

Approved 12/28/10

A Special meeting of the Board of Selectmen was held on Wednesday, November 17, 2010 in room 112 of the Town Hall Beginning at 6 p.m. Mrs. Mackenzie is absent.

Eric Kraus
Michael Berry
Christopher Timson
Clifton Snuffer

Also present:
Michael Boynton, Town Administrator
Richard Stillman, Chief of Police

Deputy Police Chief Interviews

Mr. Kraus called the meeting to order at 6 p.m. He had spoken to Mrs. Mackenzie and she wanted to be involved in the process and now that we are in the selection phase she wanted to recuse herself.

Wayne Sampson, Consultant

Mr. Sampson reported he is a Public safety consultant limited to management assistance for law enforcement in Massachusetts. They use National standards our assessor had a lot of experience. We used a standardized process with the candidates. They met with town officials and preformed a job task analysis, specific to Walpole. During the process they used scenarios specific to the town, type of issues a person in this position would have to deal with. They used examples that are true. There were four exercises, in basket exercises with fifteen different things in a timed manner, and a take home budget exercise. They analyzed the responses of the candidates.

They use an employee problem; they take each exercise and tie them together so there is a natural flow for the candidate. Some things in the basket deal with the budget. In the employee exercise, they had to interview the role player on. The last exercise was a series of questions; the candidate was given the opportunity to give open and closing statement. Gave them opportunity to show their analytical abilities and come up with alternative answers to the problems.

We follow a national model for scoring; we give candidates what the knowledge skills and abilities on what they will be ranked on. Gives them a sense of what we are looking for. At the end of each scenario the three assessors score them. Each one scores them independently. Then they have to agree on a score. It is all done in fairness to candidate. They only assess their performance on the one or two days. Mr. Kraus wanted to know if there was ever any follow up on their end. Mr. Sampson stated the best of my knowledge the town has chosen the highest candidate. He does not participate in any assessing because he met the candidates.

Mr. Berry wanted to know if there were any drawbacks. Mr. Sampson explained they are general in nature, in this one; you had a very unique perspective of your candidates because you had three different ranks. If we were doing an assessment in other towns they would be in the same rank. In order to do a proper assessment we have to do a standard assessment for the position they are going to hold.

The Board interviewed the four candidates for the Deputy Police Chief position. Lt. Fred Leland, Detective Sgt. John Carmichael, Detective James O'Connell and Detective William Madden. Each candidate was asked to tell a little about themselves and was asked several questions from each member of the Board and had ample time to respond.

Deliberation:

Mr. Berry wanted to know the criteria for sending officers to FBI academy. Chief Stillman explained the FBI makes the decision to accept but it is on his recommendation. Both Lt. Leland and John Carmichael will be attending. Mr. Berry spoke to going over

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the records of each candidate and their performance evaluations. He would have liked to have seen more substance in them. The Chief explained the process has always been that way. His letter of recommendation is based on first hand working with the individuals.

The Board members noted that all the candidates were great, and it was a difficult decision, but only one stood out as being well rounded. This is an important position to fill and that is what is needed. Mr. Timson was pleased with the evaluation process that took place.

MOTION moved by Mr. Snuffer to Nominate and appoint Detective John Carmichael as Deputy Police Chief, seconded by Mr. Kraus, VOTED 4-0-0

November 30th meeting early start to have pinning for Deputy Chief.

MOTION moved by Mr. Timson to adjourn at 8:40 p.m. seconded by Mr. Kraus, VOTED 4-0-0

Respectfully submitted,

Michael Berry, Clerk