

The Board of Selectmen met on Tuesday, September 15, 2015 beginning at 6:00pm in the Main Meeting Room of the Town Hall. The following members were present.

Clifton Snuffer, Chairman  
James Stanton, Vice Chairman  
David Salvatore, Clerk  
Mark Gallivan  
Eric Kraus

Also present:  
James Johnson, Town Administrator  
Cindy Berube Executive Assistant

Mr. Snuffer called the meeting to order followed by the Pledge of Allegiance.

Mr. Snuffer explained this is a different type of meeting. We were going to have WCTV members appointed by this Board. A great deal has occurred over the last few days. Since our workshop, we have encouraged a three prong approach. The committee has provided a plan; this plan can be discussed by us soon. There is a need for a coherent bylaw, un-comfortability short amount of time for announcement on the election, we are suggesting November 5. Mr. Kraus has been working on that. Gives everyone the chance to apply. The Board and Selectmen will have it no other way. PEG stands for public, education, and government. The Board of Directors has created Walpole Media Corp d/b/a WCTV, a new studio at the High School. The Board is looking for leadership, guidance and professional management.

Mr. Kraus talked about the Executive Director for WCTV . Conducted interviews and checking credentials. No one has been hired.

6:10pm      One day liquor licenses, Downtown Event

MOTION to approve the one day Beer and Wine for Ginjo, Coffee Perch, Ravens Nest and Finnegans Wake for the downtown event to take place on September 18, 2015. Seconded by Mr. Gallivan,

Mr. Johnson spoke to this being called Main Street live from 5-8:30. Met with DPW and we are on top of this.

VOTED 5-0-0

### **Interviews for Deputy Chief**

After the promotion of the previous Deputy Chief to Chief, there is a need to fill this position. The Board is interviewing three candidates who have been screened by the Chief and staff. The three candidates were asked to fill out a Promotional questionnaire prepared by the Chief. The candidates are Sgt. Joseph Zanghetti, Lt. Christopher Mackenzie and Detective Sgt. James O'Connell.

Chief Carmichael thanked the Board for keeping the position. How important it is. One critical thing, LT. Fred Leland chose not to participate in the process. I used that as an opportunity to involve him in the process. I wanted to be sure I had his support. We involved everyone, I like having that input. Mr. Snuffer recalled the Board had a conversation about should we interview all three or the final candidate. He wanted us to meet all three. Chief Carmichael it is important for the Board to hear from them. It was a very difficult decision internally.

Mr. Snuffer noted we will call them in and have them make an opening statement and go to questioning. We will finish up. Each member will ask two questions of each candidate.

### **LT Christopher Mackenzie**

6:24pm I appreciate the opportunity to be in front of you and I have always want to be a police officer. I am a Lifelong Walpole resident. It is a great opportunity for me.

Mr. Mackenzie stated that every position he has had he has left a mark and been able to improve patrol. He is looking to be more active on the budgeting side of things and second in Command.

He was in charge of all leave time, placing people in shifts, new hires,. Take pride in on the budgeting side put a lot of thought as to where they fit best. Lead time, training. In terms of budgeting I did not have a large part of that role.

Our resources are outstanding; we put out a lot with community operation. Offer a lot to the community, policing is really good, work with our front line managers. How we are right now, the patrolmen and the Sgt's are part of the union and feel they are not managers.

He talked about the incident at Bird Park which was a team effort I was in Dedham at the time and I came back, I assumed a command position that was a team effort. The other stop took place in September 2007 routine patrol. There was a Large camper with no headlights. Once I got to the side of the vehicles 12 people inside. Apparent did not jive. We investigated the occupants were from different places. Search of the vehicle, 3 illegal firearms and drugs. Mr. Salvatore sees the importance of the face to face with community; his concern is the department may be a little administratively top heavy. Mr. Mackenzie noted you have to get out of

the bldg. It is hard; there are times that you need to do that. Make myself get out and I have stopped cars. You have to show leadership by example.

He stated he has a limited amount of experience with administration. Train as much as I can, I am taking my Masters class, took 80 administration course. What ever class or advise. We have a great dept. As deputy Chief I will need the advise from everywhere.

He is not afraid to ask for help and willingness to listen to advice. He started in 1998 as an officer, field training officer. I wanted to be a leader. I got into RAD instruction. He is certified on the Mountain Bikes. Since being promoted, I have been training toward leadership position.

The majority of crime is opioid addition, crime how they make the money to get the drugs. That is what we are dealing with now. We want to fight it on both ends. Help people that are addicted. You have to be able to escalate, a guardian and warrior side. You have to train the people to be able to go from one to the other. Once you are at the level you need to deescalate. We are working on that issue. Our use of force, our record is good in Town.

Thanked the Board for this opportunity.

**Sgt. Joseph Zanghetti**

Have been officer for 15 years, started in patrol for 11 yrs, and was provisional lieutenant for 2 years. He was in charge of uniforms equipment, following that he has been the admin Sgt. In charge of policies and procedures. He has a Masters in Criminal Justice, for the last 4 years, command staff working with Chief and Lts.

First and foremost I would like to be involved in the Police station. That is something you don't want people down on, do it right the first time. Citizens can trust us to do it right.

I have had experience in both budget and personnel. I am in charge of polices and procedures so I know the hiring process. I have a lot of experience. The previous chief handled the budget himself. Done a lot of projects for the dept. The \$250,000 upgrade I was in charge of, managed the entire project, I did the computer project, did that on time. While I don't have experience with the particulars of our budget.

The officers are the strength. We have a lot of programs; do not have a separate crime prevention officer. The fact that the officers are willing to take on more work is a testament to the officers themselves biggest strength. Work on, we need to interact more with the public. People say he doesn't know any of the officers and that is an area we need improvement.

Just because we have always done something a particular way, that is a pet peeve of his and credit this chief and previous, look at a problem, we had the same uniforming guy, he took a look at the project analyze and try to do it more efficiently and effective. Take that study and present it to the Chief. The department had not changed the uniforms in a long time, we switch our uniform contractor. He would rather analyze and find out if we are doing it right.

He puts the department above himself and has a job to do, whatever rank he is he has a job to do. Whatever happens, he is a practical guy. That is how he has done it.

He is critical of his own work, and wants things to be done right the first time. He might spend too much time looking over his work. He is working to get better at that and thinks he is a good fit at Administration, the Chief is good at this stuff, he is kind of a shy person, and thinks he can learn a lot from him. The first Chief would bring me out.

He has had Computer forensic training, and has been in court. He has attended training, as far as administrative 10 week seminar, unions, scheduling. Has had FBI training. He has a lot of training in a lot of different fields.

We handle crime fairly well; we have not increased in major crime statistics. What is really come to light, overdoses have been increasing in years. That is something we have to focus on. Stressing the dangers of overdosing with prescription. Survey of citizens and traffic is the largest complaint of residents. That is another area to focus on.

He was in charge in facilities. Part of that is our evidence room was tiny and jammed pack, empty room next to it. It was filled with junk. He emptied it out we had DPW come in and put up a wall and we went to the old library and took book shelves. They were used as evidence shelves. He was in charge of special units, and feels it is his job to give the officers the tools and training. The bikes were following apart. We did not have the equipment. The guys loved the bike unit. He tried to raise some money, put a package together. To the credit of business and resident they donated the money and we refurbished the bike unit. The department now has bikes that Work.

I believe in justice. I do not think everyone being arrested is not always the case. Our job is to get people on the right track. Find the balance, and try to find what a person needs. Depends on the situation.

Thank you for letting me come in and I appreciate it.

**Detective Sgt. James O'Connell**

Thank you for the opportunity. He has been a police officer for 28 years started in 1987 . Then left to transit police and then came back in 1997. In 2011 I was promoted to Sgt. I was school liaison, prosecutor for some time for the Transit police. I am working on my Master's degree. I spent 2 years as a Selectmen.

I think we can learn from everyone. A lot of things we can do and we need to sell ourselves better. We are not reaching out to the community enough. We do community policing. Going along those lines, reaching out to people. Reaching out to the seniors is important. I want to reach out so when we walk into the bank they think something is wrong.

He had written that the E. Walpole Library might be a good use for a substation. When you have a central station you are not accessible to everyone.

From the start the Chief and Deputy Chief got me involved with background checks, what I try to do is professionalize Everyone gets the same background check. I was involved in the hiring process. I have been involved in hiring process. Involved with Civil Service. Budget, my position does not call for it. I identified who can do the job. There are a lot of good officers. Some are good to be street cops.

The men and women, who work here, have gone over and above to get qualified people. I think everyone is on the same level and know what direction we are going in. What we can do better reaching out to people a little more. They need to be selling ourselves. Probably one thing would help, we just sell ourselves, have community meetings. What can we do better? Work together. Need to get the citizens feedback. The department started doing that with the survey.

I have tried to work hard for victims, advocate, violent crimes, domestic assault, child abuse. I am good at it and I was born to do it. Dedicated and paid attention to detail. I was involved an incident when a lot of people were shot. You make a connection. JO it is important you do not want to re-victimize.

One area he can improve on is communication. Sometimes I hold stuff in, I try to do a better job and lead by example. Never have a hard time doing stuff. Sometimes we have to coach people. We are all supervisors. It is all our responsibility to get things going in the direction. It is part of the solution. All our responsibility to get everyone going in the same direction. Communication.

My daughter competed at a high level in figure skating, she trained at the cape. In 2001 after 9.11. We were going to host the event; we have 3 venues that had to be dealt with. They asked me if I would be on the Board and be in charge of security. Organize with the Boston Police, park rangers, BU police, number of agencies I had to coordinate. I asked a number of officers to assist me.

Opioids is the most difficult , calls of service continue to go up, the Opioid problem is the number one, it is an epidemic in the state, it drives crime in other areas. The people need money, they steal etc. Drugs drive crime up. Our overdose level is above last year. It is alarming and concerning. Trying to address it. Robbery was up which is fueled by the Drug problem.

There really is no difference in the policing of the city and town it is the same. It is all the same crime in different doses. We were accredited. We did a lot of things the way they said they should have been done. In police work there is no sense to reinvent the wheel. We have gotten away from basics. Professional standards that was required.

The transit job and this job are the same job different volume. Thank you for the opportunity, very fortunate very good people. You will see some talented people in the next few weeks. We are all dedicated hard working people.

Mr. Snuffer noted the comradery you have here. Chief Carmichael noted the three candidates and myself have a mentor who is still here, someone who is crucial, Sgt. Leland. He is an individual who is very dedicated and he is my mentor. Fred and I had a discussion and he did not wish to be involved in this process. I want to recognize him.

Chief Carmichael recommends Chris Mackenzie as the new Deputy Chief. Fred was Chris and my leader. One thing with Chris he understands our mission and value. Police legitimacy and the things we will do to build trust. It was difficult and they could all do that job. We feel he would be the round peg in a round hole.

MOTION moved by Mr. Snuffer to appoint Lt. Christopher Mackenzie as the Deputy Police Chief for Town of Walpole with a starting date and salary to be determined, Seconded by Mr. Kraus

Mr. Kraus found it remarkable the humbleness of the candidates three outstanding members of your team, must have been a tough decision. I think the choice is good. As a citizen of the Town I am proud to have all of them.

Mr. Stanton echoed Mr. Kraus's comments impressed by the candidates, made three good choices, happy to have the opportunity to see all three of them, and I feel I know them better. It is not only their answer but how they say it. I intend to support your choice.

Mr. Gallivan agrees, when I first became a selectmen the candidates that have been coming in are very strong, think the right way. That tells me you have a broad bench. When we get to see the candidates. It is a credit to how the department runs. I will support.

Mr. Salvatore spoke to taking his role as a Police Commissioner seriously. I take a look at this, we have a pyramid with two chiefs over two lieutenants and what concerns him with this setup is he feels there is a need for more face to face. We are spending more money on a guy who is going to stay in the building. I think we need to look at the structure. Another Administrator is coming in. Maybe someone else, we never had that discussion, should have had that discussion. We need the Police to have face to face time with citizens. Walking thru the woods, engaging with people. We never had the discussion and he is not comfortable. No reflection on Lt. Mackenzie, I struggle, as a Board member, we need to be unanimous with our support. I support it but I am going to abstain. I am sure he will do a fine job as Deputy Chief. One need to look to Cranston, the Police Chief and Mayor the relationship was off, they could do whatever they wanted and the Mayor was not involved. Always better when someone is looking over your shoulder.

VOTED 4-0-1 (Mr. Salvatore abstained)

### **NEW BUSINESS**

Mr. Snuffer got a note from Nancy Farris; she was at the Spectra energy meeting and would like the Board to discuss the subject. Suggest the Board look at something after T. Meeting to have a meeting to discuss the process. Suggested October 27<sup>th</sup>.

MOTION moved by Mr. Kraus to adjourn at 8:15pm, seconded by Mr. Gallivan,  
VOTED 5-0-0