

TOWN OF MILLBURY  
BOARD OF SELECTMEN MINUTES  
MUNICIPAL OFFICE BUILDING- SELECTMEN'S MEETING ROOM

May 26, 2015

7:00 pm

**Present:** Board of Selectmen: Francis B. King; Sandy Cristo; Mary Krumsiek, Brian M. Ashmankas; William Borowski; Town Manager, Bob Spain, Edd Cote, Tom Riley and other concerned citizens

**Chairman King called the meeting to order and the Pledge of Allegiance was recited**

Presentation to Lt. Joseph C. Kosiba Jr. and Lt. Francis B. King for 40 years of service to the Millbury Fire Department. We thank them for their dedication to the Town.

5 Min recess

Rick Bedard: Update on the **Financial Management Planning Committee**- Mr. Bedard read the charge given at the 2011 Annual Town Meeting. The committee consists of Michelle Desorcy, Katie Lavallo, Kevin Plante, Bernie Plante, and Chief Howell. We have done staffing projections and capital budget requests. Their last meeting was March 19<sup>th</sup>; we have sent requests to Department Heads for budgets and capital items; we hope to have all of them by the end of May and then we will compile them together. We hope to have this information in hands by next budget year. This will let us prioritize better the capital items. Selectman Borowski would like to start a capital savings account. Selectman Ashmankas said that we already do this to a point.

Jayne Davolio- Town Clerk- She spoke about the **Recycling Center Rules and Regulations**. They will be adding a composting bin; for food garbage. They will be emailing composting items list and it will be online as well. They also will be accepting anti-freeze like they do the motor oil. The new stickers will be green and a different shape. Selectman Ashmankas asked for the recycling list to be placed first in the rules and regulations and expand the items listed. They do send out email updates and they will look into signage at the center. Selectman Cristo said that she has been composting for about a year now at home and it is so easy and great to do. If anyone needs to get rid of any working refrigerator or freezer, MassSave will pick it up and send you \$50. Selectman Borowski wanted to clarify that the sticker fee will not be raised.

Motion to approve the Transfer Stations Rules and Regulations made by Selectman Cristo, seconded by Selectman Borowski.

Motion carried unanimously.

**Public Safety Siting Committee**-Jayne Davolio, chairman spoke. They have listened to the people of Town Meeting and they would like to propose to continue on the committee and add some citizens as well. Mr. Spain thinks it is time to put a building committee together which should have citizens on it as well as the siting people. Selectman Ashmankas asked if the site is set in stone; no, but the site was the recommendation of the committee. He asked how many

people are usually on the committee; Mr. Spain will look into that. Ms. Davolio would like to add 4 people to the siting committee and then have them transition into the building committee.

**Review of Goals for Chief Kenny A. Howell**

Chairman King said that we are making history as the Board has not ever reviewed a Chief of Police. He said that each selectman will read their marks; make comments then ask for comments from the Chief. (0, 1, 2) \*see attached reviews.

BB	MK	FK	SJ	BA
1	1	1	1	2
1	1	1	1	1
1	1	1	1	2
1	1	1	1	1
2	2	2	1	1
1	1	1	1	1
1	1	1	1	1
1	1	1	1	1

Selectman Borowski would like to see more stretched goals and more things we can measure; he commends his relationship with the schools. He’s very thankful for the proactive policing instead of reactive- keeping us out of the newspaper is a good thing.

Selectman Krumsiek would like to see more of the Chief at community events; the ride along was really good.

Chairman King would like to thank him for working with the school department as it is very important in these times and for the officers being out and seen; it is very significant for them to be seen.

Selectman Cristo said that regarding the K9 dog-if there is an employee issue we should not put this highly trained and expensive K9 in a kennel because he could contact diseases. All of the above programs are essential in building bonds between the police department and our residents. Chief Howell rebutted that the kennel used was highly recommended by fellow officers. She just personally does not like kenneling her dog.

Selectman Ashmankas said that there is still progress to be made and it is moving forward in the right direction.

Chief Howell thanked the selectmen for their support especially the Manager. He'd like to thank his officers for the 2 ½ years; change is difficult even when they ask for it. He was in a cruiser when Newtown, CT incident happened and wanted to know if Millbury had a plan in place. He is committed to protecting our children and to community policing. There is a cultural change that needs to take place in the department and please bear with him while these things are being done. He has completed implementing the 2000 Management Plan to the extent that he can. He is ecstatic to have a permanent resource officer which he will be appointing on Friday. That officer will start training in MA on June 8<sup>th</sup>. He will be implanting a community youth program for one week in the summer and expose them to the world of law enforcement; ages 8-14; there will be a citizen's police academy for several months this fall. This program will help citizens understand what the police officers do on a daily basis and help them to understand officers better. Sgt. Lewos and Sgt. McFaul will be graduating after one more class from FBI-Law Enforcement Executive Leadership Association training; the Chief also went through this. Congratulations to Lt. Desorcy for completing it.

Chairman King said that he would like to notify the board by July 31<sup>st</sup> if they are going to renew his contract and he would like the Chief to notify the board of his plans as well by that date.

**Town Manager Report**

We received an update on the cell tower; still no one signing up for it-but they are still trying.

The RFQ is out for town counsel. Bids are due on June 15<sup>th</sup>. The board will be able to do interviews and implement the new town council before July 1<sup>st</sup>.

Selectman Krumsiek asked about the bus shelter- they are waiting until they complete the sidewalk repairs and then they will put it around the corner.

Chairman King said that he did see the state looking around at the fence in West Millbury.

**Chairman King read dates to Remember**

Wednesday May 27th from 10 AM to 3 PM -AARP "Smart Driving" program at Millbury Health Care Center

Sunday May 31st at 9 AM Millbury Parents Club 2nd Annual 5K & Kids Fun Run

Wednesday June 3rd Roadway Advisory Committee Meeting

Saturday June 6th & Sunday June 7th - Assumption/St Brigid St Vincent de Paul Clothing Drive

**On a Good Note:**

Thank you to Dennis Hill and Richie Hamilton for fixing the flag pole for Veterans Day.

Happy 103<sup>rd</sup> Birthday to Florence James! She is the holder of the Boston Post Cane.

Selectman Borowski wanted to thank the veterans and the showing for yesterday  
Chairman King echoed Selectman Borowski comments.

**Mail**

Letter from the Lions Club regarding Carnival, Fireworks and Road Race.

Motion to approve the Carnival, Fireworks and Road Race made by Selectman Krumsiek,  
seconded by Selectman Borowski.

Motion carried unanimously.

Letter from Laurie Connors regarding the Millbury Center Beautification Initiative donations in  
the amount of \$400.00

Motion to accept the donations made by Selectman Cristo; seconded by Selectman Ashmankas  
(Selectman Borowski abstained)

Motion carried 4-0-1.

Chairman King is challenging the Board to come up with \$20 for the selectman to have a pot

Letter from Laurie Connors regarding donations to the Bark Park totaling \$25.00

Motion to accept the donations in the amount of \$25.00 to the Butler Farm Bark Park.

Motion carried unanimously.

Chairman King asked the Board to be prepared to go into exec session on June 9<sup>th</sup> to discuss  
their plans regarding the manager's contract.

**Citizen Speak:**

Don Rajotte suggested a propane tank for the DPW tanks as you can detect a leak better. He also  
suggested making this whole building the Police Department or across from the Credit Union.  
He did take a tour of the fire department and there are holes in the cement from the weight of the  
trucks. You could put up a quanset hut at the West Main station for the bigger trucks. He would  
like to see the fireworks shot off back off the hill at Cordis Mills. He thinks the Chief and the  
Manager are good people.



# Town of Millbury Department of Public Works

MUNICIPAL OFFICE BUILDING • 127 ELM STREET • MILLBURY, MA 01527 Tel. 508 / 865-9143 • Fax: 508 / 865-0843

Robert D. McNeil, III, P.E. • Director  
rmcneil@townofmillbury.net

## FY 2016 – RECYCLING CENTER - RULES & REGULATIONS

### Recycling Center Hours of Operation

Sunday	Closed	
Monday	Closed	
Tuesday	Closed	
Wednesday	Open	7:00 AM – 3:00 PM
Thursday	Open	10:00 AM – 6:00 PM
Friday	Open	7:00 AM – 3:00 PM
Saturday	Open	7:00AM to 3:00 PM

*Note: Opening and Closing times are determined by the Recycling center time clock*

### Holiday Schedule

CLOSED Independence Day, Saturday July 4th, 2015

CLOSED Thanksgiving Day, Thursday November 26<sup>th</sup>, 2015  
OPEN Day after Thanksgiving, Friday November 27<sup>th</sup>, 2015  
OPEN Saturday after Thanksgiving, Saturday November 28<sup>th</sup>, 2015

CLOSED Christmas Day, Friday December 25<sup>th</sup>, 2015  
OPEN Day after Christmas, Saturday December 26<sup>th</sup>, 2015

CLOSED New Year's Day, Friday January 1<sup>st</sup>, 2016  
OPEN Day after New Year's, Saturday January 2<sup>nd</sup>, 2016

**DRAFT**

### Sticker Sales at Town Clerk's Office Hours of Operation

Monday	Open	8:30 AM - 4:30 PM
Tuesday	Open	8:30 AM - 7:00 PM
Wednesday	Open	8:30 AM - 4:30 PM
Thursday	Open	8:30 AM - 4:30 PM
Friday	Open	8:30 AM - 4:30 PM
Saturday	Open	<b>JUNE ONLY</b> (8:30 AM – noon)

A VALID VEHICLE REGISTRATION IS REQUIRED TO PURCHASE A STICKER.  
PROOF OF RESIDENCY IS REQUIRED.

Stickers are valid from July 1, 2015 to June 30, 2016

Recycling Center stickers remain the property of the Town of Millbury. Town Employees have the right to refuse any item deemed un-acceptable, refuse entrance to the facility to anyone not abiding by the rules and revoke the right to use the Recycling Center at any time, for any reason.

ALL VIOLATORS ARE SUBJECT TO A THREE HUNDRED DOLLAR (\$300) FINE UNDER THE TOWN OF MILLBURY'S NON-CRIMINAL DISPOSITION BYLAW

**Note:** ALL HOUSEHOLD TRASH MUST BE IN BAGS

**FY 2016 FEES**

**Senior Households 65 years or older**

65 or over \$0.00 (Free) Spouse of senior \$7.50 Each additional sticker will be \$25.00  
*Senior persons (Over 65 years of age) will only be issued one free sticker per household*

**Disabled Households with a Valid Placard in the Disabled Drivers Name**

Disabled \$0.00 (Free) Spouse of disabled driver \$7.50 Each additional sticker will be \$25.00  
*Handicapped persons will only be issued a free sticker with proof of a MA handicapped placard or disabled plate that matches the vehicle registration. Limit one free per qualified household.*

**Households under the Age of 65 and No Placard**

First sticker is \$35.00 Each additional sticker is \$25.00

**Commercial Vehicles**

First sticker is \$35.00 Each additional sticker is \$25.00  
*Commercial Vehicles are only allowed if the registration of the vehicle is in the resident's name. Commercial Vehicles registered to a company name are not allowed. Vehicles registered to anyone other than the resident's name (ie: business or family trust, etc.) are not allowed.*

**Items that we charge for:** Payable by check or Money Order to the Town of Millbury  
Receipts must be obtained from the station attendant.

**Consumer Electronics \$15.00**

Including but not limited to: Computer monitors; televisions; microwave ovens; air conditioners, computer towers, toasters, etc.

**CAR Batteries \$15.00** (Note: Car Batteries can also be returned to the point of sale for free)

**Furniture:** You must get a slip from the Town Clerk's office in order to drop the furniture off. Your first piece of furniture is free. After your first free item of furniture you will be charged **\$25.00 per item**. Examples include: a couch, mattress, box spring, tables, dining room set.

**Residential Construction and Demolition Debris Drop Off**

Pay as you throw service: Pricing structure is a flat rate and includes everything from one bag to a vehicle full of loose materials. No Exceptions.

Acceptable Material Limited to the following:

Wood, Shingles, Piping, Carpeting, Tile, Brick, Toilets, Sinks, and Cement

This service is limited to recycling center sticker holders only

Pricing Structure as follows:

**Car \$20/load**

**SUV or Van \$40/load**

**Pickup Truck \$60/ load**

**Vehicle with Trailers**

**Any vehicle with a trailer \$60/ load**

**Any Pickup Truck with a Trailer \$80.00/ load**

Payable by check or Money Order to the Town of Millbury. Receipts may be obtained from the station attendant or Town Clerk. This service is for Residential Construction Debris ONLY!!!!

**NO HOUSE CLEANOUTS** – you must contact a private trash hauler or get a dumpster for this. Contact the Millbury Board of Health office for a list of registered private trash haulers.

**DRAFT**

## **WHERE TO PLACE YOUR STICKER**

Stickers must be placed on the rear window of the vehicle in the upper driver's side corner. Recycling Center stickers must match the vehicle registration.

## **USE OF A DIFFERENT VEHICLE**

If you need to use a different vehicle for yard waste, large items, or the vehicle with the sticker is being repaired, the Town Clerk's office may provide you with the proper paperwork.

**Note:** Town Clerk paperwork is required to use a different vehicle. The paperwork will only be issued for the items that you are bringing that day. If any other items are taken the attendants at the Recycling Center will not accept them.

**If you replace your vehicle's glass, the Town Clerk will issue a replacement sticker FREE OF CHARGE if you bring in your accident report or window replacement receipt.**

**If you are selling your vehicle or are switching to a different vehicle you must salvage and return the sticker to the Town Clerks office and a replacement sticker will be issued FREE OF CHARGE.**

## **RECYCLING IS MANDATORY – STATE-WIDE in MASSACHUSETTS**

All of your recyclables are able to go into any of our containers. You do not need to separate any recycling materials. Please combine all recyclables into the nearest open container.

This process is called Zero-Sort or co-mingled recycling and makes it easier for you to store recyclables (combined) at home and faster and safer to deliver them to our Transfer Station since you do not need to walk from container to container with sorted materials any longer.

### **Recycling; it all goes in together:**

Newspapers, Magazines, Catalogs, Telephone Books, Hard/Soft Covered Books, Junk Mail, Envelopes, Paper (all colors, with staples or paperclips are okay), Cereal Boxes, Shoe Boxes, Paper Milk and Juice containers, Cardboard (please collapse and flatten all cardboard), Paper bags, Plastic containers (# 1-7), Soda, Juice, and Water Bottles (glass or plastic), Plastic Milk Jugs, Bleach/Detergent Bottles, Shampoo Bottles, Food Containers (butter, cottage cheese, yogurt, etc.), Glass Bottles or jars, Aluminum Pie Plates/Trays/Foil, Metal cans, Tin/Steel/Aluminum Cans.

**NEW! Household Garbage:** any compostable unused food or food scraps free of non-compostable debris may be dropped into our voluntary garbage collection bin located near the kitty litter collection area. This material will be composted and help reduce our overall trash tonnage.

**METALS:** Heavy and light iron is to be placed in the provided container. Please remove any non-metal attached from these items. (Tubs, sinks, small appliances, bikes, etc.)

**CLOTHING:** The Good, The Bad, and The Ugly. This market has changed significantly since we were kids. Items can be stained, ripped, or only one shoe, sock, or glove! Clean area rugs welcome. Please no wet items! You have a choice of vendors from The Salvation Army, St. Vincent De Paul, and Planet Aid. Please place all donations in the provided containers. Please do not put the items or bags on the ground. If a container is full report it to our Attendant(s).

**LEAVES AND GRASS CLIPPINGS:** Please remove items/trash from the containers or bags used and place the materials in the compost area. Plastic bags may be placed in the provided containers. Large biodegradable bags also need to be dumped into the provided containers. This area closes December 1 until April 1 (weather permitting). Shrubs and branches are not accepted.

**BRUSH CHIPPING:** Residential brush is chipped at the DPW Garage at 137 Providence Street (Route 122A) in spring and fall from 8:00AM to Noon up to 4-inches in diameter.

Brush Chipping dates include:

**November 07, 2015**  
**November 21, 2015**

**April 23, 2016**  
**May 14, 2016**

**NEW! ANTI-FREEZE:** Clean used Antifreeze may be delivered to the recycling center attendant in the plastic container it was purchased in.

**MOTOR OIL:** 5-quart limit to each drop off. Oil must be given to a station attendant. Oil mixed with other fluids will not be accepted. (Note: Used oil may also be returned to the point of sale)

**PAINT:** Only dried water-based paint is acceptable and must be given to a station attendant.

If you have questions about what is acceptable please ask the Attendant(s).

**ITEMS that we do NOT accept:**

No Plastic Bags (use the barrel provided for plastic bags)

No Compact Fluorescent Light Bulbs (CFL's) (these can be returned to Home Depot or Lowes)

No Dishes, Pyrex, or Ceramics

No Foam Packaging or Styrofoam

No Aerosol Cans (paint/hairspray/cleaners) (Household Hazardous Waste Day cleanout items)

No Tires (Please call Central Massachusetts Mosquito Control Project at 508-393-3055)

No Propane tanks or pressure vessels of any kind (return to point of sale)

No Construction Debris (windows, doors, drywall, asphalt/concrete, etc.)  
**(See Pg. 2 of 4 – Residential Construction and Demolition Debris Drop off)**  
**(This is a pay as you throw service)**

No Chemicals or Hazardous Waste of any kind

No Animal Remains, Cooking Oil, or Sludge

No Refrigerators or Freezers

No Ammunition or Explosives

No Medications (can be dropped in the prescription bin at the Police Department 127 Elm Street)

No Needles or Sharps (can be dropped in the sharps bin at Town Hall entrance 127 Elm Street)

**Household Hazardous Waste (HHHW)**

NEDT-New England Disposal Technologies, Inc.  
83 Gilmore Drive Sutton, MA 01590

Contact Martin Gaffney Office: 508-234-4440

[mgaffney@NEDTinc.com](mailto:mgaffney@NEDTinc.com)

[www.NEDT.org](http://www.NEDT.org)

**DRAFT**





## MILLBURY POLICE DEPARTMENT

---

127 Elm Street • Millbury, MA 01527  
Telephone (508) 865-3521 • Fax (508) 865-5164  
Kenny A. Howell, Chief of Police

May 22, 2015

The Honorable Board of Selectmen  
127 Elm Street  
Millbury, MA 01527

### **Re: Progress Report- Selectmen Meeting 05/26/15**

Dear Honorable Board of Selectmen:

It is my pleasure to present to you this progress report from January 2015 until present. I am pleased to inform you that the police department has successfully completed 96% of the Management Report of 2002; the remaining 4% require major capital expenditures and collective bargaining negotiations. Additionally, a permanent school resource officer (SRO) will be appointed for the upcoming school year; and, we are excited to introduce the police department's first Community Youth Program and Citizens Police Academy.

I consider the Management Report completed, because although there are a small percentage of recommendations remaining (4%), it is not feasible to pursue them at this time. The acquisition of a new public safety building will satisfy a large portion of the remaining recommendations, because the proposed construction plans address these various issues. Additionally, a small portion of the recommendations center on performance evaluations, which cannot be addressed without long term labor negotiations.

We are excited that a permanent SRO will be appointed in June for the upcoming school year; the School Department and the Police Department will jointly fund this position. Additionally, the District Commanders will continue to provide supplemental SRO services to the schools. Furthermore, we can rejoice in the introduction of our very first Community Youth Program (CYP) and Citizens Police Academy (CPA). The CYP is scheduled to begin in July of 2015, and it is a one-week program designed to expose Millbury's youth, ages 13 – 15, to law enforcement careers while contributing to their sociological development. The CPA is scheduled to begin in the fall of 2015, which will be held over several weeks and is designed to strengthen relationships and enhance partnerships between citizens and police.

I have attached a list of departmental accomplishments and objectives for your review. If you have any questions, please do not hesitate to contact me.

Thank you for your support.

Respectfully,

*Kenny A. Howell*

Kenny A. Howell  
Chief of Police

kah/

cc: Robert Spain, Town Manager

Chief Kenny Howell Goals and Objectives  
Performance Evaluation  
05/26/15

1. **Establish Compstat.**
  - Conduct bi-weekly Compstat, which started in March of 2014; completed 17 sessions as of the end of December 2014.
2. **Establish K9 Unit.**
  - K9 officer graduated from K9 School in January of 2014.
  - 33 callouts (12 Millbury/21 various towns); inception until present.
3. **Train District Commanders as SRO's (supplemental).**
  - Sgt. McFaul and Sgt. Lewos received basic SRO training in August of 2014.
  - District Commanders have periodically attended schools as SRO's.
4. **Upgrade the Glock Generation 1 handguns to Generation 4 handguns.**
  - New handguns were ordered and scheduled to arrive in December of 2014.
  - New handguns have been issued.
5. **Work with the School to develop active shooter response.**
  - Introduced and approved by the School Planning Committee the ALICE/active shooter response plan in October of 2014.
  - All school and officers have gone through active shooter/ALICE training, including some dispatchers.
6. **Work together with the School to implement a School Resource Officer.**
  - A permanent SRO has been budgeted by the School and Police Departments with Town Manager and committees' approval for FY16.
7. **Implement Community Police; Make Connection; Be Seen.**
  - Walking beats.
  - Bike patrol.
  - Visits to Senior Center.
  - District Commanders periodically visits schools as SROs; educate students on safety matters and build rapport.
  - K9 Officer visits schools.
  - CPR/AED classes were held for Town residences/employees at the Library – classes taught by certified instructors: Sgt. McFaul & Officer M. McGrath.
8. **Getting officers to participate in community activities.**
  - Sgt. Lemoine conducted uniform inspections for Cub Scout Troop 109 at the Elmwood St School.
  - Police Union conducts annual Senior Center Dinner.
  - Lt. Desorcy played the role of an elf at the Elm Draft House during the Community Reading Christmas party.
  - Officer Oliveri participated in Community Reading at the Shaw & Elmwood Schools.
  - Command staff marched in the annual Little League parade.
  - Command staff marched in the annual Memorial Day parade.
  - Officers participated in the Safety Day at Old Navy.
  - Officer Belliveau conducted a tour of police department for scouts.
  - Officer Daly conducted a demonstration of the K9 for elementary kids.
  - Lt. Desorcy participated in Earth Day clean-up at Brierly Pond Conservation Land.

**MILLBURY POLICE DEPARTMENT**  
**Selectmen's Meeting 05/26/15**  
**Highlighted Accomplishments and Objectives**

**ACCOMPLISHMENTS**

- Management Report: 96% completion; remaining 4 % require capital expenditures and collective bargaining negotiations.
- Compstat: completed 23<sup>rd</sup> sessions as of April 29, 2015.
- Sgt. Lewos and Officer Oliveri conducted necessary purging in the property room.
- Completed ALICE training for the faculty of the Millbury Junior/High School.
- All full-time officers completed Active Shooter training, provided by CEMLEC; Sgt. Lewos assisted with training.
- Sgt. McFaul, Sgt. Lewos, Officers Oliveri and Fortunato conducted simulated lock downs at all three public schools.
- Chief Howell and Lt. Desorcy attended Accreditation/Certification Workshops.
- Roll –Call training conducted by all shifts concerning Taser deployment. Sgt. McFaul explained possible issues when suspects wearing multiply layers of clothing.
- New Mobil Data Terminals (MDTs) were installed in cruisers.
- New Ballistics Vests issued to officers; current vests expired.
- Sgt. McFaul and Sgt. Brian Lewos performed SRO duties at all the schools under a grant and during normal shifts.
- Superintendent of Schools and Police Department located funding for a permanent SRO.
- Sgt. Lewos completed FBI-LEEDA Supervisor/Executive training; 2 of 3 required courses.
- Sgt. McFaul completed FBI-LEEDA Supervisor/Command training; 2 of 3 required courses.
- Chief Howell and Lt. Desorcy completed the FBI-LEEDA Trilogy training (Supervision/Command/Executive).
- Sgt. Lewos performed security with CEMLEC for the Boston Marathon.
- Sgt. Lewos assisted with Active Shooter training with Sutton Police Department and the Northbridge Police Department.
- Constructed 3 new offices in the police department.
- Administered Physical Fitness Assessments to officers, as specified by contract.
- Completed the annual Little League Day parade.
- Completed walking assignments and bike patrols.

**OBJECTIVES**

- Continue to review and revise department rules and regulations.
- Continue walking beats and frequent visits the Senior Center.
- Continue to purge evidence and return confiscated/lost and found property.
- Administer Physical Assessments to sworn personnel, as per contract.
- Establish an office within the schools for a SRO's.
- Continue bi-weekly Compstat meetings.
- Develop comprehensive school safety plan with the appropriate entities.
- Complete In-Service and annual Taser training for all officers.
- Begin certification/accreditation of department shortly after appointment of new lieutenant.
- Appoint new police officer in June of 2015 and a new lieutenant shortly thereafter.
- Appoint a permanent SRO by June of 2015 for the beginning of the school year (August of 2015).
- Continue training police department and school staff in active shooter and ALICE (Alert Lockdown Inform Counter Evacuate); grants are being sought to offset the cost of a large scale training session with the police, fire and EMS personnel. ALICE training presentation will be offered to the entire fire department in June or July of 2015.

Chief Kenny Howell Goals and Objectives 5/26/2015

1. Establish Compstat

He is conducting biweekly Compstat started on March of 2014, and we have completed 15 sessions.

\_\_\_ does not meet \_\_\_ meets  exceeds  
*See notes at end*

2. Establish k9 unit –

The k9 officer graduated from K9 School in Jan of 2014.

\_\_\_ does not meet  meets \_\_\_ exceeds

3. Train District Commanders as (supplemental) SRO's

Both District Commanders received basic SRO training in August of 2014.

\_\_\_ does not meet ~~\_\_\_~~ meets  exceeds

4. Upgrade the Glock Generation 1 handguns to Generation 4 handguns

New guns were ordered and scheduled to arrive in December of 2014.

\_\_\_ does not meet  meets \_\_\_ exceeds

5. Work with School to develop active shooter response

Introduced and approved by the School Planning Committee the ALICE active shooter response plan in October of 2014.

\_\_\_ does not meet  meets \_\_\_ exceeds

6. Work together with the School to implement a School Recourse Officer

This has been budgeted by the School and the Town Manager for FY16.

\_\_\_ does not meet  meets \_\_\_ exceeds

7. Implement Community Police; Make Connection; Be Seen.

\_\_\_ does not meet \_\_\_ meets  exceeds

Chief Kenny Howell Goals and Objectives 5/26/2015

1. Establish Compstat

He is conducting biweekly Compstat started on March of 2014, and we have completed 15 sessions.

\_\_\_ does not meet   /   meets \_\_\_ exceeds

2. Establish k9 unit –

The k9 officer graduated from K9 School in Jan of 2014.

\_\_\_ does not meet   /   meets \_\_\_ exceeds

3. Train District Commanders as (supplemental) SRO's

Both District Commanders received basic SRO training in August of 2014.

\_\_\_ does not meet   /   meets \_\_\_ exceeds

4. Upgrade the Glock Generation 1 handguns to Generation 4 handguns

New guns were ordered and scheduled to arrive in December of 2014.

\_\_\_ does not meet   /   meets \_\_\_ exceeds

5. Work with School to develop active shooter response

Introduced and approved by the School Planning Committee the ALICE active shooter response plan in October of 2014.

\_\_\_ does not meet   /   meets \_\_\_ exceeds

6. Work together with the School to implement a School Recourse Officer

This has been budgeted by the School and the Town Manager for FY16.

\_\_\_ does not meet   /   meets \_\_\_ exceeds

7. Implement Community Police; Make Connection; Be Seen.

\_\_\_ does not meet   /   meets \_\_\_ exceeds

Chief Kenny Howell Goals and Objectives 5/26/2015

1.) Establish Compstat

\_\_\_\_\_ did not meet \_\_\_X\_\_\_ meets \_\_\_\_\_ exceeds

2.) Establish K9 unit

\_\_\_\_\_ did not meet \_\_\_X\_\_\_ meets \_\_\_\_\_ exceeds

3.) Train District Commanders as (supplemental) SROs

\_\_\_\_\_ did not meet \_\_\_X\_\_\_ meets \_\_\_\_\_ exceeds

4.) Upgrade the Glock Generation 1 handguns to Generation 4 handguns

\_\_\_\_\_ did not meet \_\_\_X\_\_\_ meets \_\_\_\_\_ exceeds

5.) Work with School to develop active shooter response

\_\_\_\_\_ did not meet \_\_\_\_\_ meets \_\_\_X\_\_\_ exceeds

6.) Work together with School to implement a School Resource Officer

\_\_\_\_\_ did not meet \_\_\_X\_\_\_ meets \_\_\_\_\_ exceeds

7.) Implement Community Police; Make Connection; Be Seen

\_\_\_\_\_ did not meet \_\_\_X\_\_\_ meets \_\_\_\_\_ exceeds

8.) Getting officers to participate in community activities

\_\_\_\_\_ did not meet \_\_\_X\_\_\_ meets \_\_\_\_\_ exceeds

Additional comments:

My grading system was/is based upon the following category definitions:

- did not meet – the goal was not achieved satisfactorily
- meets – the goal was achieved satisfactorily
- exceeds – the goal was surpassed and the Chief went above and beyond the expectation(s)

Overall, Chief Howell met the agreed upon goals. I am especially pleased with his partnership with Superintendent Myers and I look forward to creating next year's goals.

Selectman:



Dated:

5/26/15

**Chief Kenny Howell Goals and Objectives 5/26/2015**

1. Establish Compstat

He is conducting biweekly Compstat started on March of 2014, and we have completed 15 sessions.

\_\_\_ does not meet 1 meets \_\_\_ exceeds

2. Establish k9 unit –

The k9 officer graduated from K9 School in Jan of 2014.

\_\_\_ does not meet 1 meets \_\_\_ exceeds

3. Train District Commanders as (supplemental) SRO's

Both District Commanders received basic SRO training in August of 2014.

\_\_\_ does not meet 1 meets \_\_\_ exceeds

4. Upgrade the Glock Generation 1 handguns to Generation 4 handguns

New guns were ordered and scheduled to arrive in December of 2014.

\_\_\_ does not meet 1 meets \_\_\_ exceeds

5. Work with School to develop active shooter response

Introduced and approved by the School Planning Committee the ALICE active shooter response plan in October of 2014.

\_\_\_ does not meet 0 meets 1 exceeds

6. Work together with the School to implement a School Recourse Officer

This has been budgeted by the School and the Town Manager for FY16.

\_\_\_ does not meet 1 meets 0 exceeds

7. Implement Community Police; Make Connection; Be Seen.

\_\_\_ does not meet 1 meets \_\_\_ exceeds

**Chief Kenny Howell Goals and Objectives 5/26/2015**

1. Establish Compstat

He is conducting biweekly Compstat started on March of 2014, and we have completed 15 sessions.

does not meet  meets  exceeds

2. Establish k9 unit –

The k9 officer graduated from K9 School in Jan of 2014.

does not meet  meets  exceeds

3. Train District Commanders as (supplemental) SRO's

Both District Commanders received basic SRO training in August of 2014.

does not meet  meets  exceeds

4. Upgrade the Glock Generation 1 handguns to Generation 4 handguns

New guns were ordered and scheduled to arrive in December of 2014.

does not meet  meets  exceeds

5. Work with School to develop active shooter response

Introduced and approved by the School Planning Committee the ALICE active shooter response plan in October of 2014.

does not meet  meets  exceeds

6. Work together with the School to implement a School Recourse Officer

This has been budgeted by the School and the Town Manager for FY16.

does not meet  meets  exceeds

7. Implement Community Police; Make Connection; Be Seen.

does not meet  meets  exceeds



Motion made by Selectman Krumsiek to adjourn at 8:27 p.m., seconded by Selectman Cristo.  
Approved by roll call vote.

Respectfully submitted,  
Tish Hayes, Secretary

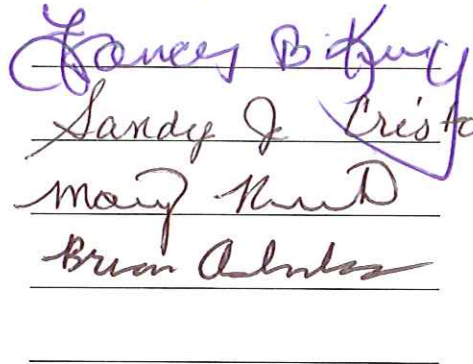
Francis B. King

Sandy J. Cristo

Mary Krumsiek

Brian Ashmankas

William Borowski

  
Francis B. King  
Sandy J. Cristo  
Mary Krumsiek  
Brian Ashmankas  
William Borowski