

Truro Select Board Meeting
Wednesday, May 2, 2018
Truro Town Hall

Present: Chair Paul Wisotzky; Maureen Burgess, Jay Coburn, Robert Weinstein, Janet Worthington
Also Present: Town Manager Rae Ann Palmer

Chair Paul Wisotzky reconvened the meeting at 4 p.m. to interview the Police Chief finalists after an all-day meeting that began at 8 a.m. with a meet and greet, lunch and one-on-one time with the candidates. Mr. Wisotzky thanked the Search Committee for their work in narrowing the search to four finalists, and Consultant Bill Riley, Kelly Clark, Noelle Scoullar and Nicole Tudor for their assistance in the process. Each member of the Board asked the finalists two questions. The ten questions concerned: a fit for Truro, the vision statement, attraction to Truro, advancing trust in the community, approach to an organizational challenge, definition of community policing, keeping morale high, three top qualities of a Chief, experience working with other municipal officials, and recreational marijuana.

Interviews

Sergeant Robert "Gus" Schnitzer, currently on the Eastham Police Force, gave his professional qualifications and his background knowledge of the area. Sgt. Schnitzer explained how he would implement the vision statement for the Truro Police Department, first contacting the officers to develop specialized liaisons and then reaching out to the community. He recommends follow-up with compassion through relational policing. The Sergeant discussed housing needs in Truro, minorities here during the summer, the elderly, and the challenges of natural events such as the over-wash of the Pamet River. He explained the importance of community policing as a partnership. An example he gave of an organizational challenge concerned improvement of the dispatchers' positive reinforcement. Sgt. Schnitzer expanded on the definition and use of community policing and gave an example of a success story. He said he keeps a notebook of thank you notes and all the good things he has done in his career. He said police morale is kept high by reinforcement for the positive actions. You want to avoid bringing negativity that will be brought out into the public if the officers are not treated internally with fairness. He said the officers want leadership and stability, and he is confident that he will offer this. *Leadership, integrity* and *honesty* were the three most important qualities a police chief should possess, he said. The Sergeant related his experiences working with the Town Planner, Assessor, the Fire Chief, the Nauset Safety and Security Committee. He is an ALICE instructor. Regarding recreational marijuana, his concern is that any facility is lawful and safe. There are measures in place that cannabis businesses be in contact with police departments.

Chief Andrew J. Lavoie of Nashua, New Hampshire related his personal and professional background. He has handled all aspects of performing as a police chief. He has experience in community policing, with an understanding of the public's role in this. He is impressed with the beauty of Truro and the Public Safety Facility. He said actions develop trust with the community. Integrity is of the utmost, he said. Resetting the command staff of the Nashua Police Department was the organizational challenge he described. He offered additional information on community policing, with a view of the community as "customers" and outreach to minorities. He said perception matters. Chief Lavoie said morale is based on good communication. Officers expect everything to be done fairly and openly, he said. Everything comes from the important qualities of *honesty, integrity* and *professionalism*, the Chief said. He said in Nashua the Police Chief is considered as a department head, who meets and works with all the other

departments on a regular basis. Discussing the new marijuana laws, he said he would protect the rule of the law even though he was not a fan of it.

Chief Russell Kleber, a native of Massachusetts, gave his credentials in education and professional service with the FBI and as Chief of Police in Athol. He commended the community oriented programs now offered by the Truro Police Department and said the police should continue to treat the community with respect. He appreciates beach communities like Truro and has ties here through his father in Provincetown. As Chief, he would be an integral part of the Town, he said. Advancing trust would take time, but he promised to put in the effort by being highly visible in the community and accessible. As an example of organizational ability, he explained a program he developed in Athol for safety in the schools. Community policing means visibility to the public, and holding classes and seminars on a variety of topics to Chief Kleber. Community policing is very important in a small town, he said. Morale starts with the police chief, according to Chief Kleber. He stays in good shape, he tries to stay positive, and he disciplines in a respectful way. Integrity is the number one quality the Chief of Police should possess. Secondly, he reminds himself he is just an ordinary person, not above others. Third he works hard and puts in as many hours as necessary. He has worked on teams with the FBI and the police, developing rapport with law enforcement officials. The new marijuana law must be upheld, he said, although he doesn't agree with the recreational allowance.

Captain Jamie Calise of the Warwick, Rhode Island Police Department gave all his experience with the police and his legal experience as an attorney. The Truro advertisement interested him because of the community policing focus. He would move forward with the vision statement because it aligns with his personal view. First, he would review the Truro Police *Policies and Procedures*. Areas he would look at are community policing, preparedness, employee wellness, and liability issues. He believes in change, but not drastic change when there are no issues to correct. He expanded on his interest in Truro, as a small, close-knit community. Trust in a leader is established through accountability, follow through and professionalism, he said. He would give his best effort to employees, the community and other department heads. He would employ surveys, open meetings and round table discussions to get feedback. He explained a policy he had developed for summons and release to reduce the number of arrests that were brought to the headquarters. He described community policing as a partnership with the community in a number of different areas in order to build mutual trust. Morale is influenced by fairness, he said. Fairness would be top of the list, but handled with civility and professionalism. *Integrity*, which encompasses honesty and truthfulness, *professionalism* and *mentorship* are the three important qualities a police chief should possess. Capt. Calise has worked with administrators and trainers at the police academy, emphasizing the importance of report writing. He will impartially enforce laws, including all marijuana laws. He has studied statistics from Colorado since they legalized the use of recreational marijuana. He thanked the Board for the very professional process he had undergone from the start.


Adjournment

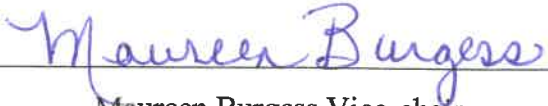
Robert Weinstein moved to adjourn. Maureen Burgess seconded, and the motion carried 5-0. The meeting was adjourned at 7:08 p.m.

Respectfully submitted,



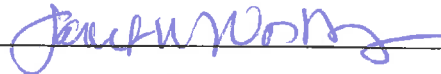
Mary Rogers,
Secretary

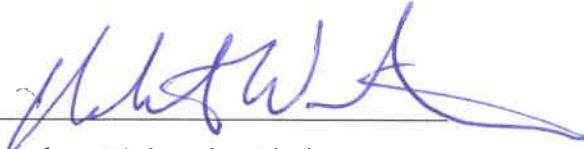


Paul Wisotzky, Chair

Maureen Burgess Vice-chair

Jay Coburn



Janet Worthington

Robert Weinstein, Clerk