

BOARD OF SELECTMEN
SELECTMEN MEETING
TUESDAY, MAY 17, 2011 - 7:00 P.M.
SELECTMEN MEETING ROOM

Meeting came to order at 7:00 p.m. with Selectmen Troy E. Garron and Kim R. Roy. Michael J. Schleiff was not in attendance.

The following business was discussed:

AGENDA

The Agenda for Tuesday, May 17th, was unanimously approved without revision.

MINUTES

None to be reviewed or approved.

ABATEMENTS/BILLS/COMMITMENTS/WARRANTS

Moved by Roy and seconded by Garron, the Board unanimously approved payment of the following warrant:

Vendor Warrant # 94 \$ 195,116.47

The Board acknowledged payment to the Treasurer for the following turnovers:

<u>TURNOVER</u>	<u>AMOUNT</u>
2011-69	\$ 10.00
2011-70	\$ 17.08
2011-71	\$ 125.00

SCHEDULED APPOINTMENTS – PATROL OFFICER INTERVIEWS

Alexander Wilson

Following are questions asked by Selectman Troy Garron (in italics); responses by Wilson immediately follow:

Why a police officer here in Halifax?

Interesting line of work and would like to help those in need.

I understand you had the opportunity for a ride along.

Yes, seven or eight with Officer Botto, Officer Sterling and Officer Hingst

How did you feel about them?

It gave me a feel prospective of the job. Did some traffic stops. Gave me the benefits of the job. If I had any questions they were willing to answer. They were very helpful.

Why a police officer here in Halifax?

Interesting line of work and would like to help those in need.

What do you mean by helping people?

Responding, whether medical or just someone with domestic violence. No one needs to be mistreated.

Being a Police Officer what do think people respect more you or your authority?

Respects my authority.

Why?

Because there is a lot that goes with holding a badge and respect comes hand and hand. If you show them respect they will respect you.

What is your experience? Have you taken any classes or have worked for any agency that may be law enforcement?

National Guard for thirteen years. I just got back from deployment over in Afghanistan. I am an engineer and built roads over there. At times I have had to do searches for detainees to check for weapons or bombs. I have military experience but do not have civilian.

As an individual do you consider yourself a follower or leader?

A leader. I pride myself to be the best I can be. I had twelve guys under me and I am a squad leader. If I find that they are doing something wrong I train them to do it the right way and you lead by example. There is nothing I wouldn't do for my guys, although they are not here to attest by that. We are overseas and they pretty much are the only family you have.

Ever been in a situation where your life was in others hands and how did it feel?

Every day while overseas. Everyone is in the convoy and we all depend on each other.

What do you feel about leadership qualities?

A person who is a go getter, positive attitude, mental toughness and able to excel in everything he or she can do.

As a leader have you ever had to reprimand anyone?

Yes, all the time. Me being a NCO (non commission officer) proper uniform, clean shave are required. I am an E5 in the military which is a sergeant. Again I have twelve guys under me and you to be in proper gear, clean shave. I was involved in pre combat checks and inspections. They line up and I visually look down the line and check them from head to toe and if something was wrong I correct it right on the spot.

How do you handle stress?

Pretty good. You have your buddies to bounce things off. Everyone has their bad days. You learn to adjust and overcome it. Being overseas you pretty much are always in stressful situations. Even when you are in the sanctuary of the base

you still have indirect fire coming in. You just try and make sure that you know where your guys are at all times.

How do you feel about physical force and when it is needed?

Physical force, if a situation calls for it you have no other choice. You are there to protect yourself along with innocent civilians and the suspect. You do not want to cause bodily harm but if he or she is not listening to you then you must administer as much force that is needed to resolve the situation.

How did you hear about this position?

I took the civil service test in 2009. My wife got a call from the Police Department in October 2010 inquiring that a position has come available and at the time I was in Afghanistan so she filled out everything to the best of her ability. When I came home in February I resubmitted my application.

How long were you away?

A year.

And you were where again?

Afghanistan

Do you have any physical or personal problems that may cause you not to perform your duties as a Police Officer if you were to take this job?

No sir.

No family issues?

No sir.

Following are questions asked by Selectman Kim Roy (in italics); responses by Wilson immediately follow:

What was the worst experience that you had when you were deployed and how did it shape you?

Just knowing that other people in my company who got injured knowing they are not going to be the same again you pray that they will get better even though they won't. You need to be there mentally, morally and physically for them.

How do you demonstrate or show your authority?

Try to counsel my soldiers one on one with problems that arise. I separate them from the platoon so they have a better perspective with what needs to be done at the time and you can only give them so many warnings without taken action whether it is demotion or loss of pay.

Give me an example when you did not lose your cool in spite of the circumstances? Where there was conflict and you needed to keep your cool.

One situation when we were about to start our convoy and we had boarders come in and they were getting closer and closer they stuck one of the vehicles we had to get accountability of all our men and needed to call the chain of command. We made sure everyone okay before we started our convoy again.

Do you feel like the military has taught you to deal with conflict or teach to be a leader or did you had that going into the military?

I always had the willingness to be a leader before military but the military helps you progress to be a better leader down the road.

How do you rate your communications skills and what have you done to improve them? Are you a good communicator a fair communicator?

I talk with the public everyday. I work for a freight company and work with people. I interact with them if they have problems and I rectify them but if I can't I'll call a supervisor and they can take it further.

Do you think you are a good communicator?

I believe so.

Roy did not have any further questions

Garron then asked:

Confrontation. How do you deal with confrontation? Being a police officer there is going to a least once that someone is going to belligerent, in your face, how are you going to deal with it?

Learn to rise above it. There is always going to be someone who is going to say derogatory stuff. You cannot let those words or actions affect your job in any way.

Are there any questions you need to ask of us? Have all question been answered about the job from the Police Chief or anyone you asked

Yes. I believe they all have been answered from the officers and the chief

If not selected will you still pursue this line of work in profession of law and order?

Yes will keep my name on the list. If a position comes up later down the road I will inquire about it.

Not further questions were asked and the Board thanked him for applying and coming in.

Michael Schleiff

Following are questions asked by Selectman Troy Garron (in italics); responses by Schleiff immediately follow:

I understand you had a ride along? What was your impression of that?

I was very intrigued with the fact that it is not what you see on TV which I knew it wasn't. Lots of observing and reporting. The fact is you go to work you never know what is going to happen you work at the job and you follow the rules and regulations. You work with your partner, communicate with others, the community and your fellow officers and you hope that at the end of the day everything works out till the next shift.

Why do you want to be a police officer especially here in Halifax when there are other locations?

First off I always wanted to be in law enforcement. The reason why I choose this town is because I was raised here and went to school here and belong to the community. I am intrigued with law enforcement because if I am going to do something in my life I would like to do something that would make a difference in the community I was raised. Officers made it a nice place to grow up in and I would like to continue that.

Now being raised here do you think there is a conflict working where you grew up because being a police officer you may run into a relative of someone you grew up with or went to high school with. How would you deal with that?

It comes down to it's my job. Need to obtain the law and do what is necessary to enforce the law. If breaking the law do what is necessary.

What experience do you have? Have you been on a police department or law enforcement agency? Any experience in dealing with the public?

I have not done any particular police law enforcement jobs but have done numerous private security jobs, which was dealing with the public. EMT for over five years again which is working with the public and other emergency services as well involving police and other fire departments. I have worked along side fire and police at other towns through Plymouth, Weymouth Brockton. I worked as a security officer for two years at the Taunton Galleria Mall.

Do you consider yourself a follower or a leader?

Consider myself to be a leader but to become a leader you need to learn through step. For instance you cannot start right off the bat as a cop and become a leader. If you work with your fellow police you learn so that you can further become a leader but with the community you need to show that leadership and that you are in control of a situation. Like if a domestic situation I have to keep calm keep my cool on and show that I am in control of the situation.

Do you think that those are some of the qualities that a leader needs to be in a leadership position?

There are numerous aspects that you need in leadership. People will go up to you a talk with you and you then give them ideas and they look up to you to see what they can do and learn from you. It takes time I believe to learn leadership.

How do you handle stress?

One thing is that I have to remain calm. I have been in numerous situations involving car accidents, domestic violence or fights at the mall that I worked at. Remain calm and look outside the box you don't want to go after person "A" if it was person "B" who started the whole situation. Most important is to work with other people.

One of the most important things we have is to be able to work with other people. What would your fellow workers say about you as far as working with you?

They would say that I have great communication. Very well to work with very trustworthy to work with, because that what happens with team work you need to communicate with each other. Every job I have had I have always worked with a group of people never an individual. My EMT job I have always worked with a partner and if we have a situation you have to communicate with other people to help you out. I work for an armored truck company as a driver. Make sure you do what is right. Very dangerous job I work in Boston as well. Very important to keep communication and make sure you keep it together. Main aspect is to do what's right to go home at the end of the day not just yourself but also your partner to go home to their family.

Any physical or personal problems in your life that you have where you might not be able to perform your duties as a police officer if you were to get this job?

No, not at all.

Following are questions asked by Selectman Kim Roy (in italics); responses by Schleiff immediately follow:

Are you still an EMT?

Yes I am.

Are you an EMT or are you doing transports?

Before I got to be a certified EMT I transported people as a wheel chair car driver that transports people. Then I got my certification as an EMT, then I got to be an EMT basic intermediate. There are three levels for an EMT. Basic, intermediate and paramedic. Basic is like the foundation for emergency.

Will you be out on a run with a paramedic?

Yes

Just the two of you?

Yes, just the two of us unless there is someone else there who is training with us.

Are you on regular runs to car accidents?

Yes. It also depends sometimes I would partner up with a basic to make a run to a nursing home but once a month I will partner up with a paramedic.

How do you demonstrate your authority?

Like I said before with leadership and communication you want to stay calm, take action and make sure the action you are taking is the right action. You make sure you are doing the right thing in the under the right circumstances. You need thinking right in stressful situation when people around are nervous you want to stay calm.

Example where you did not loose your cool in spite of the circumstances?

There was one situation one day at the end of my shift I was asked by my supervisor if I wanted to go with him to drop off one of the ambulances back to

the headquarter in Avon from Plymouth. This truck was an out of ambulance truck that basically we had to take all the medical supplies out and on our way we came across an accident on the other side of the expressway on Route 24. It's our obligation to stop to see what happened. We used whatever we had to help which were band aids, tape, and gauze. Did everything we could to control bleeding hold them together to make sure they were good and waited for other emergency personnel to come.

What I mean about conflict is a conflict between a person because police officers will be dealing with people who have conflicts. Give an example of when you needed to keep your cool?

When I used to work mall security there were numerous conflicts on Friday evenings. For instance in the movie theater we had one situation where s mom was looking for her daughter and her daughter didn't want to go home. The mother had some history of domestic violence and was ripping her out of the seat trying to get her home. We had law enforcement come in but before we had back up come in the situation was coming towards me and I could not back out of it so I went in took charge pushed them back and told them that they could not do this here.

How would you rate your communication skills? Like on a scale of one to ten.

I rate myself as a ten. When someone talks to me I make sure I talk back or if someone calls me I make sure I return calls and get back to them. If there is a situation at the moment and needs help I make sure I get to it.

Garron asked:

What do you think is more important for people to respect you or the position you have of authority as a police officer if you should get the job?

I think you should respect the person not just the individual but that person in that suit is representing the police department. It's a job that you have to do and you have to show respect. It's a job and an obligation.

You as an individual and the job you have do you think it is more important that people respect your position or you?

I believe respect the position. When it comes down to the foundation where it would be this or that it's the position. I believe.

Roy asked:

What are some of your weaknesses? One thing you would say is a weakness?

Sometimes I might take things too seriously and I am too friendly in some type of situations.

Garron answered:

The department does hire special police officers; there is the CERT group to get involved in, boat patrol, Holidays in Halifax that they may need extra help for.

If not offered the job would you still pursue positions in law enforcement?

Yes. Yes I would.

Brandon Hanss

Following are questions asked by Selectman Troy Garron (in italics); responses by Hanss immediately follow:

What was your experience and how did feel about the ride along?

Several different experiences with different officers and each officer has their own way of doing things. I was with Officer Moore, Officer Sterling and Sergeant Broderick. Went on calls at midnight, one in the afternoon, at night and during the day. Halifax was quiet in the evening but during the day went to car accident. I learnt a lot

Did you feel comfortable?

Yes I felt very comfortable with them and also felt I could do what they were doing if I had to.

Why become a police officer specifically here in Halifax? Why when there other towns & cities?

Halifax is my home I have been here since I was 8 years old. Main reason I want to become a police officer because I like to help people. Whether Giving advice to someone, or giving directions to someone who is lost. Next step on a broader scale in being a police officer would be serving the people of Halifax. I think the biggest impact being a police officer in Halifax is being involved in the community. I know the people, the culture and my family lives here. All the people I love live here and I would love to help them in whatever way I could.

Having grown up here and went to school with people here you may run into someone you know or have to stop someone you know, how would you deal with it?

It does present an awkward situation for some people but for me I would treat everybody fairly. One time someone I know told me to be fair, firm and consistent and in doing that need treat everyone fairly and go by the rules. Be consistent with family, friends and everybody across the board.

Other than your educational background what other type of experience do you have in criminal justice? Have you worked in any other police departments or law enforcement agency before?

I have a bachelors of arts in legal studies and minor in business law and political science. I have been working in the court house in Plymouth the last eight months since I graduated. I work with a company Lexis Nexus that mainly deals with default judgments. Before that I interned in the Newton District Court working in

the clerk's office doing filing, RMV citations, observing time, and helped clerk magistrate with cases looking in the law books for information needed.

How do you feel that would assist you in becoming an officer?

I think that is the second step of the law. The police officer make the arrests and help community then from there it goes to the next step which is the legal part; the clerk magistrate, the judges, the secretaries in the clerk's office. This is the second part of the justice side. Seeing that part I thought was good and I liked it good but being involved with the community directly is what I would like to do.

Leadership skills. Are you a follower or a leader and why?

Unique thing in being a leader. When you are a leader you are good at giving orders and really good at taking orders. When you are leader you are the best assister. You assist people to be their best. I was a captain on my high school soccer team my senior year. I was named captain of my college soccer team my sophomore, junior and senior year and also president of a criminal justice club my senior year in college. I think that most proud thing of being the captain of these teams was that my friends and teammates all selected me to be that person. I think they believe in me to push us in the right direction and keep our heads high when losing. Another important aspect, although tangent, is that being on a soccer team in college there is lots of balancing. There is the team aspect, off the field, the coaches. I was the liaison between all these things. When going through college a lot of kids are going through a lot of things; being away from home, lots of temptations between drugs and alcohol on campus then there are the girls there is so much going on. When you are trying to win games and keep things straight across the board there is a lot on the line. I think I handled it all pretty well.

Can you name some things you feel may make you a good leader as a police officer?

In terms of the public; my friends if you could ask them one thing describe me would be that I like to talk with people listen to them if they have problems. I think in terms of the community; I think that is a very big aspect of what I can bring to the table. I can talk to someone when they are upset. My parents divorced when I was young and I think that gives me a unique perspective on things. If I was to show up to domestic dispute and there are kids involved I have that insight on what is going on and can calm people down.

What happens if you can't calm people down? If they get in your face or get physical with you what would you do?

I would have my partner for back up and hope that I would know the rules from the academy and the regulations that they require and follow that to the best I could. Also resort to the safest thing possible at that time.

At what point would you step back and let someone else take over?

If I thought I was not making any progress and my partner was there I would ask for his insight. Ask him to talk with the person responding to me in a positive way. Now the other equation would be that I would separate all parties and hopefully that will help settle it.

One thing is that we would like people to work together. What would you bring to the job that would want others want to work with you?

Well being part of team, primarily a soccer team my entire life there is a lot that goes into that. We travel together. My college team we have traveled across New England together, shower, meals together, a lot of camaraderie. You might start out as a few guys but you end up coming out as a team and that is a great feeling. Being with a group of guys is what I love being apart of.

How do you deal with stress and conflict?

I think I deal very well with stress and conflict. Not to beat a dead horse but soccer there is a lot of stress involved being the captain balancing studies and all that. But conflict when you go to college there is a lot of conflict on the soccer field and in the dorms. A lot of people trying to prove themselves. You need to take a step back and walk away from it. I think I deal with it pretty well.

Is there any physical or personal problems that may not allow you to commit work as a police officer and perform your job?

Absolutely not.

Following are questions asked by Selectman Kim Roy (in italics); responses by Hanss immediately follow:

What do you think the greatest strength an officer should have? What quality do you think a police officer should have? Should they be physically strong?
Ability to communicate.

Your weakness?

My relationship with my mom. We are critical with each other at times and there have been a lot of ups and downs but we love each other no matter what. I am working on this with my mom.

When have you had to take charge to resolve something?

My best friend left for the army, passed boot camp and then came home for a few weeks and he was having a tough time whether or not he wanted to deal with the ranger school. He was ready to do it and that was his goal to do it. We told we believed in him and trusted him that he would make the right decision to do it or not to do it. He called me everyday for a week talking about whether or not he wanted to do this. There was catch to joining the rangers. He was not aware that he had to sign a contract. He thought it he was going to so this three year thing become a Ranger then leave but that was not the case and it involved making a big commit so we talked and he still was not sure. He came to the conclusion that at that time it was not right for him and if he wanted to do it in the future he could.

Do you tend to be the go to person in most people's lives?

Yes, I think I am especially for my friends because we all went to college together, although some dropped out and others took the longer route to graduate. I am so personable and I have talked about my personal life with them and they feel comfortable with me and I don't judge them and they don't judge me.

Garron asked:

I know that you have had the opportunity to speak with the chief and some of the officers on your ride along. Have all your questions been answered? Any questions you have for the Board?

At this point I think all my questions have been answered.

Anything else you want to tell us about yourself at this point in time?

I want this a lot. I have known it for a long time and I've done everything I can to be in front of you today and I want to take advantage of this opportunity the best I can and I appreciate you having me here and your consideration.

Should you not receive this position do you intend to continue to pursue other law enforcement positions?

Yes. I do have plan B. This is my plan A but I am confident to go on with that if I do not get this position.

At this point after all three candidates had been interviewed; Roy and Garron discussed the qualities that each candidate brought to the table.

Roy started by saying that Alex Wilson was great and looking at the file his reviews were great. The background checks were in depth. Roy found nothing in Wilson's file of concern about his work ethic or personal background.

Roy said that all of them had great reviews and noted that people are nervous when going to an interview especially on camera. She thought that each question answered was quite adequate from each individual. All three did a great job and she added that Brandon Hanss was very impressive and there were no problems in his file.

Garron said that based on the questions that they were asked they all answered them adequately. Out of the three individuals that applied two have had experience in the law enforcement field and interaction with the public. The other has done work in the clerk's office and schooling but no street work. Schleiff has done security and EMT and Wilson in the military. Garron was leaning towards

Wilson due to the fact that he has life experiences and military which outweigh that the other two applicants as well as experience in civilian and military life.

Roy pointed out that Wilson talked about the brotherhood of his squad and Hanss talked about brotherhood that he had being part of numerous sports teams and his friends and tied it in stating that in the police department it is like a brotherhood because you depend on each other within the department. Garron added that you are part of team in the department but there are times when you need to make individual achievements that are on you. When alone with a suspect the one thing is that you determine is the outcome of the situation and that when it comes to conflicts everyone would always like to handle it themselves but you need to know when to back off and ask for help. He thinks Wilson and Schleiff both have those skills seeing as they have dealt with conflict. Garron feels that the military experience for Wilson is a good foundation to have. When going through basic

training Garron felt that Wilson might have an edge on it since he had gone through something similar for the military. Garron believes that Schleiff and Hanss have lots of qualities to being a police officer but life experience is what he feels is weighing his decision to go with Wilson and this is the person he would like to put forward for this position.

Seeing as Roy is new with this she called civil service just to be clear on the process and she stated that basically unless there is a clear disqualification then the number one should be the choice. After reviewing all three files she felt that Wilson is definitely qualified and that that he is their number one candidate.

Moved by Roy and seconded by Garron, the Board unanimously appointed Alexander Wilson as a Police Officer for the Town of Halifax.

All three candidates came back in the Selectmen's meeting room so the Board could let them know who they decided to appoint to the position and thank them again for taking the time to apply and come in. The Board stated that they wish they could have hired all three and that the decision was a hard one to make. All three interviewed well and they hope that the other two will pursue this line of work further and are not discourage by the Board's choice.

Garron mentioned to Schleiff and Hanss that they stay in touch with the Police Chief to see if there are other law enforcement jobs available in the town.

There being no further business, moved by Garron and seconded by Roy, the Board unanimously voted to adjourn the meeting at 8:25 p.m.

After the closing of the meeting the Board needed to reconvene to lay the condition that Mr. Wilson needs to complete the Police Academy and pass a physical before being appointed as a Patrol Officer for the Town of Halifax.

Troy E. Garron
Clerk

/pjm