

MINUTES OF THE SELECTMEN'S MEETING JUNE 24, 2015

Chairman Hevy called the meeting to order in the Senior Center at 6 PM with Selectman. Walter and Selectman Smith also present.

Chairman Hevy opened the meeting with introductory remarks regarding the purpose of the meeting which was to continue discussion of the search for a Police Chief and provide an update on the process to date.

Chairman Hevy's update:

1. The Second Interview was conducted on Thursday, June 17, with both interviews going live on cable TV immediately following the second interview.
2. The Selectmen then individually reflected on their individual information gathered from both interviews and particularly the answers to the questions asked of both candidates...
3. The Selectmen then determined a time and date to discuss their findings on both candidates at a public meeting and outline next steps in the process.

Chairman Hevy invited the Selectmen to share their thoughts addressing Selectman Smith. Selectman Smith spoke regarding questions raised from the floor through the Chairman during the first interview. He addressed the audience and the people of North Brookfield by referring to comments made by individuals during the interview process and in writing afterwards in which the impression was created that the people of North Brookfield have been shut out of the search process for hiring a new Police Chief... Mr. Smith stated that this was simply not true. He further stated that during all stages of the process information was publicly discussed on numerous occasions on public media particularly in the spring. The Selectmen openly appointed a very able search Committee and worked hard seeking the advice of Chief Thomasian in the process to craft a job description and then advertised the position. Subsequently the Board met with the search Committee to discuss their expectations of the Search Committee and then handed the process over to them. He further stated his opinion that the Search Committee did a very thorough job. The public was invited by the Selectmen on a number of occasions to volunteer to be on the Search Committee by contacting the Selectmen's Office. We were fortunate in being able to have a search Committee that was representative of the Community - the very best. Selectman Smith also stated that the suggestion that the questions that the Selectmen crafted over many hours were overlapping and did not ask the right thing. Those who made those comments don't really understand the process. The search process is a two stage process: The first stage is the Search Committee stage acting on the instructions of the Selectman on the kind of person that they are looking for. The search committee then reviews

applications. It is their responsibility to look through the applications and then draw conclusions based on what is before them (resume's, experience) whether or not the candidate applying for consideration is qualified to apply. The role of the Board of Selectman in Stage 2 is to determine the fit of the candidate, in other words whether or not this candidate is a fit for this job. Can the candidate step into this position and perform as the Selectmen and the people of North Brookfield would like. The other consideration is Management. Can the candidate that is selected by the Board manage a major Town Department? The second consideration is can the candidate manage personnel within the Department, a Department that has a tradition of closeness and respect with the Community. Those were the bases of the twelve questions that were asked. The same questions were asked about fit and management in twelve different ways with the assumption that if you ask the same question twelve times in a different way and you come up with the same answer each time the chances are that what you are hearing is a pretty good indicator of what that candidate feels. The questions were not redundant. The questions did not relate to operational details of the job. The Selectman's job is to determine if, whomever is selected can continue the tradition of interaction with the public, maintaining the trust of the public, and bringing the department to a new high building on the legacy that Chief Thomasian is leaving in the North Brookfield Police Department.

Selectman Smith concluded his remarks stating that the suggestion that the process somehow closed out the Community in his opinion is nonsense and the suggestion that the questions that were asked did not tell anything about the candidates in his opinion is nonsense. He concluded that the Selectmen learned a lot about what both candidates thought about the themselves, the community, the role of the police department, the interaction of the police department with the Seniors, the Senior Center, the school Department, and also the management of the Department and the interaction between the Police Chief with those who are currently serving the Town. The Selectmen agreed that the questions worked very well, and achieved the goal of getting consistency in the candidates' answers regarding the goals of the Selectmen in their interview process.

Mr. Smith thanked the Committee members present for their hard work and dedication to the difficult and complex task of identifying candidates for the position of Police Chief.

Chairman Hevy proceeded to set up the tasks included in the next steps such as reference and background checks with a goal of making a decision by next Tuesday. Mrs. Walter made a suggestion that with all of the work that the Board had already put into the process to date would there be a benefit to vote on their preferred candidate to shorten the length of the process if the vote was unanimous, and identify the key differences that may need further discussion if the vote was split. Selectman Smith stated that given the importance of the position in the Town that he felt references and background checks are an important step in the next level of the process that the people of North Brookfield would expect us to take.

Chairman Hevy asked who should do the interviews with the references. Selectman Walter stated that she preferred that the interviews be conducted with the three

members of the Board being present so that the feedback from the references could be noted and interpreted first hand by each member of the Board. Chairman Hevy asked how to accomplish this, and Selectman Walter suggested that it could be done on conference calls scheduled ahead of time. She further stated that the purpose of references is to get past the resume and find out how the candidates applied their skills in real situations in the past allowing for comparison in the efficiency of one person's approach over the other. Mr. Hevy suggested that that process would require posting another meeting. Attorney Dale Kiley spoke to the reference process stating that the Committee did speak to all of the listed references. He emphasized that in interviewing the candidates' list of references positive feedback is always the result. He suggested contacting other references such as the Selectmen, the Police Chief, and or a member of the Department either subordinate or supervisory in the Town/s where the candidate worked or currently works. It was concluded that the meeting should be conducted in Executive Session. Chairman Hevy suggested that the meeting be posted for Monday, the 29th of June at 9:30 AM.

Chairman Hevy led a discussion on the interview process and how difficult it is to separate the two candidates because of their qualifications. Selectman Walter stated that both candidates are highly qualified, and for that reason she is not focusing on qualifications, but on application of their skills. She stated that the videos tell a lot about the "how to" of each candidate, and that they have very different ways of approaching the same task/problem/situation. Selectman Smith observed that even though the two candidates have exceptional qualifications and skills they are polar opposites in their approach creating a lot of latitude in how taking the Department to the next level can be achieved.

Chairman Hevy concluded the meeting emphasizing the importance of working as a team to make the right decision for the Town.

Selectman Walter will speak to the Administrative Assistant to post the meeting for the reference interviews and setting a schedule for the interviews.

There being no further business for the open session, Chairman Hevy made a motion to enter into Executive session to discuss non-union negotiations and return to the open meeting only to adjourn: So voted unanimously; Mary Walter Yes, Robert Smith, Yes and Eric Hevy Yes. So voted

Respectfully submitted,

Mary Walter, Vice Chairman