being balanced. Officer Moore said that he is tolerant and he is efficient. He said that he has a small law-practice with about 20 clients. If he was appointed, he would phase out the practice and have the clients covered by another attorney. He also said that he teaches a class in the evening.

Mr. Marsden asked what the most important public safety concern in Town. Officer Moore said that traffic is an issue. He said that warnings and tickets will be issued.

Mr. Marsden asked Officer Moore, what kind of a Police Chief, would he be? Officer Moore said that he is always up front and transparent, someone who is goal oriented and persistent but he can also be flexible. He said that every project that he started, he would finish. He said that as a Chief he would want to know everything that is going on, but he would not be a barrier.

Mr. Marsden asked about morale between the shifts. Officer Moore said that it could be improved. He said that they are a family oriented department, most married with children.

Mr. Porter asked about the position of the Lieutenant. Do you think it would work to have the Lieutenant work two days and two nights? Officer Moore said that times are tough and he may be the shift supervisor.

Mr. Marsden said that Officer Moore stepped back from Police work to work full-time on his law practice. What brought you back to the Police force? Officer Moore said that it was a mistake and that his passion was with police work. He said he took the steps to come back, by talking with Mr. Le Beau and the Selectmen. With the help of the union, he was able to come back.

Mr. McColl posed a scenario about a problem at the lake. Officer Moore said that he would get the Fire Department involved for a water rescue if needed.

Mr. Marsden asked about the number of cars that patrol the street? Officer Moore said that in his opinion, every call should be a two car call. Mr. Porter asked about a civilian dispatcher. Officer Moore said that he would be in favor of that. He said that would put another officer on the road.

Mr. Porter thanked Officer Moore for coming to the meeting. Officer Moore thanked the Selectmen for their consideration and their time.

At 7:45 P.M.. The board took a recess

Sergeant Craig Denman was the next applicant.

Sergeant Denman thanked the Committee. He said that he grew up in Holliston and still lives in Holliston. He said that he was proud to work with David Moore, (John Moore's dad). Sergeant Denman said that his first accomplishment was he was the first Auxiliary Police officer to become a full time officer in Town. He said that he graduated from the Boston Police Academy in 1986. He said that in his time, he has tried to gain as much experience as he could. He said that he has a great relationship with the schools. He said that he was at a party and there were several 21 to 22 year olds who all came over to say hi and they talked to him for a while. He said that he showed them respect and they returned it. He said that in 1996, he was appointed the Director of the Auxiliary Police. Sergeant Denman said that he has worked every shift. Mr. Marsden asked about the different challenges in the Department and what is morale like. Sergeant Denman said that if was to be appointed Chief he would talk to every applicant that applied and that he wants to work together as a team and move forward.

He also said that he would meet with every officer on the department and have a conversation.

Mr. Porter asked about the Lieutenants position. Now he is working with out a contract would you keep that position? Sergeant Denman said that he and the Lieutenant have not always gotten along, but they are professionals and they can put their differences aside and work together. Mr. Porter asked if you would keep the position. Sergeant Denman

said that he would talk it over with the Lieutenant and see what he wanted to do. He may be close to retiring.

Mr. Marsden asked about working and being in the Union. Sergeant Denman said that he was the Union President for six years.

Sergeant Denman said that he is an Officer with integrity. He also said that Professional Development is one thing he would like more of for the Department. He said that on his own time he has taken leadership and management training classes. He said that every officer should be professional.

Mr. Marsden said that he is working midnight to eight. What is the most important public safety issue? Sergeant Denman said that traffic is a big concern. He said that accidents take up a lot of time. He said that the Resource Officer at the School is very important. He said that Community Policing is very important; you can get many ideas from the residents and shopkeepers.

Mr. Porter asked what is the one thing that you would like more of? Sergeant Denman said professional development. He said that training is key.

Mr. Marsden asked how would the Town's people judge your effectiveness if you were Chief? He would let people voice their ideas and he would be visible. He said that communication is a big thing. He said that he would be in contact with the Selectmen and the Town Administrator with any problem that he needed help with.

Mr. Marsden asked what makes you stand out from the other candidate?

Sergeant Denman said he lives in Holliston and his children all go or went to Holliston schools.

Mr. Porter said that in reviewing the files, he noticed that the candidates were dedicated to the Town.

Mr. Porter thanked Sergeant Denman for his time. Sergeant Denman thanked the Board for their time and consideration.

Mr. Porter said that they would take a short break.

At 9:00 P.M., The Board resumed in the Selectmen's meeting room.

Mr. Porter said at this time it, is up to the Board to decide who the new Police Chief will be.

Mr. Marsden said that they each got a chance to look at the personnel files, and he thinks that they have done all the research that they need to do. Mr. Marsden said that the Screening Committee spent many hours interviewing each candidate.

Mr. McColl said that they were able to collect a lot of information as part of this process.

Mr. McColl said the information that they have is whole package. He believes the support should go to John Moore, he is the most well rounded candidate.

Mr. Marsden said that he is concerned about elevating someone all the way through the ranks. He said that Sergeant Denman has gone up the ranks. He has done the educational path and he has made a career of police work. He also said that when the

Auxiliary Police budget comes before the Board, they save the Town lots of man hours and funds. Mr. Marsden said that Sergeant Denman is his choice for Chief.

Mr. Porter said that he reviewed the process long and hard and he has done this in the past. He said that they chose to look inside the department. He said that the two candidates are the most qualified for the position of Chief. He said that he has a lot of respect for both the candidates. Mr. Porter said that his choice as the new Police Chief is John Moore.

MR. MCCOLL MOVED TO APPOINT JOHN MOORE AS THE NEW POLICE CHIEF. THE MOTION WAS SECONDED BY MR. PORTER. TWO IN FAVOR. MR. MARSDEN OPPOSED.

AT 9:28 P.M., THE BOARD MOVED TO ADJOURN.

Respectfully submitted,

Donna A. Muzzy

approved_____