

## **Hull Board of Selectmen**

### **Minutes**

**October 13, 2016**

The meeting of the Hull Board of Selectmen was called to order at 6:30 p.m. on Thursday evening, October 13, 2016, at the Hull Municipal Building, 253 Atlantic Ave., Hull, Massachusetts.

Present: Kevin Richardson, Chair; Christopher Mitchell, Vice-Chair; Domenico Sestito, Clerk; and Jennifer Constable, Member. Also present were Phillip Lemnios, Town Manager; James Lampke, Town Counsel; and Catherine Goldhammer, recording secretary. Note: John Reilly, Jr., Member, was not present.

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Note: John Reilly, Jr., Member, had recused himself from this meeting, as his son is on the police force. He was not present at the meeting and had not participated in the deliberations regarding the following matter.

### **INTERVIEWS OF CANDIDATES FOR POLICE CHIEF**

The board interviewed each of the three finalists for the position of Hull Chief of Police.

Richardson began by summarizing the selection process. He noted that earlier this year the board hired MMA Consulting to coordinate and assist with the search process. The board also created a preliminary screening committee composed of two members of the Board of Selectmen, the School Superintendent, the Police Chief from Norwell, three citizen representatives and Town Manager Phillip Lemnios with Town Counsel James Lampke, and Mark Morse of MMA as staff for the committee. Out of 54 applicants, six were selected for preliminary interviews, after which the screening committee recommended three finalists to the Board of Selectmen. Members of the board and Lemnios have visited each candidate's place of work and have spoken with references. Candidates have visited Hull and met with department heads. They have also visited the police department and have met officers and command staff.

The public interviews held this evening were the final step in the selection process. The procedure used for these interviews was as follows.

- Candidates were interviewed in an order determined prior to the interviews. The candidates were not present for the others' interviews.
- The candidates in the order interviewed were:
  - Robert Sawtelle, Acting Police Chief Town of Hull
  - Richard Kane, Retired Police Chief, Exeter, New Hampshire
  - John Dunn, Deputy Police Chief, Guilford, Connecticut
- Each candidate was asked the same questions, in the same order by the same selectmen. Follow-up questions were allowed for each question. These could be unique questions related to the candidate's answer to the main question.
- Each candidate was interviewed for approximately one hour.
- A recess of approximately ten minutes was taken after each of the interviews.

The following questions were asked of each applicant:

Richardson: Please tell us about yourself and why the position of Chief interests you.

Richardson: As a candidate for Police Chief, you have had a chance to meet and talk with Selectmen, the Town Manager, and police officers. In addition, you have visited the Town. What are your general perceptions of the Town and the policing challenges that confront the Town of Hull?

Constable: As the new Police Chief, how would you go about assessing the strengths and abilities of the Police Department?

Constable: How would you, as the new Police Chief, develop credibility with the public, the Selectmen and other Town officials?

Constable: How would you, as the new Police Chief, develop credibility with members of the Police Department?

Sestito: Please describe your understanding of the opioid crisis that is confronting many communities and your thoughts on some approaches to address this issue.

Sestito: How would you develop a long-term plan for the police department?

Mitchell: Please describe the process for a Police Department to become accredited and is it important for a department of our size.

Mitchell: What problems do you anticipate in making the transition to the position of Police Chief in Hull?

Richardson: Do you have a closing statement you would like to make?

**Note: Unique follow-up questions were asked based on the candidates' responses. The interviews in full can be seen on the video recording of the proceedings that is available in the archives of the meeting. Each of the candidates answered the questions and follow up questions.**

## **DELIBERATION AND APPOINTMENT**

Richardson thanked all of those involved in the search process, including Mark Morse of Morse Associates and those who served on the preliminary screening committee, particularly the citizens at large.

Constable thanked the candidates and assured the community that the process was fair, comprehensive, and complete, and that the selectmen have taken the decision very seriously with objectivity and vision for the best interests of the town and its residents. She then made a motion to appoint John Dunn as Chief of Police. Mitchell seconded the motion.

Sestito said that he supported the motion, stating that Dunn brings some very powerful experience to the table. Richardson stated that although he started the process as a firm believer in hiring from within, throughout each step of the process Dunn kept coming to the top of his list. Mitchell noted that Dunn has gone through the accreditation process, which will be very helpful to the town.

<b>Motion</b>	Constable	Move to appoint Mr. John Dunn as Chief of Police for the Town of Hull, for a three year term, subject to successful completion of the pre-employment medical examination, employment process and negotiation of an employment contract.
<b>Second</b>	Mitchell	
<b>Vote</b>	Unanimous	Richardson – Aye Mitchell – Aye Constable – Aye Sestito – Aye

		Note: Reilly was not present for these proceedings.
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Lemnios expressed his thanks to the board and to the preliminary screening committee for great work. He said that by voting to remove the position of Police Chief from Civil Service, Town Meeting had empowered the board to make this decision. He said that the decision had to be based on who was the best qualified person for the position and said that the decision made this evening will bring new perspective and experience and techniques into the department. He stated that the public can be assured of the integrity of the selection process.

Richardson thanked the public and members of the department who communicated with the board to offer their opinions. He said that such communications were taken seriously by the board. He further noted that anonymous letters or letters with fake names were not taken into consideration.

The meeting was adjourned at 10:30 p.m. on a motion by Mitchell, seconded by Sestito and unanimously voted. The board will meet next at 7:30 p.m. on Thursday, October 27, 2016 at the High School Exhibition Room.

*Recorded by Catherine Goldhammer*

Approved by:

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## **Documents**

The following documents were included in the Board of Selectmen's packets or were presented during the meeting and are available in the Board of Selectmen's office upon request:

- Board of Selectmen's agenda and added agenda for October 13, 2016
- Letter and resume from Robert Sawtelle
- Letter and resume from
- Letter and resume from John Dunn