

FINAL



**WEARE BOARD OF SELECTMEN
MEETING MINUTES
APRIL 20, 2015**

PRESENT: KEITH R. LACASSE, CHAIRMAN; JAMES LEARY, SELECTMAN; JENNIFER BOHL, SELECTMAN; FREDERICK W. HIPPLER, SELECTMAN

RECORDING SECRETARY: Cherry Palmisano

TOWN ADMINISTRATOR: Naomi Bolton

GUESTS: Frank Campana, Jack Meaney, Alan Harkabus, Greg McDowell, Steve Roberts, Lori Davis, Marjorie Burke, Thomas Downing, Bill Peterson, Tiffany Bowers

Chairman Lacasse moved, Selectman Leary seconded to enter into nonpublic session @ 6:27 p.m. pursuant to the authority granted in RSA 91-A:3II (a&c). A roll call vote was taken, Selectman Bohl – yes; Selectman Leary – yes; Selectman Hippler – yes; Chairman Lacasse – yes. Passed 4-0-0

Chairman Lacasse moved, Selectman Leary seconded to come out of nonpublic session @ 7:07 p.m. A roll call vote was taken, Selectman Bohl – yes; Selectman Leary – yes; Selectman Hippler – yes; Chairman Lacasse – yes. Passed 4-0-0

Chairman Lacasse moved, Selectman Bohl seconded to seal and restrict these nonpublic session minutes. Passed 4-0-0

7:07 p.m. Chairman Lacasse called the meeting to order.

Chairman Lacasse said that the purpose of the nonpublic was to speak with Chief Sean Kelly regarding a couple of matters and some of the officers.

PUBLIC COMMENT

Frank Campana said that according to minutes of April 6th the Board met with the salesmen (CALEA) in nonpublic prior to the public accreditation meeting. He said that the salesmen are trying to sell the residents a product and he could not come up with any scenario for the Board to meet with them in nonpublic. He referred to the new era of transparency and said that the nonpublic meeting doesn't look good. Mr. Campana asked what they possibly need to know in nonpublic from the salesmen that are here to sell policies and procedures. Chairman Lacasse said they did not come to the Board as salesmen, they came to review the policies that Sean Kelly has been working on and to talk about some of the issues they had with the department in nonpublic and current litigation. Mr. Campana said that it is more of the same; salesmen trying to sell a product, he is not buying, but the Board already bought into it.

Conduct Interviews with Residents Interested in Serving on the Police Chief Community Panel

Chairman Lacasse said that the Board is forming a citizens panel to help with interviewing potential candidates for Police Chief. The Board is trying to get to know the residents interested in participating in the panel. The panel will be facilitated by MRI and will narrow down candidates to go before the Selectmen.

FINAL

Bill Peterson; 16 Sugar Hill Road

Chairman Lacasse asked Mr. Peterson if there is anything that sparked his interest in participating in the process. Mr. Peterson told the Board that he has been a Weare resident for 12 years and has an interest in law enforcement. He has a 20 year background in law enforcement and is currently a level 3 MPT instructor. For the past 10 years he has worked with the law enforcement market as a director of law enforcement sales for distributors and manufacturers that sold to police departments. Mr. Peterson said that he has always been interested in getting involved with the town. He was on the Windham Police Building Committee. Selectman Hippler asked when the last time was that he visited the PD. Mr. Peterson said that he attended the accreditation meeting. Selectman Bohl asked what he is looking for in a chief. Mr. Peterson said that with a town of this size he is looking for leadership skills, someone that is well rounded, part of the community, and someone who has a finger on the pulse of the community and the team he is leading. He feels that it is important for the person to live in or around the community. Mr. Peterson noted that the past chief made remarkable strides in a short period of time. Selectman Bohl asked Mr. Peterson how he feels about a part-time chief verses a full-time chief. Mr. Peterson said that is more of a decision for the Board, but he thinks that the community is large enough for a full-time chief or at least 32 hours and less than that would be problematic.

Alan Harkabus; 375 Quaker Street

Chairman Lacasse asked Mr. Harkabus what peaks his interest in joining the citizens panel. Mr. Harkabus told the Board that he has time on his hands and has volunteered in both the public and nonprofit sectors and knows it is hard to get people to volunteer. He has lived in town for 24 years. Mr. Harkabus has a business career, management background, and has hired and fired in his past. Forty years ago he received a criminal justice degree and in college served as an auxiliary state trooper. Mr. Harkabus assumes that the Board will conduct background checks and psychological profiles. Selectman Bohl asked Mr. Harkabus if his last experience with an officer was positive or negative. Mr. Harkabus said that when he was coming into the building he and an officer greeted each other and the officer told him to have a nice night. He has never been in the PD. Selectman Bohl asked whether Mr. Harkabus feels the police chief should be full or part time. Mr. Harkabus said that without the data behind it, he cannot provide an opinion. He would need to know the size of the force and the issues within the department.

Jack Meaney; 282 Quaker Street

Mr. Meaney was a state trooper for 26 years and retired as a corporal. The Town of Weare was in his patrol area at one time. After he retired he went to work for Bradford as a part-time officer and served as their interim chief for six months. Mr. Meaney has been a supervisor and has sat on boards for new officers and other interview boards for department heads and knows the process. He has been involved with police agencies most of his adult life. Mr. Meaney feels that part-time doesn't always work because officers need guidance. Retired officers can't work more than 32 hours, which is a state requirement. Mr. Meaney told the Board the Chief Velleca did do a great job for the short time he was with the town and they need someone close by to continue. Mr. Meaney thinks he can bring some of his experience to the committee.

Tiffany Bowers, 102 Colby Road

Mrs. Bowers told the Board that her husband volunteered her because she has participated in search committees before. She has a bachelor's degree in criminal justices. There were issues with a director at a local community college and she participated on the search committee for the new director. Mrs. Bowers has lived in Weare since October of 2013. She told the Board that she visited the PD on Friday and asked for a tour. Sean Kelly showed her around and explained what was going on and what they were doing in the department. He spent one hour of his time speaking with her. Mrs. Bowers told the Board that she has lots of acquaintances in town that are not positive about police. Selectman Bohl asked Mrs. Bowers how she feels about the police chief being full or part-time. Mrs. Bowers said that she has done a lot of research on the town and history of past police chiefs and feels

FINAL

that there are some unnecessary issues with some of the stops. She noted that Sean Kelly has done a great job and is starting to get the trust of the community back. She asked if there will be a deputy chief if the police chief is part-time to provide full time coverage. The town is big, but it is a small town with not a whole lot of crime going on. She feels that having the trust and respect of the community is very important. Mrs. Bowers said that with what she has read regarding the history of the past 15-20 years, the trust of the community is returning with interim Chief Kelly and she hates to see him go.

Lori Davis; 118 Buxton School Road

Mrs. Davis has a business background, worked in corporations and has been involved with hiring and firing, and procedures. She said that the continuity in the department is about personalities. She is new in town, but has lived in the abutting town for past ten years. Mrs. Davis was on the CERT team in Goffstown. She has watched cities develop from small to big, which gives her a perspective that not a lot of people have. She knows the history of town, but has no binding frustration. Mrs. Davis serves on the Finance Committee, which has allowed her to get to know a lot of people in town. She toured the PD with the Finance Committee. Selectman Bohl asked Mrs. Davis what she wants to see in a police chief. Mrs. Davis said that Weare is a unique town, it is not tiny town, but is a small town. She feels that we need "Andy of Mayberry" in a bigger city and a chief that is going to get to know the young people. Mrs. Davis said that some of young officers were raised in town, went to the schools, were on sports teams, and it builds town trust because their families are here. She thinks that the committee needs to let their residents know that they have people on the force that grew up in the community that have come back to be with their families.

Marge Burke; 47 Merrill Road

Mrs. Burke said that she and her husband bought their property in 1968 and were summer residents until 15 years ago. She has seen enormous changes in town and vast changes in the PD in the past 40 years. She thinks that she has perspective to bring in searching for a new police chief. Mrs. Burke is currently the Chairman of the School Board, which puts her in contact with children and parents on a daily basis. She noted that they have lost the DARE program, because there are not enough officers. She said that drugs are a problem everywhere and she would like to see those programs for the youth in the community to address issues with crime and drugs strengthen. She would also like to see the department grow from where it is now. Mrs. Burke feels that Sean Kelly is doing great and there is more transparency, which she would like to see continue, especially with the accountability and supervision of officers. Mrs. Burke commented that it looks like they will achieve accreditation, which will go far in approving their image. She has participated on multiple search committees, including the superintendent search committee and a new teaching principal for the Center Woods Upper Elementary School. Mrs. Burke told the Board that her son is an officer in Watertown, MA and she knows what officers go through and she respects their commitment to community service. She attended the accreditation meeting at the PD and prior to that a citizens panel that was interviewing a series of new officers. Mrs. Burke had to call 911 recently a couple of times due to her husband's health issues and all those that responded were courteous and caring in the tense situation. She thinks that because of the size and issues in the community, she would like to see a full-time chief. Continuity is important and having someone here everyday is an asset to the community. Mrs. Burke would like a police chief with good communication, people, and listening skills.

Steve Roberts; 815 Concord Stage Road

Mr. Roberts has no police background. He has been a fire fighter for 30 years and has worked closely with officers throughout his job. He knows several officers and during his career as a fire fighter worked on several boards. His attitude is that whenever you get a chance to be on either side of the table it is a good learning experience. Mr. Roberts has served on numerous testing committees for different positions and served on the Fire Chief Search Committee with Naomi Bolton and several surrounding chiefs. He is currently the Chair of the

FINAL

Board of Fire Wards. He has been in town 10 years. When the Fire Department started having issues he thought that if he did not get involved who would and he is now trying to get involved with the community. Mr. Roberts said that they need a person of great character, professionally qualified, and a very good leader that has the ability to inspire those working for him. The police chief also needs to be able to mentor officers in their career, especially the young officers just starting out. Mr. Roberts noted that they have a great crew and he has watched them work professionally. This is an important crossroads for the town and he would be happy to serve. Mr. Roberts told the Board that he went to the PD when it was first built and he does get a chance to speak with officers. He firmly believes that the town needs a full time police chief because a leader needs to mentor the crew and be there consistently.

Tom Downing; 28 Winterberry Lane

Chairman Lacasse asked Mr. Downing what if anything specifically peaks his interest in volunteering for this committee. Mr. Downing said that a couple of years ago when he realized that he and his family would be staying in Weare forever he made a commitment to stay up on community activities. He feels that hiring a police chief is extremely important. Mr. Downing told the Board that he has two children and the police chief will affect how they live in the town. He knows that his experience and skills are in line with what they need and this task is important enough to interrupt his life to do. Mr. Downing is a solutions executive with very strong skill sets. He told the Board that he knows when people lie and he has the ability to negotiate without emotions. He does not know anything about law enforcement, but can focus on the individual and is very familiar with profiling. Mr. Downing was in the PD about six weeks ago and had a conversation with Sean Kelly regarding how the Selectmen are doing with the process of finding a new police chief. Mr. Downing is completely against part-time and feels that you can't build a team part-time and is against someone coming here as a retirement job because that would not be right for the community.

Greg McDowell; 74 South Sugar Hill Road

Mr. McDowell has lived in Weare for 30 years and put two kids through the public schools. He worked with Boy Scout troops in town and has lots of time invested with the kids in town. Mr. McDowell joined the Weare PD in 1985. He feels that a full-time crew needs a full-time chief. Weare is huge in square miles and they need someone in town, not a bordering town. The police chief needs to be a good people person and a good leader. He feels it is important for the police chief to be involved with the schools and Boy Scouts. Mr. McDowell mentioned Puggy Tuthill, who is a former Weare police chief. He told the Board that when the school needed funds to fingerprint the kids Chief Tuthill went to the Legion to find money to get it done and that is the kind of police chief he is looking for. Things in town have changed and Mr. McDowell said that he is positive that the town needs to have a full time chief. While he was in Florida his wife fell and needed assistance, he contacted the PD by dialing the old 2233 and explained the situation and they sent a car over to his wife within 5 minutes. Mr. McDowell is recently retired and hopes that he can help the town with the search for a new police chief.

Selectman Lacasse said that the Board will meet in nonpublic to discuss the panel. The deadline to submit an application to participate on the committee is May 4th. The Board thanked everyone for their input and willingness to participate and told them that Town Administrator Bolton will be in contact.

MANIFESTS

Chairman Lacasse moved, Selectman Leary seconded to sign accounts payable and payroll checks dated April 23, 2015 as included in the following manifests:

Accounts Payable Manifest	\$19,262.41	
Payroll Manifest	<u>\$46,834.49</u>	(Includes weekly, monthly, hwy on-call bonus and taxes)
TOTAL	<u>\$66,096.90</u>	

FINAL

Passed 4-0-0

ADMINISTRATIVE REPORT

A signature is required for the buildings on land of another letter that goes out to Cold Springs and Autumn Hills Campgrounds every year.

Selectman Leary moved, Selectman Bohl seconded to authorize Chairman Lacasse to sign the Notice of Intent to Tax Buildings on Land of Others to Cold Springs and Autumn Hills Campgrounds. Passed 4-0-0

PULIC COMMENT

Tiffany Bowers, works at Lancetotø, invited everyone to stop by and see the positive changes to the Deli.

CORRESPONDENCE

Chairman Lacasse meet with some residents on Roosevelt Road. He walked the road and will be talking with Tim Redmond to inform him of their discussion.

Selectman Leary reported that PARC and Boy Scout Troop 24 took down the ice rink.

Chairman Lacasse said that the purpose of the nonpublic will be to talk about volunteers interested and how to move forward with the police chief search committee.

Chairman Lacasse moved, Selectman Leary seconded to enter into nonpublic session @ 8:30 p.m. pursuant to the authority granted in RSA 91-A:3II (a&c). A roll call vote was taken, Selectman Bohl – yes; Selectman Leary – yes; Selectman Hippler – yes; Chairman Lacasse – yes. Passed 4-0-0

Chairman Lacasse moved, Selectman Bohl seconded to come out of nonpublic session @ 8:45p.m. A roll call vote was taken, Selectman Bohl – yes; Selectman Leary – yes; Selectman Hippler – yes; Chairman Lacasse – yes. Passed 4-0-0

ADJOURNMENT

A True Record.

Cherry Palmisano, Recording Secretary