

**Norwell Board of Selectmen
Open Meeting Minutes
10/23/19**

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Present: Ellen Allen, Jason Brown, Alison Demong, Bruce Graham, Joe Rull, Peter Morin

The meeting was called to order at 6:45pm by Ellen Allen. All discussed the procedure for the police candidate interviews this evening. Each board member chose one interview question from the list prepared by the Town Administrator. Each board member will ask their chosen question of every candidate to be interviewed.

Future Meetings

10/30/19-6:45: Executive Session; Parkview Inn

Items not anticipated by the board

The board discussed the potential CPA funding application for restrooms at the Clipper Community Complex (CCC). The schools and the AFC are requesting that the BOS co-sponsor a Town Meeting Article to expand the current bathrooms behind the snack shack. The plan would be to add 2-4 stalls for each sex onto the existing building. There is no estimate yet, but as the current septic system is adequate for the expansion, the cost could be under \$100K. There is a definite need for this project, but the board voiced concerns about the funding source options; CPA funds or School funds. Revenue is earned from use fees for the CCC which goes into a revolving/stabilization fund to replace the turf. The AFC and the school should be the front men for this project. The AFC is appointed by the Selectmen and should represent the Town Hall boards along with the school. AFC member Carolyn Hughes Corbin has offered to write the CPC application.

Mr. Morin reminded all that maintenance and governance of this facility is a joint collaboration between the schools and the Town. If the board wants to change the agreement they should consider rewriting the MOA. At this point, a CPC application would be the best option to get the restrooms built. t. All discussed this project funding and management. The project manager would probably be the school Facilities Manager.

Discussion ensued about Town spending and the responsibilities of various committees. The School Committee is meeting on Monday to discuss this. AFC member Carolyn Corbin can do the CPC application. CCC maintenance is under the school umbrella, but there are union issues along with rental income and expense. Ms. Allen would like to propose the following application conditions:

1. It would be sponsored by the AFC, School Committee, possibly Recreation and the BOS
2. It will be written by the AFC
3. A decision will be made on maintenance going forward
4. The BOS is *not* covering the cost of care and maintenance (the fields are under care and custody of schools)
5. All will revisit the current MOA, noting that Mr. Ferguson should be a signatory on any new MOA or contract.

Motion; made by Jason Brown, seconded by Alison Demong, that the board cosponsor the Article to move forward with a new restroom facility at the CCC, along with the School Committee and the AFC. Four voting yes, one voting no. Motion carried

Mr. Morin updated the board on his conversation with COA Director Susan Curtin. She is discontinuing services to resident Mark Merrifield as a result of his behavior to her staff and harassment of other residents receiving services from the COA. He has been given notice that services have stopped until he gets a guardian or treatment. She will try to have this done through the court system. He is a heavy user of the COA services. The Police Department has been monitoring his activities at the COA as well as his house.

Open Session – Osborn Room

The meeting was called to order at 7:30 by Chair Ellen Allen, who reminded all that the meeting is televised and recorded. All rose to recite the pledge of allegiance.

Motion; made by Jason Brown, seconded by Bruce Graham, to approve the agenda as written.
Unanimously voted

Citizen Comments None

BOS Reports and Announcements

Mr. Rull thanked the Town employees for their help during the storm and power outages.

Town Administrator's Report

Mr. Morin updated the board on the details of the very bad storm; 11 poles came down, 95% of the Town was out. The power came back fairly quickly and then a separate accident added a 12th pole. Power did get restored quickly. Mr. Morin thanked the residents for their cooperation. The Town is working on a better system to get the information out to residents. Getting the information from National Grid to the Town could definitely be improved, so Mr. Morin will schedule a meeting with them, which the BOS can attend. There are some good ideas about how to improve response and communications.

Mr. Morin met with CERT and Town officials today to discuss the communication issues which delayed power restoration. Apparently National Grid wasn't receiving timely and accurate information from their fieldworkers. Options for better communications were discussed at length. CERT is working on communications to the state, and perhaps could expand this role to include residents communication.

Public Hearing – Big Y, retail package wine and malt license – 7:40pm

Present: Big Y personnel; Arthur Dechellis, General Manager of Norwell Big Y, Michael Gold, General Counsel for Table and Vine (owned by Big Y), Walter Sullivan, Attorney

Motion; made by Jason Brown, seconded by Bruce Graham, to open the Public hearing at 7:40pm. Unanimously voted

The notice of Public Hearing was read by Clerk Joe Rull.

Attorney Sullivan handed out paperwork relevant to the hearing for the store located at 10 Washington Street, noting that this license to sell beer and wine will be a convenience for shoppers. Attorney Sullivan added that the state only allows a company to hold 7 alcohol licenses at one time. A Big Y store in another location gave up their license, which created an opening for the Norwell store to apply at this time.

Attorney Gold was present to speak on behalf of the applicant. He noted that this is a family owned business. Table and Vine is the liquor division of Big Y, which is based in Springfield. The company holds other liquor licenses in the state. Both Attorney Gold and General Manager of the store Mr. Dechellis gave background information and reasons for applying for this license. Mr. Dechellis has MASSPAC store association training and the store has installed selling safety features on the cash registers, as well as planning to card every customer. During off hours, sales are prohibited as cash registers are locked to prohibit liquor sales. The board asked questions about safety precautions; all stock in back is locked up in cages, stock in the store must be scanned and purchased as above. All discussed the current liquor Sunday sales laws; sales are allowed from 10am-6pm. Questions were asked about the location of the beer and wine inventory, which will be located in the former pharmacy area as well as small displays throughout the store. There will be experienced sales staff to help. Mr. Brown noted other liquor stores nearby that will now have an additional competitor. Per Mr. Gold, unique stock and craft beers will be available. The stock will be about 5% of the store's total inventory.

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Mr. Dechellis noted that many of the department managers throughout the store will be TIPS certified.

Motion; made by Jason Brown, seconded by Bruce Graham, to close the public hearing at 7:56pm. Unanimously voted.

Motion; made by Jason Brown, seconded by Bruce Graham, that the board approve a retail package wine and malt license to Table and Vine, expiring 12/31/19. Unanimously voted

Police Candidate Interviews

Chief Ross was present to review the procedure and give the following background information to the board on these candidate interviews:

There are 3 full time openings, all vacancies are currently funded in this year's budget. All candidates being interviewed took the statewide civil service exam and appear on Norwell Police Department's civil service list. All candidates have expressed written interest in accepting a position with the Norwell Police Department. All candidates were given the application and specific instructions for completion and told to answer the questions thoroughly and truthfully. They were given 10 days to complete the applications and submit them to the Deputy Chief with all of the required documentation. The Deputy Chief conducted an initial review of the application packets, which were then turned over to the Detective division for comprehensive background checks. This includes verifying residency requirements on many of the checks. When the background checks were complete, they were turned over to the Deputy Chief and the Chief for further review. On October 11th and 18th, all seven candidates were given a written exercise and oral interview with Sgt. Pasteris, Sgt. Sirhans, Det. Puricelli, the Deputy Chief and Chief Ross. The entire process lasted approximately an hour to an hour and a half for each candidate. The interviews tonight and next week before this board are the final step of the hiring process where conditional offers of employment are made. At the conclusion of next week's meeting/interview Chief Ross will make his recommendations to the board. Ms. Allen asked Chief Ross to explain the residency requirement; per Chief Ross, the civil service residency requirements are quite specific. In order to claim residency in a town, the candidate must live there for *the prior entire year* before the exam date. This year's exam was given on 3/23/19. Therefore, the candidate must have resided in the town from 3/23/18 to 3/23/19.

Chief Ross stated, "A residence is defined as the place you actually lived or intended to live. If you move to a different town or city at any time during that year, you cannot claim residency in that town. It must be a full year, which then has to be certified to civil service through the background checks."

The board commented that some candidates appear not to live in Norwell. Chief Ross clarified that, after the date of the civil service exam, candidates could move to the location of their choice. All discussed the complexity of the civil service residency rule at length. Chief Ross noted that there are officers employed in the Norwell Police Department that do not live in the Town. However, when candidates claim residency on the civil service application, they are required to check the residency box "yes" or "no". Chief Ross stated that Norwell participates in the civil service statewide list hiring process that includes Norwell's candidates, adding that some towns have opted out of this civil service list process and have their own hiring requirements. Priority status is given on the civil service list in the following order: parent(s) killed in the line of duty (top of the list), claiming residency (second tier), disabled veterans (third tier), veterans (fourth tier) and then candidates from outside communities. In answer to a board member's question, Chief Ross explained that civil service doesn't verify the residence claim. The residency check is part of the background check process conducted by the Police Department. Chief Ross expanded on the civil service priority ranking system and acceptable reasons to bypass a higher ranked candidate in favor of one that is better qualified to serve in the department. The department follows the "two plus one" rule when hiring to fill a position; interview three candidates willing to accept employment to hire one police officer. The department goes through this process to vet each candidate to find the one most suited for the position.

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Chief Ross brought the candidates in one at a time for interviews at this point.

Candidate Interviews

Chief Ross noted that the board will interview the 7 candidates in order of their civil service list ranking below, with the exception of Taylor Cahall, who, during her interview, failed to disclose to Command Staff that she was going on vacation. She will be interviewed by the board at the October 30th BOS meeting:

#6 Taylor Cahall
#7 Lizabeth W. Reif
#8 Joseph S. Powers
#9 Thomas M. Paola
#19 Patrick Tanner
#21 Vincent Pizzi
#21 Jeffrey Silva

1.Lizabeth Reif – Ms. Reif greeted each board member, Mr. Morin and Ellen McKenna. Ms. Allen stated that the meeting is televised and recorded. She explained to the candidate that the exact same process would be followed for each interview, whereby each board member would ask their question of each candidate in the same order. After next week's interview the Chief will make his hiring recommendations to the board, who will deliberate and make their decisions.

Joe Rull, Question 6:

“What do you see as the major public safety issues in the Town of Norwell?”

Ms. Reif:

“I think a major public safety issue, not just in Norwell but in our surrounding communities as well, is the opioid epidemic. I think that's probably the most concerning. I'm specifically concerned for the children coming up, seeing so many people having drug problems, including their parents. I've also lost a few of the classmates that I went to school with because of heroin overdose. So I definitely see the opioid epidemic being something that we need to really start nipping in the bud at a young age so that it doesn't continue to be a virus in our community.”

Alison Demong, Question 3:

“What is your idea of community policing as it applies to the Town of Norwell?”

Ms. Reif:

“I think community policing kind of has two parts, that protect and serve. So of course protect is to make sure that we uphold the law and that people are kept safe within our community. But I also believe in the value of service. I think that any community, you're only as strong as your most vulnerable. In our community and in most, that is children and the elderly. If I were able to become part of the Norwell police force, I believe that spending some extra time making sure that children see your face, and that you are a person they can reach out to, earning that trust at a young age, because those children are going to be the people who are ultimately going to become citizens of our town and out in the world as part of our social society. I believe in that and then also you look at the elderly, who have been here for as long as they have. Many of our elderly in town have lived here their whole lives and put their time and effort into our town, and so I believe in putting the extra effort into making sure they feel safe and comfortable in the community they've always lived in is really important.

Ellen Allen, Question 4:

“As a police officer you will often be interacting with people in difficult circumstances, sometimes the worst moment of someone's life. What experience in your life, education or training has equipped you to deal with people in difficult circumstances?”

Ms. Reif:

“I think people in difficult circumstances often look to first responders or other people around them for how they are supposed to react. Is this OK, am I going to be OK here? I've seen that in a few of my jobs. I was an intensive care unit secretary full time at Carney Hospital in Dorchester. More recently, I was the Director of Child Care here in Norwell at Over the Moon

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Parenting. I think in any situation where somebody feels vulnerable or it's the worst day of their life, if you can remain calm and utilize your training in order to help them sort of keep things on an even tone and use your training to the best of your ability that's personally how I feel like that should be handled. I've had multiple situations where anxiety is very high and I tend to keep my cool. With kids especially.

Jason Brown, Question 1:

"Why do you want to be a Norwell Police Officer? Please explain what you feel the primary functions of a Norwell Police Officer are."

Ms. Reif:

"I believe the primary functions of any police officer, Norwell or otherwise, is the want to do the job, integrity and honesty, having a good moral compass. I think that the reason why you do the job should be for good reasons, which is to protect the community. I personally want to be here because I'd like to give back to the town I grew up in. I went to Vinal Elementary School, then I continued on to the Junior High and graduated from Norwell High School in 1998. I now own a home in Norwell and my children are Norwell public elementary school kids. My daughter just had her 12th birthday today and she is in the sixth grade at the Middle School. My son's in the third grade at Vinal. And I think that, like I said earlier, really being out there and in the community, working with the kids, and just the general public is the most important aspect of working in this town. I will say though, that I do know that anything can happen at anytime and anywhere. There is also that need to be prepared. Obviously, good training will help you deal with any of those scarier situations."

Bruce Graham, Question 9:

"What aspect of police work do you think will be the most challenging for you?"

Ms. Reif:

"I think the most challenging for me will most likely be seeing things that I can relate to in my own life. It's difficult for anyone in a first responder type job to see someone on their worst day and picture your child in that child's face or your mother in that woman's face. I was lucky enough to grow up in this town. My father was a 19 year Norwell firefighter and I know that his job was hard for him. I know he came home some days with things he wished he didn't see. But I also know that ultimately he felt proud of the work that he did in the community because he was able to be there for someone on their worst day and know that he was there to protect them and try to make their day as "least horrible" as possible. But you can tell that the job does take a toll but I do believe that the pride of helping the community definitely outweighs the bad days."

Ms. Reif thanked the board. The board thanked her for her time.

2. Joseph Powers

Mr. Powers greeted the board, Mr. Morin and Ellen McKenna. Ms. Allen repeated the instructions given to candidate 1.

Joe Rull, Question 6:

"What do you see as the major public safety issues in the Town of Norwell?"

Mr. Powers:

For the town of Norwell, major public safety issues; I think one of them is that there is a lot of development going on around the community, and with the traffic it can be a public safety issue of the offices and the people that are driving throughout. As of right now, I think that's one of the bigger issues."

Alison Demong, Question 3:

"What is your idea of community policing as it applies to the Town of Norwell?"

Mr. Powers:

"One thing that I love seeing on, like Facebook and stuff, with the Norwell police that really relates to community policing is when they do the high five Friday at the Cole School with Officer Phelps, I believe it is, over there. It's really big, especially nowadays, to have that connection to the community and all the events that the police run, like the 5K and everything like that, adds to the relationship with the community itself."

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Ellen Allen, Question 4:

"As a police officer you will often be interacting with people in difficult circumstances, sometimes the worst moment of someone's life. What experience in your life, education or training has equipped you to deal with people in difficult circumstances?"

Mr. Powers:

"One thing actually right now is, I work Security up at Waters Corporation, in Milford, MA. Sometimes we see people at their lowest when people get terminated and we have to sometimes confront those people when they come back if they're angry and things like that. Like just the other day we had a BOLO (be on the lookout) out on a woman who was very aggravated with a termination. So that's something that I have to deal with constantly at work. And through education just like the ethics classes and stuff I've taken at Roger Williams teaches you a lot about how to interact with people and what's appropriate and things like that."

Jason Brown, Question 1:

"Why do you want to be a Norwell Police Officer? Please explain what you feel the primary functions of a Norwell Police Officer are."

Mr. Powers:

"So, wanting to be a police officer, I grew up in the town of Norwell. So it's something that I've wanted to do since I was young. A lot of that comes from my mother, who has been working for almost thirty years now for the Norwell Visiting Nurse Association. And my father, when I was very young, was an on-call firefighter for Norwell. So I think the way they raised me, a lot of that helped influence me and I just want to give back to the community and help the town who made me into who I am today. What was the second part?"

Mr. Brown repeated part 2 of the question.

Mr. Powers:

"The primary functions, a lot of it goes back to community relations and things like that. I learned in school that policing isn't always like what you see on TV, the crime fighting and things like that. A lot of it is service and helping the community out. Like if you get a call, someone needs assistance, whatever, at their house. I think it's more of that nature rather than like TV, the crime fighting, the arrests, all these big busts and things like that."

Bruce Graham, Question 9:

"What aspect of police work do you think will be the most challenging for you?"

Mr. Powers:

"The most challenging – it might be in the sense of that I know a lot of the people in the community since I grew up here. And definitely with the job you're going to be put in awkward positions of having to enforce things on people you know who might be begging or pleading that you don't write them a ticket or further escalations or things like that. So I think that might be one of the bigger issues that I would face in the community that would tug at your emotions. But you have to do the job that you have to do."

Mr. Powers thanked the board, who thanked him for coming in.

3. Thomas Paola

Mr. Paola greeted the board, Mr. Morin and Ellen McKenna. Ms. Allen repeated the instructions given to candidate 1.

Mr. Paola, "How are you doing? I'm Thomas Paola."

Joe Rull, Question 6:

"What do you see as the major public safety issues in the Town of Norwell?"

Mr. Paola:

"The major public safety issue I see in Norwell, I would have to say, is probably mental illness. It's something that can affect anyone and everyone, from adults to children, and you just don't know exactly what is going to turn the tables on that situation that you're dealing with.

Something you could say could turn it into a bad situation or a good situation. So I believe that is a tough issue for law enforcement to deal with. I believe that is a public safety issue that officers are dealing with."

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Alison Demong, Question 3:

"What is your idea of community policing as it applies to the Town of Norwell?"

Mr. Paola:

"Community policing is giving the town and the community a stake in the department. Making interactions and connections with them. Having them have a say with us, being transparent with them and them being transparent with us. The public is the police and the police are the public. To me, that would be community policing."

Ellen Allen, Question 4:

"As a police officer you will often be interacting with people in difficult circumstances, sometimes the worst moment of someone's life. What experience in your life, education or training has equipped you to deal with people in difficult circumstances?"

Mr. Paola:

"So I work as a Special Police Officer for Norwell. I've been doing that for 2.5 years now, so I've had some interactions that have been tough. To deal with that you have to rely on the resources that you have. You have veteran officers that you can turn to if you need some assistance and some help to prepare for it. You just have to come in with a level mind and understand what that person is going through and try to put yourself in their shoes. They're going through some of the toughest times in their life and you just have to understand what they're going through."

Jason Brown, Question 1:

"Why do you want to be a Norwell Police Officer? Please explain what you feel the primary functions of a Norwell Police Officer are."

Mr. Paola:

"My best friend's father is a state trooper. He's been a father figure in my life for a very long time. Hearing his stories and how genuine of a person he is and the connections he makes with communities that he works in really guided me into law enforcement. So I started working at the Police Department in Norwell 4.5 years ago in 2015 as a police clerk. Being inside with that department I have seen how these officers interact with the community. They do such an amazing job and they make a connection with these community members and help them through their times. It's a team I'd like to be a part of."

Bruce Graham, Question 9:

"What aspect of police work do you think will be the most challenging for you?"

Mr. Paola:

"So I'd have to say, go back to mental illness. I believe that is a challenging issue for all officers to deal with. But there are also multiple resources out there; including training to deal with situations like that. You can take advantage of that and learn how to cope and deal with that and help these people when they need help."

"Thank you for your time. I appreciate you guys taking the time to interview me. I believe I'd be a big asset to the department if you hire me."

4. Patrick Tanner

Mr. Tanner greeted the board, Mr. Morin and Ellen McKenna. Ms. Allen repeated the instructions given to candidate 1.

Joe Rull, Question 6:

"What do you see as the major public safety issues in the Town of Norwell?"

Mr. Tanner:

"Thank you for the question, sir. I believe that some of the major public safety issues might be, in my personal experience, seeing use with alcohol; either illegally purchasing it or getting it through other means. I've seen that happen personally, growing up in high school. I feel like that's just one of the things I want to do to help the community, seeing that not only the children, but the adults are staying on the straight and narrow."

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Alison Demong, Question 3:

"What is your idea of community policing as it applies to the Town of Norwell?"

Mr. Tanner:

"Thank you for the question, ma'am. I believe policing for the community isn't only just making any kind of citation, fine or arrest. I believe that it is to help the community and guide them and if it means I don't have to give a ticket, then I feel like that might be a good day because it might help someone financially as well as it might make them feel better about how they view the police."

Ellen Allen, Question 4:

"As a police officer you will often be interacting with people in difficult circumstances, sometimes the worst moment of someone's life. What experience in your life, education or training has equipped you to deal with people in difficult circumstances?"

Mr. Tanner:

"I spent four years in the Marine Corps as a heavy equipment operator, ma'am. I was a non-commissioned officer during my last two years. I was a fire team leader when I did my cold weather training and I know I helped with one cas-evac (casualty evacuation) when one of the Marines sprained their hand, as well as I flew a Marine back from Norway to America due to suicide prevention issues and I was the only one they could trust with that. I feel like it was an honor for me to not only help him and potentially save his life, but it showed that I'm doing the best I can out there."

Jason Brown, Question 1:

"So I have a two-part question: why do you want to be a Norwell Police Officer? Please explain what you feel the primary functions of a Norwell Police Officer are."

Mr. Tanner:

"Thank you for the question, sir. My mother, she was a teacher's aide in Norwell for over seven years. She left the community because they supported her advancements when it came to trying to obtain a higher education to advance her career. I just feel like the community is very supporting as well as very forthgoing, especially the early years when starting due to the tech name of the town coming from John Norwell who helped pay for public roads and I just feel like it shows that that spirit has still developed throughout the years and I feel like policing in the community would not only be helpful for myself but that I feel like I could contribute a lot of compassionate empathy which in the following years has been lacking in some of the criminal justice systems from my knowledge in my criminal justice major."

Bruce Graham, Question 9:

"What aspect of police work do you think will be the most challenging for you?"

Mr. Tanner:

"Thank you for the question, sir. I believe that the most challenging aspect may be having to deal with different or new situations in a faster pace. But I believe that with my experiences in the Marine Corps I will be able to adopt to the situations and the more situations I'm put in the faster I will learn and I feel like that will be what's best for me and it will help me make sure that I'm doing the best I can. Thank you."

5.Vincent Pizzi

Mr. Pizzi greeted the board, Mr. Morin and Ellen McKenna. Ms. Allen repeated the instructions given to candidate 1.

Joe Rull, Question 6:

"What do you see as the major public safety issues in the Town of Norwell?"

Mr. Pizzi:

"In the town of Norwell, I would assume it would be the same thing as it is in most of Plymouth County. I have dealt extensively with East Bridgewater Hope and the outreach program with the opioid epidemic. I think that what the community is doing, what Chief Allen is doing in East Bridgewater and what all the chiefs are doing to get together with the Plymouth County outreach program is probably the most important thing that should be addressed in the local community."

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Alison Demong, Question 3:

"What is your idea of community policing as it applies to the Town of Norwell?"

Mr. Pizzi:

"Community policing, I think, not just with Norwell but anywhere else is gonna be, is being able to have some sort of rapport with the community. I know a lot of the communities do the coffee with a cop, the high five Fridays. I think it's very important...as a police officer. We deal with the people a lot of time in their darkest moments. So I think it's important to be a nice, shining spot in maybe some dark times. And having that face time, especially with the youth in the community, is extremely important."

Ellen Allen, Question 4:

"As a police officer you will often be interacting with people in difficult circumstances, sometimes the worst moment of someone's life. What experience in your life, education or training has equipped you to deal with people in difficult circumstances?"

Mr. Pizzi:

"Well, I actually already am a police officer for the transit police, so I actually deal with that on a daily basis at my job. Growing up, I was very fortunate to not have to face a lot of dark times and dark moments. However, the reason I wanted to be a police officer was I was in a situation with somebody else and I just happened to be on scene. There was a police officer on scene and he was just so cool, calm and collected. The way that he, his presence just demanded that he had control and respect at the scene that it always resonated with me from a young age. It actually was the reason that I started with the DARE program. I started with my internships in police work and I think that growing up while I personally didn't have anything; now, on a day to day basis, especially in the city of Boston, I do deal with a lot of people in the transportation community that are traveling to and from, 1.2 million people a week. Every day I'm able to see that and help people. I think that suits me very well for a smaller community that I might have a chance to get a little bit more rapport with the local populace."

Jason Brown, Question 1:

"So I have a two-part question: why do you want to be a Norwell Police Officer? Please explain what you feel the primary functions of a Norwell Police Officer are."

Mr. Pizzi:

"The reason I'd like to be a Norwell Police officer is I'm familiar with the Plymouth County area. What I'm looking for, as I alluded to before, is a community to grow with. I have that in the city of Boston, but it's very difficult to get to know 1.2 million people. I'm more of a passing face to the people of Boston than I am a community member for them. So what I would like to do is be able to get some one on one time and get to know a community and be a member of a community and grow with them. I think a primary function of a Norwell police officer is going to be to protect and serve as it would in any department. But I also think that it's very important to, like I said, to grow with a community and be able to have that rapport. I want to be able to shop at the local stores and run in the Norwell 5K and be able to see familiar faces and have interactions with local businesses, make sure that people know that I'm here for them, if I'm given that opportunity."

Bruce Graham, Question 9:

"What aspect of police work do you think will be the most challenging for you?"

Mr. Pizzi:

"The aspect of police work that would be the most challenging for me would be probably the geography of Norwell. While I know Plymouth County very well, I'm not actually intimately familiar with the geography of Norwell. Otherwise, I think my transition into the department, the job itself, would be a very smooth transition. I just think that if I were to be given the opportunity here the learning curve wouldn't be very steep. If I can learn Boston, I'm not a frequent Boston traveler, and I know Boston pretty well now in the year and a half that I've been on the job there, I think Norwell's gonna be a little bit easier for me to navigate than Boston will be."

Mr. Pizzi thanked everyone for their time.

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6. Jeffrey Silva

Mr. Silva greeted the board, Mr. Morin and Ellen McKenna. Ms. Allen repeated the instructions given to candidate 1.

Joe Rull, Question 6:

"What do you see as the major public safety issues in the Town of Norwell?"

Mr. Silva:

"I think the major issues, I'm not too familiar with the exact issues of Norwell specifically, I can speak to the other towns that I've been a resident of, as well as Halifax, I think it's transcending across all of it, but I think it's just having a trust within the police. I think that's been lost over the years. I think now as more police departments gear more towards community policing, I think that has changed, as opposed to just answering calls to service. I think getting more involved with the schools, having kids trust police, being comfortable approaching them. I'd say that is the biggest public safety issue."

Alison Demong, Question 3:

"What is your idea of community policing as it applies to the Town of Norwell?"

Mr. Silva:

"I think community policing is kind of taking a step back from the old idea of just answering your calls, taking care of it and going home. It's being engaged in the communities, the residents, the shopkeepers, kind of getting ahead of the issues. Maybe someone might not feel comfortable calling the police for what they deem is a small issue, but if the police can get there, be aware of it, that could substantiate and get rid of problems down the road."

Ellen Allen, Question 4:

"As a police officer you will often be interacting with people in difficult circumstances, sometimes the worst moment of someone's life. What experience in your life, education or training has equipped you to deal with people in difficult circumstances?"

Mr. Silva:

"Well, prior to be a police officer for five years with the transit police, I was an EMT for two years in Quincy, before that I was a Marine deployed to Afghanistan for six months, so I've kind of been put in those positions very frequently, unfortunately ever since out of high school. I think the best part is just being able to be calm, communicate with people. I think over time I have been able to be better at dealing with these situations. So now it's not abnormal for me to handle a call that's very hectic. The transit, the T, trains, like you said, when people call the police it's usually the worst day of their life, and some police officers, it's just another call. So being able to separate that and know that that's how they're feeling is the best way to handle it."

Jason Brown, Question 1:

"So I have a two-part question: why do you want to be a Norwell Police Officer? Please explain what you feel the primary functions of a Norwell Police Officer are."

Mr. Silva:

"My main reason for wanting to be a Norwell police officer was I grew up in a small town of Foxboro, very similar I feel like to Norwell. I see the same things in the town of Norwell as I did in Foxboro. Although I'm kind of running around the city now with the transit police, I've always wanted to be back to more community oriented kind of policing. Growing up, I remember police officers being the coaches of the football team, the wrestling team, and kind of being entrenched within the community. I think that's something that's kind of lacking and I'm looking for, moving on now in my career. So that's why Norwell interests me in that aspect."

Bruce Graham, Question 9:

"What aspect of police work do you think will be the most challenging for you?"

Mr. Silva:

"I think be more self-initiated in the calls. Kind of like I explained earlier, for the transit police, where I work in downtown Boston, the call volume is extremely high. You're usually bouncing around from one call to the next with very little downtime in between. So I think going towards more community oriented police station you would have to be more self-initiated in your calls. Which is obviously something that I kind of want more to do. I think that kind of goes hand in

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hand with community policing. Having that time to actually go and talk to people, whereas now I'm kind of bouncing around from everywhere.
Thank you very much. "

Ms. Allen stated that the board will finish the last interview and rest of this process at next week's meeting. Chief Ross noted that there are some good qualified candidates. Next week after the interview, he and the board will talk about the results of the interviews and background and go from there. He added that there is a possible lateral transfer coming in next week. He explained to the board how a lateral transfer would work from a financial, departmental and civil service aspect.

Adjournment

Motion; made by Jason Brown, seconded by Bruce Graham, to adjourn at 8:50pm. Unanimously voted

Ellen H. Allen
Chair, Board of Selectmen

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