

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

December 13, 2012

8:00 p.m.

Present: Board of Selectmen: E. Bernard Plante, Francis King, Brian W. Stowell, Brian Ashmankas, Sandy J. Cristo, Town Manager, Bob Spain, Richard Valentino, Steve Balestieri, Edd Cote, Kevin Koczwar, Tom Reilly, Dan Daly, Brian Lewos, Andrea Warpula, Kim Corey, Len Mort, Bill Kane and other concerned citizens.

Chairman Plante opened the meeting stating that we have five great candidates for the position of Chief of Police-we had panels made up of department heads, townspeople, selectmen and members of the police department who interviewed the candidates for about 10 minutes each to get some input from everyone. We hired a consultant to go through the applications, test them and then present the finalists to us. Chief Sampson will be introducing the candidates:

Questions are:

- 1) What would your plan be for the first 6 months, 12 months and 5 years?
- 2) Have you applied for grants, have you been successful and give an example?
- 3) At your retirement party, what is the thing you will be most proud of that you brought to this department?
- 4) How many years will you commit to staying as Chief of Police?
- 5) Being Chief requires being that you be a respected leader among the officers and an authoritative disciplinarian that they heed; how will you maintain this often difficult and delicate balance? Be specific.

Lt. Richard Rudolph-NYPD. Commands a detective squad: Has a Bachelor's Degree in Criminal Justice from St. John's University and a Master's Degree in Leadership Training and Development from Seton Hall University. Graduated from the FBI Academy.

He will set structure, update rules and procedures. The problems of the community are the problems of the police department. Have a management structure trained supervisors-outside training as well and have leadership classes for supervisors. Have one officer in charge of community policing and a sergeant in charge of businesses that can make decisions. He will hold sergeants accountable to hold the officers accountable. Have an evaluation process in place.

He does not apply for grants, but he does grant like requests. He had to submit plans to obtain resources that they needed. He has to compete with over 300 units for funds.

This will be the most professional police department in this State. He wants to say this is my department and this is our town. He is not an 8-4 person.

As many as you would have me for. He has no plans to move from here. He will have an investment in this town this is here goal.

Not a difficult challenge. Police officers deserve respect. You earn respect of the officers. Open and honest policy with the officers. He was a street cop and he studied to become a supervisor. He leads by example.

Capt. Archilles Rethis-Hartford Ct

23 years at Hartford Police Department-last 6 years as Capt. He has done every aspect of his agency from walking the beat to commanding detective bureau division shifts in the city, presently district commander for ¼ of the State. Has Bachelor's Degree in Criminology and finishing up his Master's Degree in Economics from Trinity College. Graduated from FBI National Academy.

First six months would be to get to know the staff, officers, community, Board and all departments. Hear about issues facing the community and the department. Look at immediate needs, policies, discipline, and code of conduct. Generate relationships, committees, advisory committees, internal committees, one year mark be able to start to develop the strategic plan for accreditation process. Look at where the town wants to go with national accreditation.

Yes he oversaw the traffic division and he applied for many grants with JAG and accounting for money spent. It is a huge resource. You have to be diligent looking for grants to apply for; DUI enforcement, stop street racing with making physical alterations to the road.

Instill a sense of high moral and discipline and to leave the department in much better shape than he found it.

As long as you'll have me. Maximum of 10 years he will be looking to move on.

They are not mutually exclusive. It is done by leadership by being fair, firm and consistent. Commend them when they need it and step in and correct them when they need it. Use the coaching stage to make sure things do not manifest into bigger things. Positive reinforcement works better than negative.

Lt. Ken Howell-New Haven-CT

He has 21 years of experience in law enforcement. He is a district commander of an area of 20,000 in population; he has 35-40 cops under his command. He has a bachelor's degree in

Sociology; a Master's Degree in Business and a Law Degree. He has one son and four daughters.

His plan is to build moral at the police department. He is an outside candidate. He first has to listen-he doesn't want it to be New Haven Police culture; he wants it to be Millbury. He wants to learn from the officers, community, selectmen and manager. He wants to bring here a mini-ComStat- bringing together a bunch of different agencies to watch how they handle reducing crime. He wants to build a partnership with the community.

Yes he was in charge of traffic division-he wrote the grant for the DUI and Click It or Ticket grant-they amounted to about \$200,000 and then he managed them; he worked alongside the grant writer. He relies on grants.

That he created leaders and didn't hold all of his knowledge. Installed community based policing, created leaders that can succeed and see his picture on the wall.

He is asking for a term of 4-5 years. He is here to develop leaders and he will be open to staying if it is necessary. Work on getting the management study completed.

It is not difficult. You have to be fair. If you are fair they will have no choice but to accept it.

Capt. Bob Eaton, Smithfield RI

23 years in Smithfield. He has a Master's Degree in Public Administration. Graduated from the FBI Academy and has received many awards. He is from a municipality of 41 officers. Millbury could be the sister community to Smithfield. We share the same mall owners. The similarities and challenges drew him to Millbury.

His values are commitment, community service, accountability and leadership. Build collaboratively within the police department with the officers and community. Keep focused on direction that we need to go in. Strengthen our professional standards, move forward by self-assessment to become compliant with state and national standards. Discipline is about corrective measures and rewards. In-service annual training, leadership training for supervisors and officers, working with youth and build collations. He wants to be invited to a lot of tables and have officers at a lot of table. Forecast future budget costs. He is Chair of his department right now for a new building.

Yes, he has applied for a federal grant for equipment and training. He has done everything from researching, writing and managing the grants. Responsible for 5 other smaller grants- through EMA for active shooter training that he has managed for 5 years.

Changing the way the department does business. The moral needs to increase and community involvement. He changed the department and moved forward as a team. One of the best progressive police departments in Ma.

The national average is very low; he hopes to make it more than that which is 2 to 3 years. He knows he can wear out his welcome coming in as a change agent; he would like to do this as long as he can be effective.

There is a time and a place for authoritative, not all discipline requires being authoritative. You need to be fair, objective and quick.

Capt. Edward Lee-Woonsocket RI

Lives in Bellingham married with 2 children. He has 24 years with Woonsocket Police Department. He started as a patrol officer and climbed up the ranks. Approximately 70 officers. Capt. Of detective division-4 lts under him. Regular staff meetings to stay on task. He covers for chief in his absence and covers duties of deputy chief.

Needs to be implemented is policies and procedures and rules and regs. And working on accreditation process. Offices need that guidance and know what is expected of him. He hopes to have a good working relationship with the community and departments. He hopes to have an audit of the pd. Continue on the process in a year for accreditation and rules and regs are in place, performance regulations in place. Everything on line for community to see. Transparency with the public and hold officers accountable for their work load.

Yes many grants and many different positions-received a 500,000 grant to help with the drug problems in the city. Compliance checks, id training. Other grants through traffic division. Traffic enforcement is very important.

He would like to change the perception of this department. We took the good department to a great department. That is one professional police department.

At the end of the contract hopefully the changes he made would renew his contract. He has young children and he would like to make a long term commitment which would be performance based.

That is done through leadership-you inspire that type of participation. There needs to be discipline. You have respect for rank-a paramilitary mentality. He will give them the tools the training and he asks for 100% effort all the time. Hold them accountable.

We have 5 great candidates. We have a lot of homework information to go through. Ask for input by Friday for packets. Come back Tuesday the 18th to make a determination.

Adjournment

Motion made by Selectman Stowell to adjourn at 9:05 p.m., seconded by Selectman King. Motion carried unanimously.

Respectfully submitted,

Tish Hayes, Secretary

E. Bernard Plante	_____
Francis B. King	_____
Brian W. Stowell	_____
Brian M. Ashmankas	_____
Sandy J. Cristo	_____

The Board of Selectmen