

Approved 09/06/05

TOWN OF HAMPDEN, MASSACHUSETTS
BOARD OF SELECTMEN/BOARD OF HEALTH

August 22, 2005
6:00 pm

625 Main Street
Town House

Present: James D. Smith, Duane E. Mosier, John D. Flynn
Meeting is called to order at 6:02 pm.

6:00 pm Scott Trombly: Interview for Police Chief Position

Scott was asked what his short and long term goals are:

He wants to stabilize the department, as it is a young department. The members are currently working without a contract. He would like to work on teamwork between the Board and the department. Safety is a high concern, and the issue of men working a shift alone is a big concern.

Scott asked what the Board's expectation of the duration of the position. He stated that he is looking to stay in the community.

Scott was asked what his management style would be, now with a reduced staff and later with a full complement of staff:

Scott responded that he has worked with a number of chiefs, that he does like to be involved, that he is a team player, he leads by example. He feels that it is important for a chief to be involved in the community, needs to be in the schools and to be involved in all aspects of the job.

Scott was asked if he foresees a problem moving from a staff position to one of management?

Scott responded that he feels the department is one of friends, but the staff needs to understand that roles are set and that there is a clear delineation between the two.

Scott was asked about what experience he has working a budget:

Scott responded that although he does not have direct experience with a budget, but he does not have a problem in seeking answers if he needs them.

Scott was asked about how he sees his role in the community:

Scott responded that not only should the chief be out in the community, but all officers should be known to the community, they need to show they care about the community. He does feel that he has a good rapport with fellow officers as well as the community members.

Scott was asked about his relationships/contacts outside of the community:

Scott responded that he is the court officer so he has a large network of friends in other communities.

Scott was asked what he thought the community's expectations were:

He responded that they want an involved chief, that he would like to sponsor a community meeting (to respond people's concerns). He stated that the department is one

of professionals and wants the community to know that, and that could be done with community meetings and open communications.

Scott was asked what changes he would like to see immediately:

He responded that the department needs structure, basic general rules, stipend pay for shift supervisor, that the person getting the shift supervisor pay needs to step up to run the shift. He also mentioned that training is a necessity. The department currently has the bare minimum of training; the reserves need to be trained, and evaluations need to be performed.

Scott was asked if he had any experience in grant writing:

Scott responded that he has attended grant training class, but has not written one himself, but again, he is not afraid to access resources.

Scott was asked about his residence which is not in Hampden:

He responded that he lives in Warren which is under the 15 mile State requirement and can get to town within twenty minutes.

Scott was asked about his experience with computer work:

He responded that he has done some spreadsheet work and some work on word.

Scott was asked what motivates him:

He responded that he enjoys doing a good job and gets pleasure from seeing people happy with the job he does.

Scott asked what leadership style the Board holds:

James Smith responded that the Board tries to do quarterly goals and objectives with department heads, the Board likes to have a monthly status report of the Police budget, that they are not involved in day-to-day activities, but are only involved if a resident is concerned.

John Flynn responded that they need to have the utmost confidence in the Chief and his abilities.

Scott asked about the process for a decision.

He was told that the Board would like to make a decision as soon as possible.

6:45 pm Jeff Farnsworth: Interview for Police Chief Position

The interview opened with an explanation from Duane Mosier that the Board represents the voters, and that the goal is to find the right match for the Chief's position.

Jeff was asked what he sees as short term and long term goals?

Jeff responded that in the short term; managing the department through the fiscally challenged year, that he wants to provide the best service with the limited available means, to seek grants, work on getting more on-line training, pursue low cost training options, investigate any funding opportunities that come available, and to maintain as much service as possible. In the long term he would look to stabilize the department, work on full coverage 24/7, and to deliver services the town has come to expect, and to demonstrate that the budget for the department is money well spent.

Jeff was asked that with the diminished staff, how does he see the role of the chief changing:

Jeff responded that he sees a shift from an administrative role to one of working a shift, to answer calls for service on the road. He added that Sergeant Henry needs to work with the reserve officers, as the department needs to maintain their help and that another

Senior Resource Officer needs to be named after the departure of Gary Courtney from the reserves.

Jeff was told that he inherited a particular structure and told to keep things moving along. The Board is now looking for new direction and asked Jeff in what would direction he would like to move:

Jeff responded that he does not see the need for dramatic change; that a big change happened July 1 and the department has been reformatted to work within those boundaries. He thinks that staff and the department as a whole are on board and doing well, all things considered. He sees this as a testament to the department; that they have worked together to make the new regime work with fewer staff members. He is looking for school resource officers, Senior Officer and looking for internal growth of members within the department.

Jeff was asked what his strengths and weaknesses were:

He responded that he is a good communicator, that he is straight forward, gives straight answers, and that people don't have to guess where he stands on an issue. He has been in law enforcement for 20 years, has good experience, and has worked with a variety of leadership styles, which has been a good learning experience for him. He has been involved in the community with his family.

One weakness is that he can be impatient, that he wants to achieve goals, and doesn't want to sit and wait for something to get done.

Jeff was asked what his rapport with other local departments is:

Jeff responded that he thinks they are very good, that he works well with Chief Mellis, and knows many of the others currently holding positions in other communities. He can use many of these contacts as good resources.

Jeff was asked about the recent attrition in the department, whether it was more or less than usual:

Jeff responded that it is more than usual, but asked how it could be addressed as he thinks it is due to budget constraints.

Jeff was asked if there was some other reason other than those seeking opportunities:

Jeff responded that the changes in staff were driven by economics, not other situations in the department. He stated that we pay an average rate and that as long as we provide training opportunities as it is most important to offer training to those on staff as it helps to keep employees energized.

Jeff was asked what motivates him:

Jeff responded that day-to-day challenges of the job, the fact that he lives in and is a part of a nice community, that he enjoys getting out in the community.

Jeff was asked about his grant writing experience and how might Hampden get some of that available money:

Jeff responded that he has worked on homeland safety grant and obtained \$12,000; the he is currently working with Senator Lees and has applied for a new traffic safety grant.

There is a Governor's highway safety grant available with money available from \$5,000-\$8,000. He is also working with regional school and in conjunction with Board of Health seeking available grant funding.

Jeff was asked about a move from a hands on officer to management, what gaps in your skill set exist:

His response was labor relation issues on the management side of the equation, policies and procedures. He stated that he would attend whatever training is available; that there is a lot of Chief's training available, and that he would take advantage of it when it became available.

Jeff was asked about his technical skills, with spreadsheets, etc.:

He responded that he has already been working on the process during budgets with Excel, etc. He also acknowledged that Brett Purchas is very proficient and Jeff has been bringing him into the picture, and they are working together as a team.

Jeff was asked to describe someone for whom he has worked and has a high degree of respect:

Jeff responded that one who sits down and listens is a good skill/trait to have, to be empathetic, listen to those working with you, be sincere, be interested, show through words and actions that you care about the person and what they have to say.

Jeff was asked if he had any questions:

He responded that he has managed the department since March, and as a whole the department has maintained a good level of service even with a leaner department, but not weaker. He has a very talented staff and it has been his pleasure and an honor to work with the department.

Jeff then asked what the process would be for the Board's decision.

The response was that the Board would like to make a decision as soon as possible.

7:00 pm Walk-Ins

David and Sheila Bennett, 12 Middlefield Drive: The Bennett's came in to discuss their neighbor at 14 Middlefield Drive, Barry Maggio. Mr. Maggio has a rug cleaning business and they are curious as to where the contents from his cleaning truck get dumped. They contend that he cleans rugs with chemicals and they are concerned about what chemicals he uses and what happens to those chemicals after the cleaning has been performed. The Board responded that the Board of Health Agent, Lorri McCool would research the subject and the Bennett's would be told of the results of that inquiry.

Dick Jones, Future of Hampden: Dick came before the Board to discuss a group of people concerned with the future of Hampden, and that he has been asked to Chair. They call themselves a steering committee for the moment but ultimately they would like this to be a group of 5,000. They wish to run an open forum and invite the townspeople to TWB on September 21, 2005. Dick does not come here tonight representing a confrontational group, as the group agrees with the BOS, that the override vote should stand, but in the coming year, they would like people informed as to how the budget process works. They want to bring ideas to the BOS, want to work with BOS, Advisory, and the School Committee to move the town in the direction it wishes to go, to do what the town wants. In order to do this, the group feels that we need to work together.

Looking to do a zero based budget so all budgets are fully explored and understood, so townspeople understand the process as well. Explore reduced hours, a different way of doing things, rather than the same historic way. Dick feels as though some people are

intimidated by the formal process and not comfortable going in front of the BOS or Advisory.

James feels that it's another layer and these interested people might engage in the existing departments. James looks forward to getting information from the group and thinks it's a positive step.

Duane encourages getting the information out to the general public.

Cynthia Bailey suggests that this would give an opportunity for people to have a voice.

Roundtable-

A variance was requested from the Board of Health for 5' reduction. The property owner on Circle View is seeking a 5 foot variance for the distance between well and septic system. Seeing no problem in that the property owner is not affecting other properties, a motion was made by James Smith to allow septic system at 63 Circle View to be located 95" from existing well on same property. Second by John Flynn. VOTE: All in favor and so voted.

The Town received a check through our MURF contract (for transfer station) for \$450 and we need to determine where this money should go. It was determined that it should go for local revenue for the transfer station, like the bags. This is a yearly reimbursement to the Town.

The Town received a check from GRIDCOM, our lessee for the cell tower at the Transfer Station. It was determined that the monthly check in the amount of \$850.00 should be deposited into the General Revenue Account.

Items for Discussion:

1. CORI checks and new regulations: The Board received information on new regulations pertaining to CORI checks. This office will determine which departments perform these checks and distribute new mandates to those departments.
2. Lightship Telephone Proposal Signing: Duane Mosier made a motion that we accept the proposal presented by Lightship Telecom and reviewed by Town Counsel to enter into a Phone Service Agreement for a 3 year contract, second by John Flynn. VOTE: All in favor and so voted.
3. Minutes of August 8, 2005 – The minutes were reviewed and a motion was made by Duane Mosier to approve as corrected. Seconded by John Flynn. VOTE: Duane Mosier yes, John Flynn yes. James Smith abstained from the vote as he was out of town for the meeting.
4. Minutes of August 17, 2005 – The minutes were reviewed and a motion was made by Duane Mosier to approve as corrected. Seconded by John Flynn. VOTE: All in favor and so voted.

This office will seek information from the Superintendent of Schools' Office regarding school use outside of regular school hours (after school care). The program will be run by an outside organization and is not a part of the curriculum. The question the Board has is does any revenue generated come to the Town through the Board or does it go to the School District? Green Meadows Principal Deb Thompson will be contacted for clarification.

9:05 Police Chief Decision: The question was posed by James Smith as to how to proceed with the decision making process. James asked if everyone was satisfied that enough information had been gained through this process in order for them to make a decision. All agreed and it was decided that each member would write their choice on a slip of paper prior to any further discussion.

The papers were read and all noted Scott Trombly. The choice being unanimous, the Board felt there was no need for further discussion.

A motion was made by Duane Mosier to appoint Scott Trombly, as Chief of Police effective 7:00 am August 23, 2005 until June 30, 2008 subject to negotiation of a contract to be completed no later than October 31, 2005. The starting salary will be at his current rate of pay with the negotiated rate to be retroactive to his start date of August 23, 2005. Second by John Flynn. VOTE: All in favor and so voted.

A motion was made by Duane Mosier to grant a one day liquor license to the VFW for the hours of noon to midnight for the following dates: August 28, September 7, September 10, September 17, September 18 and September 25. Second by John Flynn. VOTE: Duane Mosier yes, John Flynn yes.

A motion was made by Duane Mosier to adjourn meeting at 9:50 pm. Second by John Flynn. VOTE: Duane Mosier yes, John Flynn yes, James Smith yes.

Respectfully submitted:

Pamela B. Courtney
Administrative Assistant

/pbc