

MEETING MINUTES
BOARD OF SELECTMEN
APRIL 14, 2011

At 6:32 p.m., Chairman Joseph M. Melican called the meeting to order with members Carol Lisbon and James P. Dawley, Jr. present. Also present were David W. Ramsay, Town Administrator, and Greer Pugatch, Assistant Town Administrator.

ATTENDANCE: John Stankiewicz, Longmeadow Police Captain; Peter McGowan, Millis Police Chief; Steve Unsworth, BadgeQuest; Peg Crowley & Mark Sarro, Dover Police Chief Search Committee; Jeffrey Farrell, Dover Police Chief; Aaron Mick & Todd Wilcox, Dover Police Sergeants

PRESS: John Cronin, Dover Patch

Interviews with Police Chief Finalists

Mr. Melican opened the Board of Selectmen's interviews with the 2 Police Chief finalists with a timeline of significant events during this search, starting with former Chief Griffin's retirement last August to the appointment of a 7-member Police Chief Search Committee (PCSC) that has worked in conjunction with BadgeQuest (an executive police search consulting firm) to narrow the field from 35 original applicants to the 2 candidates who will appear before the Board this evening. For a detailed review of the many steps involved in selecting these 2 finalists as outlined in PCSC Co-Chair David W. Heinlein's update to the Board, see the Selectmen's March 2, 2011 meeting minutes. Subsequent to this update, an assessment center was held on March 26, 2011 during which the search committee observed a panel of assessors comprising 3 former police chiefs who evaluated remaining candidates who were put through a series of hypothetical written and role-playing exercises. Mr. Melican said that search committee Co-Chairs David Heinlein and Peg Crowley, and members Tobe Deustchmann, Beverly Madden, Jim Repetti, Mark Sarro and Paul White did a great job throughout this process.

Mrs. Lisbon conveyed the Board's sincere thanks to members of the search committee for their diligence as well as the long hours they devoted spanning 14 meetings to get to this stage. Mr. Dawley echoed Mrs. Lisbon's sentiments. PCSC Co-Chair Peg Crowley responded that the committee members were very dedicated and pleased to serve the Town in this important process.

Each of the 2 finalists, Captain John Stankiewicz of the Longmeadow Police Department and Chief Peter McGowan of the Millis Police Department, came before the Board individually for introductions, and to share information about themselves and their careers in law enforcement, answer questions from the Board and make brief closing statements.

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After the interviews were completed and the candidates dismissed, Mr. Dawley led off the Board's deliberations stating that he was very impressed with both candidates in terms of their qualifications and experience as outlined in their resumes and also discussed in person. Mrs. Lisbon and Mr. Melican were also very pleased with the caliber of the 2 candidates presented by the search committee, and agreed that either would make a fine police chief for Dover.

Mrs. Lisbon said the Board would also consider the results of the assessment center (communication, written, verbal, judgment, operational capabilities, ethical, leadership, etc.) as adjudged by 3 former police chiefs who understand the necessary skill sets and characteristics that a police chief should possess. She and Mr. Melican observed that both candidates had very strong results, with Chief McGowan's overall scores being slightly higher. Mr. Dawley added that the law enforcement professionals' opinions weigh heavily in his deliberations.

Mrs. Lisbon said that hiring an incumbent chief is appealing in that the Town would get someone who can hit the ground running, already having achieved that level of leadership in a police department. Both candidates have had careers working in smaller towns with similar demographics with an emphasis on community policing.

Mr. Dawley observed that Chief McGowan's knowledge of Dover and its police department is another favorable consideration. Mrs. Lisbon added that the Chief also has knowledge of the area and established relationships through current, active affiliations within the Norfolk County system. Mr. Melican agreed that while both candidates have close assessment center scoring, the local advantage cannot be overlooked.

After much careful thought and discussion, while the Selectmen felt that both Captain Stankiewicz and Chief McGowan were excellent candidates, making this a difficult decision, they unanimously concurred that the position should be offered to Chief McGowan.

Mr. Melican moved that the Board vote to appoint Peter McGowan to the position of Chief of Police of the Town of Dover contingent upon successful negotiation of an employment contract, satisfactory results of physical and psychological exams, and a satisfactory background investigation, seconded by Mrs. Lisbon; it was unanimously voted.

Mr. Unsworth of BadgeQuest told the Board that it has been a pleasure working with the search committee, other Town boards and groups, and the officers involved in this process.

Sign Annual Town Election Warrant

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Mr. Melican encouraged any interested residents to consider running as write-in candidates for the open seat on the regional school committee, the only elected position for which there are no nominees.

Mrs. Lisbon urged citizens to come out and vote at the Town Elections on May 16, 2011 from 7:00 a.m. to 8:00 p.m.

Mr. Melican moved to sign the annual Town Election warrant, seconded by Mr. Dawley; it was unanimously voted.

Mr. Dawley commented that the Warrant Committee's blue book is in the mail, and also that 2010 Town Report was delivered to Dover's residents last week. The Board thanks the Town Report Committee for the great job they did on that publication.

Finalize Article Motions

Mr. Melican reminded citizens that the Annual Town Meeting will take place on May 2, 2011 at 7:30 p.m. Mr. Ramsay told him that the only change to the article motions since the Board's last meeting is to Article 16, related to repairs to the regional school wastewater treatment facility.

Mr. Dawley moved to approve the article motions for the Annual Town Meeting 2011, seconded by Mrs. Lisbon; it was unanimously voted.

Single Precinct Authorization

Mr. Melican said that the 2010 federal census recently completed indicates that Dover has a population of less than 6,200 inhabitants, and as such the Town has received notification from the state's re-precincting coordinator that Dover is eligible to remain one precinct. If the Board votes to remain so, a signed authorization form must be submitted along with other required documentation for review Local Election District Review Commission.

Mr. Dawley moved for the Town of Dover to remain a single precinct for the purpose of voting, seconded by Mrs. Lisbon; it was unanimously voted.

Discuss Ruth Pfeiffer Scholarship

Mrs. Lisbon has represented the Board of Selectmen for the last several years presenting the Ruth Pfeiffer scholarship to an accomplished, well rounded graduating high school senior. This year's Awards Night is scheduled for June 1, 2011. When this trust fund was originally established in 1991, the amount of the annual scholarship was \$1,000; however, the Board reduced it to \$750 last year due to declining interest earnings. She asked the Board to look at the account balances for the last 5 years as provided by the Treasurer/Collector to decide whether to further reduce the amount of the award.

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It was the sense of the Board after discussion to continue to give \$750 this year to keep the scholarship at a meaningful dollar amount given the increasing costs of college tuition/expenses.

Mrs. Lisbon moved to approve a FY11 Ruth Pfeiffer scholarship of \$750, seconded by Mr. Dawley; it was unanimously voted.

Special Licenses (8)

Mr. Melican reviewed the details [as specified and on file in the Selectmen's office] of 8 special license applications for upcoming events before the Board this evening, 5 at B.C. Connors Family Retreat Center, and one each at Elm Bank, the Dover Church and the Caryl House. All applications have been approved by Chief Farrell with his blanket stipulations.

Mr. Dawley moved to approve these special licenses, seconded by Mrs. Lisbon; it was unanimously voted.

Prior Notice – Building Maintenance

Mrs. Pugatch told the Board that repair/painting of interior ceilings/walls in certain areas at the Town House and Fire Department caused by January snowstorms is being covered by the Town's insurer. The ice dams that were the source of this problem did not cause permanent structural damage to either building.

When quotes for this work were obtained from painting companies in accordance with C. 30B, quotes for the Selectmen's, Town Administrator's and Clerk's offices as well as area foyer were also obtained. The Selectmen's office has water damage resulting from cracks in the masonry on the Town House exterior which were recently repaired to prevent further leakage. The Board was asked to approve a Prior Notice for the lowest quoted amount.

Mr. Dawley moved to approve a Prior Notice for Building Maintenance in the amount of \$4,700 for the purpose of repainting the Board of Selectmen's office and surrounding areas, seconded by Mrs. Lisbon; it was unanimously voted.

Reserve Fund Transfer – Highway

Mr. Melican reviewed a request for a Reserve Fund Transfer to replenish the permanent part-time line item in the Solid Waste budget for 11 weeks of overtime wages to cover an employee on medical leave.

Mr. Dawley moved to approve a Reserve Fund Transfer in the amount of \$6,123.66 [for the Solid Waste budget], seconded by Mrs. Lisbon; it was unanimously voted.

Approve March 17, 2011 Meeting Minutes

Mr. Dawley moved to approve the meeting minutes of March 17, 2011, seconded by Mrs. Lisbon; it was unanimously voted.

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Adjournment

At 8:10 p.m., Mr. Melican asked for a motion to adjourn the open session and convene in executive session for the purpose of discussing a personnel matter, not to return to open session. It was so moved by Mr. Dawley, seconded by Mrs. Lisbon; Mr. Melican polled the Board and by unanimous roll call vote moved to adjourn into executive session not to return to open session.

DOVER BOARD OF SELECTMEN

Carol Lisbon, Clerk