

APPROVED

**Board of Selectmen
Nonpublic Session
Monday, March 21st, 2011**

Present: Theresa Jarvis, David Bickford, Jeffrey Kratovil

Also Present: Chief Shawn Bernier, Town Administrator Alison Rendinaro; PD Part-Time Candidate Eric Bourdeau

The Board of Selectmen meeting was called to order by Chair Jarvis at 6:30 PM.

The Pledge of allegiance was said by all.

RSA 91-A: 3 II b made by Chair Jarvis, seconded by Selectmen Bickford

Roll call vote: Chair Jarvis aye, Selectmen Bickford aye, Selectmen Kratovil aye

Non-Public session began at 6:31PM with Chief Bernier regarding a part time position that opened up in New Durham Police Department, as one of the part time officers resigned last fall. Chief Bernier sought certified officers to fill the position, but the two interested did not take the position for financial reasons.

Chief Bernier found a young gentlemen who is motivated and willing to learn, he has passed all of the background checks, and everything has come back negative (financial, psychological, full background check, etc.)

Selectmen Bickford questioned how the candidate will do the work if not certified. Chief Bernier explained that he will go to the part-time academy (for which New Durham will sponsor him, but not pay for) and will come to the department for field training. This position had not been advertised for, and the Selectmen had a brief discussion as to why. The Chief had people who expressed interest in the position in the past, and had resumes on file, however, he could not get anyone for what New Durham pays. Chief Bernier said he told the candidate he would be paid \$17.00 an hour.

Selectmen Bickford was expecting a certified candidate. Selectmen Kratovil asked what the critical need was for another part-time officer. Chief Bernier expressed that the summer months are the busiest, and also when officers take vacation, it is important to have officers available to fill-in when needed.

The minimum age is 18 for the police academy. The police academy startup date might begin the end of March or early April.

The candidate was called in at 6:46PM, and was asked a series of questions by the Board. He has one and half years left of college.

Sgt. Lamontagne is the instructor for the taser class, and all employees have to be trained on it, as well as for fire arms and pepper spray training. There is currently no hazardous duty pay in this department. The candidate would be accompanying an officer until he is fully trained, and that timeline would depend on him. Chief Bernier anticipates he could be solo in a vehicle by the fall.

APPROVED

Selectmen Kratovil asked the candidate a scenario question. The candidate heard about the position from a person at Fish and Game, who happens to know Chief Bernier.

The candidate left and the Selectmen discussed the position with Chief Bernier. The Selectmen discussed the hiring policy, and how to find the best candidate. It was also stated that all employees are employees at will, and all police officers have to follow a twelve month probation period.

Motion to adjourn nonpublic at 7:10PM made by Chair Jarvis, seconded by Selectman Kratovil. 3-0

*Respectfully Submitted,
Alison Rendinaro*