

**Minutes of Regular Meeting
Select Board
Wednesday, March 23, 2022
Town Hall, Lower Level Meeting Room
Called to Order at 10:00 a.m.**

Those that participated were Board members, Chair, Harvey Boshart, Christopher Houston, and Laurie Bent. Also present were Town Manager Leon A. Gaumond, Jr., Assistant Town Manager/Human Resources Director Lisa Yanakakis.

Mr. Boshart called the meeting to order.

Police Chief Finalist Interviews:

Mr. Gaumond gave a brief synopsis of the Police Chief interview processes leading up to the Select Board interviews. Former Police Chief Goulding retired from his role in the Town at the end of the 2021 calendar year. Mr. Gaumond stated that the Town hired Badge Quest, a search firm that has worked with the Town regarding previous public safety open positions. The Town received two dozen candidates. Mr. Gaumond stated that four semi-final candidates were interviewed by himself, Ms. Yanakakis, Ms. Bent. Mr. Gaumond stated that three candidates completed an in-person full day extensive assessment. Mr. Gaumond thanked Ms. Yanakakis, Ms. Bent and Badge Quest for their efforts.

Dep. Police Chief Linehan:

Mr. Gaumond stated that Dep. Chief Linehan has 27 years of experience in law enforcement, 10 years as Lieutenant or in a higher rank. Mr. Gaumond stated that Dep. Chief Linehan is graduate of the FBI National Academy, received a Master's degree from Boston College, Bachelor's from Northeastern in criminal justice. Mr. Gaumond stated that Mr. Linehan is the Dep. Chief of Police in Avon, Massachusetts.

Mr. Boshart asked Dep. Chief Linehan his previous experience. Dep. Chief Linehan described his experience in the City of Nashua, New Hampshire Police Department. Dep. Chief Linehan described his initial interest in law enforcement administration. Dep. Chief Linehan described his education with the FBI National Academy and Boston College. Dep. Chief Linehan described his role as Dep. Chief in the City of Nashua. Dep. Chief Linehan described his role in Avon, Massachusetts. Dep. Chief Linehan talked about his family.

Mr. Boshart asked Dep. Chief Linehan to describe the transition from the City of Nashua to the Town of Avon. Dep. Chief Linehan described the transition. Dep. Chief Linehan described his interest with working directly with all members of the agency. Dep. Chief Linehan described the direct impact of working with a small agency.

Mr. Boshart asked Dep. Chief Linehan to describe his leadership style. Dep. Chief Linehan described his leadership style as inclusive. Dep. Chief Linehan described his leadership style as honest and building trust.

Mr. Boshart asked how Dep. Chief Linehan would stay up to date with State standards and Standard Operating Procedures (SOP). Dep. Chief Linehan described the importance of training and education for personnel.

Mr. Boshart asked Dep. Chief Linehan if there would be any enhancements or improvements he would make to the Town's Police Department. Dep. Chief Linehan noted recent community outreach efforts and the Town's online presence. Dep. Chief Linehan stated that youth outreach programs could be implemented in Town. Dep. Chief Linehan described potential improvements to the Police Department's website in regards to transparency.

Mr. Boshart asked how Dep. Chief Linehan would get to know the personnel of the Department. Dep. Chief Linehan described being engaged by joining officers on their patrols and by reading personnel files.

Ms. Bent asked Dep. Chief Linehan what the Chief of Police could do to increase diversity in the Department. Dep. Chief Linehan noted that the Town is no longer a civil service community and he believes that inherently increases diversity. Dep. Chief Linehan described youth programs as a method to increase diversity in the Department.

Ms. Bent asked Dep. Chief Linehan what he would do to increase transparency in the Department. Dep. Chief Linehan described the 'Coffee with a Cop' events and the need for more community-based meetings regarding future State reform measures.

Mr. Houston asked Dep. Chief Linehan how he manages personnel discipline. Dep. Chief Linehan noted his experiences with discipline. Dep. Chief Linehan noted his experience as a peer counselor and conflict resolution and management.

Ms. Bent asked Dep. Chief Linehan why he is interested in the position. Dep. Chief Linehan noted the engagement of Town residents. Dep. Chief Linehan noted his goals for accreditation. Dep. Chief Linehan noted the proximity to the City of Boston.

Mr. Boshart thanked the candidate for his time and effort. Dep. Chief Linehan departed the meeting room.

Mr. Houston recommended to the Select Board that discussion of possible vote for the next Police Chief occur on Friday, March 25, 2022. Mr. Boshart and Ms. Bent agreed.

Dep. Police Chief Ullucci:

Mr. Gaumond stated that Dep. Chief Ullucci has twenty years of experience as a police officer. Mr. Gaumond stated that Dep. Chief Ullucci has served three years as Dep. Chief in the City of Warwick, Rhode Island. Mr. Gaumond stated that Dep. Chief Ullucci has his Master's degree from Salve Regina University, Bachelor's degree from Rhode Island College. Mr. Gaumond stated that Dep. Chief Ullucci served in the United States Coast Guard.

Mr. Boshart asked Dep. Chief Ullucci to describe his background. Dep. Chief Ullucci noted that he lives and grew up in a small town. Dep. Chief Ullucci noted that he was deployed to Iraq in 2007. Dep. Chief Ullucci described the proposed TASER program in the Town. Dep. Chief Ullucci stated that he prioritizes accreditation and certification of an agency. Dep. Ullucci described his experience in the United States Coast Guard.

Mr. Boshart asked Dep. Chief Ullucci about his learning style. Dep. Chief Ullucci stated that he believes in getting to know personnel from the bottom up.

Mr. Boshart asked Dep. Chief Ullucci what he believes will be the biggest challenges as Chief of Police in the Town. Dep. Chief Ullucci noted that recruitment would be a challenge. Dep. Chief Ullucci noted that the budget may also be a challenge.

Mr. Boshart asked what he would change within the Department. Dep. Chief Ullucci described service K9s. Dep. Chief Ullucci noted high cell phone costs.

Mr. Houston asked what experience Dep. Chief Ullucci had regarding discipline. Dep. Chief Ullucci described how he has resolves discipline issues.

Mr. Boshart asked how Dep. Chief Ullucci would get to know the personnel in the Department. Dep. Chief Ullucci noted that he would meet with officers individually.

Ms. Bent asked how Dep. Chief Ullucci would make the Police Department accessible and transparent to members of the public. Dep. Chief Ullucci stated that he believes that accessibility of the Police Chief to members of the public is important. Dep. Chief Ullucci noted that best practices should be made available to members of the public. Dep. Chief Ullucci stated that he believes that reaching unrepresented communities should occur to increase trust and transparency.

Mr. Boshart asked how Dep. Chief Ullucci would manage upcoming reform measures within the Department. Dep. Chief Ullucci described reform measures.

Mr. Houston inquired about the Station Nightclub Fire. Dep. Chief Ullucci described his response, and how his current Department manages mental health for their officers.

Dep. Chief Ullucci talked about his family. Mr. Boshart thanked Dep. Chief Ullucci for his time and efforts. Dep. Chief Ullucci left the meeting room.

Mr. Boshart reiterated that during the next Select Board meeting on March 25, 2022, there will be discussion and a possible vote regarding the next Chief of Police. Mr. Boshart thanked Ms. Bent for her time and efforts to the interview process. Ms. Bent stated that the process was insightful and enjoyable.

MOTION: Mr. Houston moved to adjourn the meeting. The motion was seconded by Ms. Bent. Mr. Boshart, Mr. Houston, and Ms. Bent voted in the affirmative. **Approved unanimously.**

The regular meeting adjourned at 11:14 a.m.

Christopher E. Houston
Clerk

Note: A copy of all documents, explanatory material, and exhibits presented to and used by the Select Board as part of this meeting are attached to the approved minutes