

The thought of becoming police officer came to me a few years back and I figured my skills in the military would help me with that transition. I like to help people and feel this is a good way to do it.

The questions below in italics were asked by Selectmen Roy followed by Mr. Simpson's responses.

Roy noted that he has already graduated from the permanent intermittent academy and asked him when did he you make the decision you wanted to into the academy?

A few years ago I decided I wanted to get into to some type of civil service job. I took the civil service test and my score put me in a pretty good standing where I could get in here in Halifax. I went and talked to Chief Broderick and asked if they could do something for me and they lend me on the path of going to the intermittent academy.

Where are you employed at the moment?

Nowhere at the moment. I did the academy and just finished school for the Army so I have not had the opportunity to look.

How do you describe you work habits?

I am very hard worker. Being in the military for so long you have to be. You work long hours and you stay there until the mission is accomplished.

What skills do you think you will bring to Halifax as a police officer?

I am very dedicated and stern in both rewards and punishment. Think I can help people here in Halifax.

What is your biggest pet peeve?

Drivers rolling through stop signs.

If you were hired, what kind of officer would you be? is there an area that interest you the most?

Drug enforcement I would like to clean up the community as I have a niece who lives here town and would like to make it better for her in the future.

What do you consider your greatest achievement?

Sticking in the military for ten years. It is pretty gratifying. I have been deployed to Iraq and Afghanistan and have served a total of twenty-four months. I served full time for three years then went to the National Guard.

Describe the best job you have had?

The military. It is interesting you're out there learning and you get to go all around the world and learn about the different cultures.

How do you demonstrate your authority?

I am a squad leader in the National Guard and am in charge of eight to twelve people at one time. I deal with lots of different personalities and you need to get them to work together.

Give an example where you did not lose control in spite of tough circumstances.

This past school I went it was called a warrior leader course and lots of people are coming from a different part of the military such as cooks and people and the 40th band. When we had our final training in the field where we do battle drills it was I had to keep the band members motivated and pushing them as there were not used to being in the field and it was a tough thing to do.

Are you a follower?

I would say I am leader but I can follow.

So you follow rules so if things are presented it is either black or white? Do you think the army thought you that?

I would say so. There is gray area on some things but you learn that through life.

The questions below in italics were asked by Selectmen Garron followed by Mr. Simpson's responses.

What is the most significant incident you encountered with an individual such as in the street or in the military?

It is tough seeing people when they are going through stuff because you can relate to them. I've have gotten calls on suicide, mental thoughts and you have to talk to them and be there for them and talk them *off that ledge*. If I was at that point I would hope someone would do the same for me.

Do you hold yourself responsible for every action that has happen on your charge?

Yes, we are part of a force/team and you have to be held accountable. You need to trust that they would do the right thing as they would trust me to do the same.

What are some of things that affected you emotionally while you served?

Being away from family is probably the biggest hardship you have. Doing fifteen months in Iraq was hard on me. Also losing friends but I have had a lot of time to cope with that and think I am a stronger person for it.

What do you think of the public in general?

I think people need guidance and the police are there to guide them in the right direction.

The questions below in italics were asked by Selectmen Schleiff followed by Mr. Simpson's responses.

Schleiff: What high school did you go to?

Silver Lake.

Do you find yourself in the position ... (in audible)

I had some family issue which led me to the military, which I think helped me out a lot and got me on the right track.

Did your parent encourage you to do that?

The reason for the hardship was because my father passed away when I was 16 years old.

Did you carry anything since you've been back? I have talked to people and it can be difficult.

No. There are lots of programs out there for those who do. And you are required every six months to talk with someone whether you want to or not.

You have an associates?

I studied fire science technology and got an Associate's degree.

Garron: What does fair, firm and constant mean to you?

Every judgment I make should be using all three of those. Need to be fair with people as you cannot single someone out of a crowd.

Roy: Having gone through Boot Camp and also being deployed how did that compare?

Thought academics were harder. Boot camp is more of a physical thing and they try to instill that discipline in you as well as a lot of late hours and attention to detail. There was attention to detail in the academy but it was more book detail.

Chief Broderick said that if Board offers conditional offer of employment pending the physical and PAT test then the board would appoint Mr. Simpson to PI position. At that point our PI's are expected to be able to work. The reason we are hiring them is so that we have personnel to move up to a full time slot when they become available. They will be working for the next few months giving us the opportunity to look at their work standards and their ability for work, which will determine if they get brought up to the next level.

Garron said that it is important that you work for the people and you are there to help them and Simpson agreed with him.

Schleiff stated that his Fire Science degree will help him as he will be working with the Fire Department.

Patrick DeRoo Interview for Permanent/Intermittent Police Officer

The questions below in italics were asked by Selectmen Schleiff followed by Mr. DeRoo's responses.

Tell us when you knew you wanted to be a policeman, what it was that helped you come to that conclusion, tell us about yourself and why you want to be a Policeman in Halifax?

I was born and raised in East Bridgewater. I always wanted a career in law enforcement and there is nothing else I wanted to do and this is near and dear to my heart. I truly enjoy helping people and problem solving.

The questions below in italics were asked by Selectmen Roy followed by Mr. DeRoo's responses.

You work as the loss prevention officer for Walmart.

Yes I worked for two and half years.

You are part time volunteer officer in Randolph. Tell me about that.

I was sent to the Permanent Intermittent Academy in 2008 by the East Bridgewater Police Chief. After graduating we talked about me possibly becoming a *Special* on East Bridgewater but they had just laid off two officers. I wanted to learn and if that meant volunteering then I was willing to do that. I saw Randolph was hiring Auxiliary Police so I worked with them for a year and left to finish my college education and now currently working for them. As auxiliary we have full police powers in the town but are limited to some of things we can do. We work town details but not contracted ones and do normal patrol shifts with another auxiliary partner so we are out there being involved with the public.

How many hours you do on an average a month?

They're requirement is eighteen so normally we do between twenty to twenty-five hours a month.

You still at Walmart full time?

Yes.

See that you have a great recommendation from Walmart and Sergeant of the auxiliary in Randolph and that is something to be proud of. What ways do you think the Town of Halifax will benefit in you being a police officer?

Loved working with Halifax with loss prevention at Walmart and I got to know the officers and the chief. I wanted to get involved because I saw that the police department here in Halifax was doing great thing for the town and trying to get involved and step up. Think I can use the same drive and determination I had with the Randolph department and Walmart. I am very self-motivated, hard worker, like to be involved and a team player.

What is your greatest achievement?

Purchasing my own home as I worked very hard to get it.

How do you think you demonstrate your authority?

I like to be firm but also fair. Everyone deserves a chance and be heard and if someone does something wrong I think that whatever action is taken should be justified.

Your greatest pet peeve?

Lazy people.

Your biggest weakness?

When I start something I hate to leave a task unfinished. I understand there are times you have to walk away but I like to get it done and done the right way.

The questions below in italics were asked by Selectmen Garron followed by Mr. DeRoo's responses.

Major incidents you had with people where you were in a position you could have lost your cool but you didn't?

While working at Walmart I had to stop a female from shoplifting. At the time were able to physically apprehend people and when I tried to stop her she slammed her carriage into me and then tried walking around me. I followed all rules and policies with Walmart and tried to bring her under control. She wiggled

out of my hands and grabbed a pen and tried to stabbing me. I dealt with the situation and could have lost my cool but didn't.

Why law enforcement?

I truly care how my actions or what I might do might help others. I rather help someone in a bad situation then help myself. Growing up my neighbor was in law enforcement and I would do ride alongs with him and I saw people in their darkest hours distraught and just the sight of an officer would be enough to calm them down and help them through what was going on.

The questions below in italics were asked by Selectmen Schleiff followed by Mr. DeRoo's responses.

What happened in 2008?

I was dating a girl for three in half years who had issues with depression and was determine she was bi-polar. I had broken off the relationship. We had worked and gone to school together. She decided she still wanted to be friends she invited me one day to her house for lunch. Because of the way her house was built they had changed a garage into addition and that was the way into the house. Because of that sometime if you knocked n the door you could not be heard. So going over there for three years you ring the bell knock if no one hears you just open the door and let yourself in. No issues prior to that I show up and she was there with another gentleman. I tried to walk out of the door she came to the door and started screaming and yelling pretending she had no idea why I was there. I didn't want to get involved with the situation as I had already been told by Chief Cowan in East Bridgewater that he would sponsor me to the police academy. Didn't lose my cool just stopped and left. I received a call from my father about a half hour later letting me know that the East Bridgewater police were looking for me. I immediately went to the station and an officer took my statement. He informed me that she was claiming that I showed up to her house unwelcomed that I punched and kicked her car and did a whole bunch of things and there was the possibility of her taking out a restraining order against me. The officer that took my statement requested that BCI come down and take pictures of the car and there was no damage to the car and that the accusations were false. They could not explain why I had to go for a show cause hearing for breaking and entering because I opened her door and took a step into her door. She also filed a temporary restraining order against me. I followed everything up with them showed them text messages. I documented everything through the whole process. Went to temporally hearing for the restraining order at which she then said she lied about everything and the restraining order was taken off. I still followed up on everything I was supposed to do. Went for show cause hearing for the B&E change and after reading through it the judge said have no idea why you were charged with this and she admitted again that she lied. I did my best; I followed up with the department communicated with them throughout this whole thing. This was a life lesson. Everything was dismissed.

I was just curious. We all have made mistakes when were younger. We get over them and move on. I am comfortable with what you have reported to us. Thank you for coming in.

Chief Broderick stated that he has known him for a number of years, have worked with him at Walmart and never received a complaint. He is also another good candidate.

Like them to see them stay here in Halifax.

Oh, I plan on it.

Garron: Remember fair, firm and consistent.

Edward Buccieri - Interview for Permanent/Intermittent Police Officer

The questions below in italics were asked by Selectmen Schleiff followed by Mr. Buccieri's responses.

Tell us when you knew you wanted to be a policeman, what it was that helped you come to that conclusion, tell us about yourself and why you want to be a Policeman in Halifax?

I am twenty five years old and I just bought a condo at Twin Lakes previously lived in Brockton from for eleven years with my family and before that I lived in South Boston. Being a police officer is the closest thing to serving your country other than being deployed and joining the armed forces. I love Halifax and do not see myself leaving here and so far my experience here has been nothing but positive. I definitely see myself having a family and raising them here as it is different than living in the city.

When did you decide you wanted to be a police officer?

In high school I did a project on my grandfather who was a Marine and just learning a lot about him being in law enforcement and a Marine has lead me to this profession. I never met him but he has always been in the back of my mind and this is a connection I feel I have with him. I got myself working in loss prevention, which was initiating and closing out cases and working with law enforcement. I then switched my degree from accounting to criminal justice. I received my associate's degree, then my law enforcement certificate, took the Civil Service exam. Things have fallen into place.

The questions below in italics were asked by Selectmen Roy followed by Mr. Buccieri's responses.

You are Loss Prevention Manager at Lowe's in West Bridgewater.

I have been there for a year and half and before that a loss Prevention Officer before that at Target.

What are your greatest strengths for this job?

I can relate well with others because as a police officer you deal with different background, opinions and numerous personalities, I am conscious people's backgrounds and beliefs and am able to work together to make sure that their backgrounds and beliefs do not get in the way of being objective.

What would be your weakness that you would like to work on?

Looking at the bigger picture I am a perfectionist and everything I do I try to overdo and concentrate on the fine details and don't see the big picture. I have received feedback from supervisors saying that I need to step back and look at the whole picture.

What do you consider your biggest achievement?

Professionally one of the biggest things is at Lowe's my store was #1 in safety claims and incidents that were happening for both associates and customers. Incidents were happening because there were unsafe programs and I came in and established some incentive programs. Because this was so successful it now is a marketing program that is followed.

Your packet is ninety –nine percent impressive but there is one thing I wanted to ask you about is the five accidents that you had in a short period of time. It states not your fault.

There was a period of time where I was getting hit.

What is your biggest pet peeve?

When someone is not reliable. I take great pride in the work I do and make sure that I'm early.

The questions below in italics were asked by Selectmen Garron followed by Mr. Buccieri's responses.

It appears that you are successful in the profession you are in so why change it up? I realize that they are similar.

I want to be a leader in the community and have an impact on the people not just the shoppers in a department store or the associates that work with me. Want to be that presence in the community and stand for what I believe in. Also would like to give back to the community. The comparison I can draw is that customer service – the community is our customer and we are serving them. So I think the retail background and loss prevention come hand and hand. Not pleasant when working with shoplifters and I can relate that with what you (Garron) said about having to give out tickets.

What incident tested your strength?

Safety and following policy: There was one incident when someone walked out with \$1,500 worth of power tools in a carriage as I saw him loading the stuff into his car I wanted to go get the carriage back but could not because of company policy - I could not leave the sidewalk. So I did the next best thing and called the West Bridgewater police and they apprehend the individual. I wanted to be the one to bring him in but I need to do what was safe for me as well as the individuals in the store.

Schleiff: What do you do in your down time?

I have a black Lab, who I am always walking. I spend a lot of time training him and taking to classes.

Chief Broderick said If he advances past this point he will be scheduled for the next P.I. class, once complete the training come back to us do our own in house training and then folding into the rest of the PI who are working.

Schleiff: Heard a lot of good things about him and appreciates him coming in.

Richard Silenzi - Interview for Permanent/Intermittent Police Officer

The questions below in italics were asked by Selectmen Schleiff followed by Mr. Silenzi's responses.

Tell us when you knew you wanted to be a policeman, what it was that helped you come to that conclusion, tell us about yourself and why you want to be a Policeman in Halifax?

I decided when I was 8 years old that I wanted to become a police officer. I am very close with my grandfather who was a Boston cop and he told me stories and I saw how he gave back to the community and I wanted that for myself. I lived here for six year down on Cross Street. Halifax seems that it would be a good fit for me as I know the town and a good amount of people and would like to give back to my community through being a police officer.

The questions below in italics were asked by Selectmen Roy followed by Mr. Silenzi's responses.

You hold two jobs?

Currently I work in Randolph as a front gate guard at Frito Lay where I do foot patrol and view camera surveillance. Not an intense environment and not much happens but thought be a security guard would be a good step in my aspirations to become a police officer. I have a degree in Criminal Justice.

What is your greatest strength for this job?

I am really good at mediating disputes and can talk reason to the unreasonable. This would benefit me in being a police officer.

What do you think you need to work on?

I am a loud person and my voice carries and it seems to bug people. I am working on it.

What is your biggest pet peeve?

People who don't appreciate the work that the police do.

How about another one, something to do with life or about you.

Don't like being tail-gated.

What traits do you think are needed to be a good police officer?

Integrity and being honest are really important. You need to be able to work out issues in a respectable manner. Address your superiors. Courage to take charge even when I an undesirable moment and regard for the safety of the people who need to be protected.

What are you most proud of?

Becoming a police officer is the primary goal I have for myself and getting this far to become an officer is my greatest accomplishment so far.

How do you demonstrate your authority?

If I was to become a police officer style of policing I feel works best is community policing. Seeing as this is a small town I will be able to know everyone and want to be that approachable police officer and not one that all the kids hate.

Would you consider yourself a leader?

Yes.

Give me an example of when you were a leader.

I am in the Marine Core Reserves and a leader of my fire team where I have four or five junior marines under me who I am in charge of. I try my best to steer them in the right direction and if they need help I am always willing help them and be there as much as I can.

What made you decide to become a Marine?

I always admired that they stood for and how they conduct their business and the fact that I could contribute to the security of this country and the people I love. I joined in 2011 and have been in it ever since.

The questions below in italics were asked by Selectmen Garron followed by Mr. Silenzi's responses.

I have known him since he was a young boy and I think he has the ability to do a good job and has proven that. Why here in Halifax?

The thought of being a police officer in my own town would be very rewarding as I can help protect and serve people I know and care about. Yes I could have gone to other towns but the benefit policing the people of my own town

Being a policeman in your town may be hard as you may have to pull over a friend.

I understand it might be hard and uncomfortable. If they do break the law for whatever reason then they need to take responsibility.

Schleiff asked if he understood that he will have to go to Permanent/Intermittent Class if the Board decides to appoint him.

Chief Broderick said that yes if he makes it past this process it will be the same as the last candidate and will attend the next available class after passing the PAT test then do in house training then go to work.

Schleiff asked what he did for fun.

I am into fishing as it gives me time to think. I play harmonica, draw, paint and hike.

Moved by Roy and seconded by Garron, the Board unanimously voted Ryan E. Simpson as a Permanent Intermittent Police Officer upon successful completion of him passing a physical and Physical Abilities Test (PAT).

Moved by Roy and seconded by Garron, the Board unanimously voted Patrick R. DeRoo as a Permanent Intermittent Police Officer upon successful completion of him passing a physical and Physical Abilities Test (PAT).

Moved by Roy and seconded by Garron, the Board unanimously voted Edward J. Buccieri as a Permanent Intermittent Police Officer upon successful completion of him passing a physical, Physical Abilities Test (PAT) and the Permanent Intermittent Academy.

Moved by Roy and seconded by Garron, the Board unanimously voted Richard G. Silenzi as a Permanent Intermittent Police Officer upon successful completion of him passing a physical, Physical Abilities Test (PAT) and the Permanent Intermittent Academy.

MEETING ADJOURNED

There being no further business, on motion by Garron and seconded by Roy, the Board unanimously voted to adjourn the meeting at 6:55 P.M.

Troy E. Garron
Clerk

/pjm