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DEC 23 AM 9:16

In attendance: Chris Flanagan, John Terrio, Bob Mezzadri, Sheryl McMahon, and Chris Flanagan (via remote participation). Town Administrator Liz Sullivan, Human Resources Director Deborah Heemsoth, Police Chief Peter DiMatteo, and Jacquelyn Shea, Recording Secretary.

John Terrio opened the meeting at 5:00pm. He stated that the Board is here to conduct interviews for the Police Deputy Chief. John Terrio summarized the interview process and said that Sergeant Daniels is the first interview. He announced that Chris Flanagan will be participating remotely due to significant geographic distance.

DEPUTY POLICE CHIEF INTERVIEWS

Sgt. Cleve Daniels

The Board asked the attached questions of the candidate. He responded to each question.

Sgt. Cleve Daniels thanked the Board for this opportunity. He said that he is proud and honored to be considered along with the other candidates to be interviewed tonight for the Deputy Chief position. He thanked the Board for their support of the Police Department strategic plan.

The Board discussed the candidate's strengths.

Lt. Jack Brady

The Board asked the same questions of the candidate. He responded to each question.

Lt. Jack Brady shared that he is dedicated to the Town of Dennis and the Community. He said that he has a lot of knowledge and skills which he would like to pass on. He stated that he has strong organizational and communication skills. He said that he believes strongly in the mission and values of the Department. He talked about transitioning from good to great and added that he enjoys what he does.

The Board discussed the candidate's strengths.

Lt. Peter Benson

The Board asked the same questions of the candidate. He responded to each question.

Lt. Peter Benson stated that as Deputy Chief you need to be present. You need to know if your initiatives are working. He shared that he is always a presence. He said that he is always there as a mentor to newer staff. He is very available and present if staff has questions. He is there for the community and the staff. He has done it well in the past and would do it well in the future if selected for this role. He said that he understands the importance of optics and showing that you are present, and serving as an example along with sharing your experience.

The Board discussed the candidate's strengths.

Dennis Board of Selectmen
Tuesday, November 26, 2019 at 5:00PM
Dennis Town Hall, Stone Hearing Room
685 Route 134, South Dennis
Page 2 of 4

The Board talked about the process going forward. There was consensus that the Board members wanted to think about the three candidates and consider appointing a Deputy Chief at the next Select Board meeting on December 3rd, 2019.

ADJOURNMENT

Motion:

Chris Lambton moved to adjourn. Bob Mezzadri seconded. The Board of Selectmen voted Chris Flanagan "aye," Bob Mezzadri "aye," Chris Lambton "aye," Sheryl McMahon "aye," and John Terrio "aye."

8:02pm.

QUESTIONS

1. With the letter from the ACLU suggesting that we can no longer search bags or coolers going onto the beaches, what recommendations do you have on how we can enforce the no consumption of alcohol law on Town property?
2. What do you believe is the most important quality that a Deputy Chief possess and why?
3. What do you see as your personal traits or skills that require further development and how do you go about developing and strengthening those with respect to you serving as Deputy Chief?
4. How has your previous experience on the Dennis Police Department prepared you for the Deputy Chief role?
5. What do you believe is the greatest challenge with the Deputy Chief role today in this community?
6. A couple of the challenges facing the public and the police are the substance abuse crisis and mental health issues. What are some of the things that you would do to improve the way that we as a community are dealing with these issues?
7. What are knowledge elements that you have obtained from your education, training, and work experience that would support you in the role of an emergency management coordinator considering the fact that we have had tornados, hurricanes, blizzards, etc.?
8. How does the Dennis Police Department provide community policing to the Dennis citizens and visitors?
9. Of the following categories that the Department currently deals with: Opioid/Substance Use, Mental Health, or Summer Beach Control; which needs the most attention to improve on, in your opinion?
10. Reflection is always important, especially when taking on a leadership role. Reflect on the accomplishments of the Department has made over the last 5 years, and where you would like to see the Department in the next several years. And how do you envision the Department looking in the next 2-5 years.
11. What do you see as the three major social and policing issues in the Town of Dennis and the region, and what will the Dennis Police Department do to address these issues?

12. In hiring officers, what do you consider to be the most important traits?
13. The Town of Dennis relies on a strong tourist industry to keep a low tax base. Many of businesses are highly regulated, especially liquor establishments. How do you strike a balance ensuring that regulations are followed and supporting the businesses?
14. Hypothetically, you are woken up in the middle of the night by a call regarding a news/media story accusing the Department of wrongdoing and six police officers are being named. Local and regional television and radio stations are starting to show up at the station with questions. As Deputy Chief, what is your role and what would you do?
15. As we look to fill the Deputy Chief position, we are looking for a leader with a vision for the Department. What is your vision for the Department and how would you convey that to your officers?