

Town of Webster Police Search Committee
Organizational Meeting – 12/30/15

All members present - Roger Becker, John Clark, Barbara Corliss, Mike Jette, Jon Pearson, Mike Schofield, Kevin Sullivan, MJ Turcotte & George Cummings calling in by phone.

Meeting convened at 6:30 with Selectmen Bruce Johnson & Mike Borek addressing the group and explaining the purpose and charge. Both expressed complete trust in this widely representative group. Selectman Becker has been designated as the rep to the committee and started the meeting by asking everyone to make introductory comments.

1. Selection of Chair – John Clark nominated by Roger Becker, 2nd by Mike Jette
Mike Jette nominated by Barbara Corliss, 2nd by MJ Turcotte
 - a. Open vote by show of hands ~ Vote 5-2 selected John Clark as Chair
2. Recorder – Nobody seemed to want this role and several members declined when asked. Mike Jette volunteered as long as the group was OK with bullet point summaries and action items. He stated he was not going to keep a transcript, but an audio recording would exist if needed. Notes were typed during the meeting.
3. Purpose - The chair asked each committee member to explain why he or she decided to be part of this group. Each member took the opportunity to say his or her piece and to listen closely to others.

Documents provided to members:

- A. Agenda (Including meeting objectives)
- B. Police summary of calls for service (dated 12/27/15)
- C. Town of Webster Services Summary survey, including Police Department
- D. Survey administered by the former Police Advisory Committee (Fall 2013)

Documents requested by members:

- A. Job posting – What did we post as requirements?
- B. Don Gross statement or report.
- C. Documents related to how the department operates (Mission Statement, Policies, Standard Operating Procedures, etc.).
- D. Current performance standards for the chief and officers (if they exist).
- E. Police Budget detail showing itemized breakdown.
- F. Sample standards for evaluation outside of police (corrections, education, etc.).

Brainstorming ~ thoughts and questions:

- A. Defined duty expectations of a Chief are needed:
 - a. Proven investigator

- b. Strong background building police-community relations
 - c. Administrative background – Budgeting, Scheduling, Evaluating, etc.
- B. What does the town need for police services? What are we currently buying through other departments (County, State) or contracted services??
- C. We would like Chief Dupuis to attend the next meeting – John Clark will contact him.
 - a. Do our officers have clear expectations such as signed policies?
 - b. How does he handle busy times (like multiple calls at once)?
 - c. What is the response when an individual case starts to exhaust resources?
- D. Communication was identified as a major issue that needs to be addressed.
- E. Much discussion centered around the charge written on the agenda to deliver a recommendation to the Select Board by 1/20/16:
 - a. This is a goal, not a requirement. The committee needs to take time to reach a good recommendation.
 - b. The retirement date of Chief Dupuis is a consideration (2/6/16).
 - c. Some think it is important to introduce a new Police Chief to the town at Town Meeting (3/12/16).
 - d. The group will meet weekly and work efficiently keeping an eye on suggested timelines while ensuring the recommendations are carefully developed.

Next Meeting – January 6th at 6:30 at Town Office. John Clark will phone in and has asked Mike Jette to Chair. Mike Schofield agreed to take notes.

Members of the public were given an opportunity by the chair to make comments. Richard Inman, Sue Roberts and Nanci Schofield all commented on the progress made tonight and the positive tone of the meeting.

All members of the committee have access to email and individual members agreed to share any written communication received with the entire committee. The intent is to allow each member to read and interpret the submitted words for him or herself.

Motion to adjourn made by Roger Becker with Simultaneous 2^{nds} by George Cummings and MJ Turcotte. Motion carried by 9-0 vote at 8:26 PM.

Respectfully Submitted by Mike Jette, Recorder