Board: **Chief of Police Screening Committee Meeting**
Date: Tuesday, February 02, 2021
Location: Online Video/Audio Conference Pursuant to Governor Baker's Executive Order in Response to the COVID-19 State of Emergency

Members Present: Scott Bastarache, Ryan Betters, Christopher Redmond, Jason Robinson, George Moonlight Davis, Jacob Smith, Bryan Smith
Also, Present: Mary Flanders Aicardi, Amanda Flower
Press: None

At 5:05 PM **Chairman Bastarache** called the meeting to order.

Bryan Smith explained that the meeting is being recorded and provided an overview of the functions of the video/audio conferencing platform.

Finalize Interview Questions
Chairman Bastarache provided the Committee members with an overview of the status of the draft preliminary interview questions.   **Chairman Bastarache** asked for feedback from Committee members.

Noting that there are more questions than the Committee can ask a candidate during the preliminary interview process, **Jason Robinson** asked the Committee what questions should be used by the Screening Committee and which questions should be presented to the Select Board to be considered for final interviews. Mary Flanders Aicardi suggested the possibility of moving questions #10 and #11 to the list of questions for consideration by the Select Board.   Mary Flanders Aicardi discussed the importance of monitoring the flow of the interview and allowed time for each question asked of the candidates. **George Moonlight Davis** expressed concerned about the Screening Committee asking question #11 and discussed his support for suggesting its consideration to the Select Board. **Ryan Betters** and **Jason Robinson** also spoke in support of the suggestion.

Chairman Bastarache discussed how the Committee will conduct the process of asking interview questions. **Chairman Bastarache** suggested primarily allowing the Chair to ask the interview questions of the candidates to simplify the logistics of the interview process. **Ryan Betters** and **George Moonlight Davis** spoke in support of the suggestion. The Committee members discussed the importance of making sure that candidates have a sense of who the Committee members are with introductions and follow-up questions and noted the concern about not wanting to create a one-dimensional experience.   **Jason Robinson** asked how the Committee would handle follow-up questions. It was agreed that Committee members will notify Mary Flanders Aicardi through the chat feature that they have a follow-up question to ask. Mary Flanders Aicardi will facilitate the follow-up questions.

Committee members discussion having no other revisions for the interview questions.

Update on Hiring Process
Chairman Bastarache provide the Committee members with an overview of the hiring process. The preliminary interviews of candidates are scheduled for February 09, 2021 and February 11, 2021.

Review of Meeting Minutes for December 31, 2020 and January 21, 2021

The Committee members reviewed the meeting minutes of Thursday December 31, 2020 and Thursday January 21, 2021. Ryan Betters made a motion to approve the meeting minutes of December 31, 2020 and January 21, 2021 as written. **Jacob Smith** seconded.   **Vote**: Unanimously approved.

Executive Session

At 5:26 PM **Chairman Bastarache** made a motion for the Committee to enter Executive Session Pursuant to MGL Chapter 30A, Section 21 (8) to consider or interview applicants for employment by a preliminary screening committee, if the Chair declares that an open meeting will have a detrimental effect in obtaining qualified applicants; the Chair does so declare, and the Committee will not return to regular session. **Ryan Betters** seconded.   A roll call vote was taken:

Chairman Bastarache	Aye
Jacob Smith	Aye
Jason Robinson	Aye
Ryan Betters	Aye
George Moonlight Davis	Aye
Christopher Redmond	Aye
Bryan Smith	Aye

Respectfully Submitted,

Bryan Smith
Town Administrator