

**Board:** Chief of Police Screening Committee Meeting  
**Date:** Thursday, January 21, 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, Jacob Smith, Jason Robinson, Christopher Redmond, George Moonlight Davis, Ryan Betters, Bryan Smith  
**Also, Present:** Mary Flanders Aicardi  
**Press:** None

At 5:04 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.

#### **Update on Hiring Process & Discussion of Tentative Meeting Dates**

**Chairman Bastarache** provided Committee members with an overview of the tentative meeting and interview schedule for the search process. The Committee agreed to meet next on Tuesday, February 2, 2021 to finalize interview questions and to review application materials from candidates. The Committee agreed to tentatively schedule candidate preliminary interviews for Tuesday, February 9, 2021 and Thursday, February 11, 2021.

Mary Flanders Aicardi provided the Committee members with an overview of the status of search process to date. Mary discussed importance of maintaining the confidentiality of preliminary screening process. Mary reminded Committee members not to speak with any candidates about the search directly, if they are contacted by an applicant, and encouraged members to direct candidates to her as the point of contact for the search process. Mary Flanders Aicardi also discussed the importance of not researching candidates outside of the application materials that are presented and provided the Committee with an overview of the application review process that will be implemented.

#### **Creation of Interview Questions & Format**

The Committee members reviewed draft preliminary interview questions provided by Mary Flanders Aicardi for consideration. **Chairman Bastarache** asked for the question regarding supervisory experience to be restructured in a manner that asks the candidate to discuss their management style and the effectiveness of their approach. **Jason Robinson** expressed agreement with the spirit of the revisions.

The Committee discussed the question regarding the development of relationships with the Town Administrator and the Select Board. The Committee discussed revising the question to have the candidate provide examples of how they build and foster relationships as well as examples of how they deal with difficult situations. **Jacob Smith** suggested merging proposed questions 9 and 7 as part of the revision. The Committee members expressed agreement.

**Chairman Bastarache** suggested revision to proposed question 10 that would ask the candidate to discuss both their biggest professional success and disappointment.

**Jason Robinson** suggested revisions to proposed question 8 that would ask the candidate to discuss how they would work to "develop a positive partnership with the community." The Committee members

expressed support for the revision and discussed the alignment with the values of community policing and the statements within the position profile that was issued.

**Chief Christopher Redmond** discussed the importance of adding questions about how the candidates are prepared to respond and lead the Police Department to comply with the requirements that are anticipated with the recently adopted Massachusetts Law Enforcement Reform Bill. Chief Redmond explained that as part of the Reform Bill, Police departments will be required to certify by meeting newly established State standards. The Committee expressed general agreement and discussed whether the question would be more appropriate as part of the final interview questions or the preliminary interview questions.

The Committee members discussed the need to further develop the language in proposed question 13 regarding the importance of fostering an environment of inclusion and diversity within the Police Department. The Committee members discussed the possibility of merging the question with proposed question 8. **George Moonlight Davis** discussed the importance of the Screening Committee's work to ensure that the next Chief of Police embraces inclusivity and diversity. Mary Flanders Aicardi will draft a revision of the question for the Committee's consideration.

Mary Flanders Aicardi will revise the draft questions, both for the preliminary interview process as well as the recommended questions for the Select Board to consider for final interviews, based on the discussion from the meeting and distribute to Committee members for review and discussion at the February 2, 2021 meeting.

#### **Adjournment**

At 6:14 **Jacob Smith** made a motion to adjourn. **George Moonlight Davis** seconded. **Vote:** Unanimously approved.

Respectfully Submitted,



Bryan Smith  
Town Administrator