

Truro Board of Selectmen Work Session
Truro Public Safety Facility
Tuesday, January 17, 2017

Members Present: Chair Paul Wisotzky; Maureen Burgess, Jay Coburn, Robert Weinstein, Janet Worthington

Present: Town Manager Rae Ann Palmer; Assistant Town Manager Kelly Sullivan Clark, Town Accountant Trudi Brazil, Chief of Police Kyle Takakjian, Sergeant Scott Holway, K-9 Sergeant Steve Raneo, Lieutenant Craig Danziger, Communication Supervisor Heidi Dyer

Paul Wisotzky called the meeting to order at 5:00 p.m.

Meeting with Police Department Command Staff

Selectmen Chair Wisotzky spoke highly of the Police Department and Command staff. He noted that this discussion was a collaborative effort between the Board and the police for discovery of the vision for where they want to see the department in 10 years. Selectmen Chair Wisotzky mentioned the survey which has 50 responses to date. As part of the process the Board of Selectmen thought that it was important to engage the police department and what they felt that the vision should be.

Selectmen Worthington further explained that the Board of Selectmen would like to know where they would like to see the department in the future. Chairman Wisotzky asked the staff what they saw as the strengths for the department. Lieutenant Danziger spoke of his and Sergeant Holway's recent training that emphasized building trust and legitimacy in partnership with the community. He added that there needs to be constant dialogue with the community that the police serve, and to continue to nurture that otherwise people can lose faith in their police departments.

Selectmen Coburn asked what works best with developing the trust and legitimacy within the community. Sergeant Raneo responded that he personally takes advantage of events in town. Chief Takakjian spoke of the opportunities that come up throughout the year that police officers get to interact with the public. Assistant Town Manager Clark spoke of the Youth Basketball in which the children enjoy seeing the police officers.

Lieutenant Danziger said that their biggest strength is their accountability and that they continue to strive towards the community having faith and confidence in the department. Sergeant Holway spoke of the police department being the guardians of the community and that the department takes this role very seriously.

Selectmen Worthington spoke to the difficulty of engagement for police officers and the community as they are in vehicles the majority of the time. Sergeant Raneo spoke of the Corn Hill dance as being a great opportunity for meeting with people in the public and spoke of a recent call to check an elderly person's plumbing issue as an example of community outreach for the department.

Chief Takakjian spoke of the community calling the police department for a variety of things. Selectmen Coburn stated that there are many unknowns going forward and asked if the police department was the best department to fill those gaps within the community. He added that there needs to be a strategic plan to see if there is a more cost effective way to handle these situations which fuel the budget growth and can become unsustainable.

Sergeant Raneo said that during the day perhaps other departments can handle these calls. Lieutenant Danziger added that there should be a constant assessment of delivery of services and communication and engagement with the Board of Selectmen and the community. He thought that the department meetings could be disclosed on their website as well as welcoming the Board of Selectmen liaison to their department meetings.

Lieutenant Danziger expanded on the warrior mindset of a police officer versus engaging citizens in a positive manner. It is important for the department to not be an occupying force. He spoke of the reassurance program and how effective it is. Sergeant Holoway spoke of various calls that they have attended noting at times they are the only people available to assist the community. Selectmen Worthington said it spoke to the department that people feel comfortable to call on the department for smaller things and felt that there should be a round table discussion with other departments to effectively make this work.

Selectmen Coburn agreed that there is value in community requests but he was concerned that there was not more involvement from neighbors, friends or family to assist and the town needing to fill those requests. He felt that the town should have discussions regarding bringing the community more together. Dispatcher Dyer stated that she has seen it in the 30 years she has been with the department and the calls are not new but consistent.

Lieutenant Danziger stated that there are two options, you can either go to the call or not respond but again it is a way to engage the community. Selectmen Weinstein spoke of the need that the Board of Selectmen has with discussing the structure of the department. He added that the majority of the incidents with the police department are for public service calls. Quantitatively he would like to know what kinds of calls they are going to as well as where they see the focus of the department in the future and how the budget can sustain this going forward.

Sergeant Raneo explained that they are able to respond to many issues with the K-9 Officer. Selectmen Weinstein added that with the K-9 program for example, he sees an opportunity to share costs with neighboring communities which hopefully will have a cost savings to Truro for the service that this department is providing.

Lieutenant Danziger felt that sharing the costs between the towns is something that they should move forward with. He commented that arrests are down but the criminal citations and summons are up and provided an explanation.

Chief Takakjian stated that staffing is still down and noted the struggle with retaining personnel due to the cost of living on the Cape. Selectmen Weinstein stated that most of the people that

serve this town cannot afford to live here and asked what can the Selectmen do to help retain these individuals.

Lieutenant Danziger explained that their recent hires were younger and younger generations do not stay with the same employer for thirty years. He noted that none of the recent applicants were from Truro.

Selectmen Burgess spoke of the lack of activities for young people as another reason for not being able to retain people. Lieutenant Danziger stated that even though they are not in urban setting things do happen in the Lower Cape and cited instances.

Selectmen Chair Wisotzky reiterated the words expressed by Lieutenant Danziger: trust, legitimacy, collaboration, communication, best practices, faith and confidence and agreed with Selectmen Worthington that these were vision words for the department. Lieutenant Danziger felt that the Board of Selectmen needed to have constant dialogue and partnership with the police department.

Chief Takakjian thought there was perhaps a better way to reach the community. Selectmen Chair Wisotzky agreed that the Board of Selectmen struggled with the same issue of reaching out to the public with regards to the Budget.

Lieutenant Danziger thanked the Board of Selectmen for the opportunity to speak with them and he hoped that the dialogue would continue. Sergeant Holway asked if others had been on a *Ride Along* and spoke to how valuable it was for both police and the Board of Selectmen. Selectmen Weinstein asked in policy making, that they enhance the communication with the Board and the police department.

Dispatcher Dyer spoke of the issue of retention in her years of service. She added that there is a wealth of knowledge in those years of service for those in communications. She hopes to keep people trained in communications and that when she leaves the new people can provide to the patrol division the services that they are used to. Chief Takakjian spoke of those that are leaving the communications department.

Chief Takakjian stated that it would be helpful to communicate to the department staff how the process will be implemented. Selectmen Chair Wisotzky agreed to have an open discussion. Selectmen Coburn spoke to the transition time line and moving cautiously in a process that is open and transparent.

Selectmen Worthington additionally added the importance of knowing the department, which will help them make a better fit for the new Chief. Dispatcher Dyer agreed that they should take their time but also felt that the staff should be given a time frame so that they are not in a limbo. Selectmen Coburn agreed that they should come up with a time line for the process. Selectmen Worthington agreed that they will make a commitment to give them a more specific time line.

Selectmen Chair Wisotzky thanked the police staff for their time and agreed that they would meet again soon.

Parking Discussion

Selectmen Chair Wisotzky stated that the purpose of this discussion was to raise issues on the availability of parking and town events, both for short term and long term. Town Manager Palmer stated that there will be an issue with parking at Ballston Beach and Coast Guard Beach.

She also described issues with the Farmers' market, North Truro Business district, Truro Vineyards and the Christian Union Church along Shore Rd. She stated that she and staff have discussed at length parking areas in town to help with the overflow and a recent request for No Parking signs along Shore Rd and how it would impact residents as well as the issue of enforcement.

Selectmen Coburn spoke of the use of more and more vehicles in the summer months and the concern that this will only increase over time. Town Manager Palmer cited the example of the number of pedestrians that attend the Farmers' Market.

Selectmen Worthington asked if they can do something with the Town land adjacent to the Public Safety Facility. Town Manager Palmer responded that perhaps not using a hard surface would be allowed but there may be some MESA issues. Selectmen Coburn stated that they should get data from Planners and Engineers and use a Traffic Planner. Selectmen Coburn stated again his concern that people would not use a shuttle or parking lot due to not being use to public transportation.

Town Manager Palmer felt that they should try to do something this summer due to the condition of Ballston's Beach parking lot. There was a brief discussion on using Montano's parking lot for a pilot program. Town Hall parking lot is also an area that can be used. Selectmen Wisotzky felt that there should be an incentive for public transportation. Selectmen Weinstein added that they should utilize the Cape Cod Commission.

Selectmen Worthington asked about the Noons Beach parking lot and the 12 spots that are located there. Town Manager Palmer stated that the cost is roughly \$110K for the use of the shuttle through Cape Cod Regional Transit Authority for a couple of full routes. There was a discussion to put it out to private businesses with the Town providing the parking. Selectmen Wisotzky suggested the option of parking at Cape Cod National Seashore at the Highland Center.

It was agreed to contact the Cape Cod Commission and to try to get the private sector to do a pilot or test program.

Town Manager Palmer added that the model used in Provincetown for Animal Control, is to use a Special Police Officer that is hired full time. She thought of additionally adding the duty of

traffic enforcement for the Farmers' market and other special events. The cost would be for an additional \$30K due to benefits.

Selectmen Worthington felt that it is a great model that Provincetown uses. Town Manager Palmer responded to Selectmen Coburn that this would not be a shared position since both departments have different policies and rules. Selectmen Coburn asked if one of the 14 current Truro Police Officers could be used. Town Manager Palmer felt that they may need to do a staffing analysis if the Board wanted to change the size of the department. Selectmen Coburn added that he supported the Special Police Officer model, where there is direct supervision and direction.

Selectmen Coburn felt that by doing this increase in the police staff perhaps it would assist with over-time usage. Town Manager Palmer added that it would be a full-time position. Selectmen Coburn added that he would feel more prepared to go to Town Meeting if the position would reduce overtime by a certain amount. Selectmen Worthington reminded the Board that there is still an issue of where to take captured dogs.

Town Manager Palmer added that they do need to resolve the safety issue at the Farmers' Market and the condition of the park. Selectmen Worthington asked about the road next to Truro Vineyards between Shore Rd and Route 6. Town Manager Palmer said if the State abandon's that section the Town can close it for parking. Town Manager Palmer stated that she is going to meet with Kristen Roberts to discuss Truro Vineyard's Site Plan. She noted that there is a Zoning Bylaw that states that commercial businesses cannot have parking on the street. Selectmen Worthington suggested that they reach out to Mike Roderick to discuss using his property.

Town Planner Position

Town Manager Palmer stated that they placed in the Budget \$60K for a 4 day a week, 30-32 hour Planner. Carole Ridley has been the Interim and she is paid \$125 an hour. The Planning Board Chair and Vice-Chair have asked that no changes be made until certain issues are completed. There was recruitment for a Town Planner in October. She explained what has transpired since then with the Planner candidates. The only way to hire the remaining candidate was to offer the person 40 hours a week however, a part-time position only was agreed upon. Town Manager Palmer asked if the Board was interested in hiring a Planner for 40 hours or re-advertise for a 4 day a week Planner.

Selectmen Worthington stated that she was concerned that it would be another full time position. Selectmen Weinstein stated his concern over the functioning of the Planning Board and didn't feel that the Town needed a Planner on a day to day basis. He felt the current Planner is doing what the Planning Board should be doing. He felt comfortable with someone coming in for the short term.

Selectmen Coburn noted that Wellfleet does not have a Planner but it is very problematic to not have Planning staff. He added that he was concerned about the level of expertise required from volunteers for the Planning Board as well for the other regulatory boards.

Selectmen Burgess felt that the Board has been through challenges with members leaving and agreed with the things noted by Selectmen Coburn further adding that Planning Board members make a five year commitment. There was a brief discussion between the Board members and the need for Planning Board staff. Town Manager Palmer added that she facilitates many questions when Carole Ridley is not at Town Hall the two half days.

Selectmen Worthington and Selectmen Weinstein agreed that the position was approved for part-time. Selectmen Weinstein added that the town is not utilizing the Cape Cod Commission and should also continue the conversation with Wellfleet, since they are having the same housing issues.

Selectmen Wisotzky stated that there is money in the budget for a Planner but the salary availability does not match the candidate's requirements. Town Manager Palmer added that this person is a 4-5 year candidate for the position. Selectmen Burgess felt that any change now with staff would be challenging to the Planning Board. Town Manager Palmer added that she thought of having a month overlap between the two staff. She also spoke to the lack of continuity for staff and the policy issues that arise for the community.

Town Manager Palmer reaffirmed that she wouldn't make a change right now with the Planning Board staff but the town could not maintain the current Planner due to the cost. There was a consensus that the Town Manager would make an offer to the current candidate and re-advertise if needed with a start date of April 1st and a month overlap for staff transition.

Town Manager Palmer stated that she was not sure if the Planning Board was going to vote on Accessory Dwelling Units.

Selectmen Coburn stated that he had sent an email to the Planning Board Chair on an update on filling the vacancy with no response to date but he will try emailing him again. There was a brief discussion as to whether the Planning Board would look at previous applicants for the vacancy.

ADJOURNMENT

At 7:14pm Selectmen Chair Wisotzky asked for a motion to adjourn. So moved by Selectmen Burgess and seconded by Selectmen Coburn.

Respectfully submitted,

Nicole Tudor, Secretary

Paul Wisotzky, Chair

Janet Worthington, Vice-Chair

Jay Coburn, Clerk

Maureen Burgess

Robert Weinstein