

MINUTES OF THE BOARD OF SELECTMEN MEETING

March 14, 2016

Meeting held at Town Hall, 6:30p.m.

MEMBERS PRESENT: Chairman Robert Merry, Vice Chairman Joseph Perry, Clerk Robert Snow, David Petersen, Cliff Pierce (Town Administrator Deborah Eagan, Assistant Town Administrator Amy Lydon)

PUBLIC ATTENDEES: Lawrence White – FINCOM & OSRC; Stephen Barry, John Muldoon – www.thelocalne.us; Henry Rolfe – Independent Press; Deborah A. Johnson; John G. Kotsiras

CALL MEETING TO ORDER

Chairman Merry called meeting to order at 6:31 p.m.

PLEDGE

Larry White led the Pledge of Allegiance.

GENERAL BUSINESS

1. Letter from Libby Tucker regarding Zoning Bylaws and Right to Farm General Bylaw

Chairman Merry recommended that this matter be referred to the Zoning Review Committee. He read the letter from Libby Tucker. Cliff Pierce said at one time the Town's bylaw mimicked the state law, but apparently the legislation changed the state law so the by-law is no longer consistent with it. He said the by-law should be updated. He said the Outlying District does not have the five acre limit.

Cliff Pierce made a motion to refer this matter to the Zoning Review Committee, Bob Snow second, all in favor - aye (5-0).

2. Notice from Massachusetts State Lottery Commissioner re: KENO to Go game

Chairman Merry read the notice. The Board had no objections to this. Merry said the business that holds this license just opened and if this helps keep them in business the more power to them.

Dave Petersen made a motion to not oppose this business selling KENO To Go, Joseph Perry second, all in favor - aye (5-0).

3. Letter from Brooke E. Ten Eyck regarding Open Space Committee opening and Letter from Conservation Commission regarding Brooke E. Ten Eyck's interest in serving on the Open Space Committee

Chairman Merry read the following:

Brooke Ten Eyck, a resident on Newbury Road, has expressed an interest in serving on the Open Space Committee. The Conservation Commission recommends that she be appointed to the vacant seat.

Merry read Brook Ten Eyck's email and the letter from the Conservation Commission supporting her appointment to the Open Space Committee.

Joseph Perry made a motion to appoint Brooke E. Ten Eyck to the Open Space Committee, Bob Snow second, all in favor - aye (5-0).

4. Discuss Special Permit application submitted by Daniel Destafano for 804 Haverhill Street

Chairman Merry read the following:

The Zoning Board of Appeals has submitted a special permit application from Daniel Destafano to the Selectmen for review. Does the Board have any comments they wish to pass on to the ZBA on this application?

Petersen said he has reviewed this and has no objections. Merry read the memo from the Zoning Board of Appeals about this application. Petersen said this is for the property across from Skip's Country Store that used to be Foxwood Machine.

Dave Petersen made a motion to notify the ZBA that the Selectmen have no objections to, or issues with this application, Joseph Perry second, all in favor - aye (5-0).

NEW BUSINESS

1. Letter from Division of Conservation and Recreation Assistant General Counsel Nancy Mitchell re: a proposed acquisition of 58+/- acres of land in Rowley

Chairman Merry read the following:

The Department of Conservation and Recreation is considering purchasing approximately 58 +/- acres of land in Rowley. Debbie contacted Attorney Mitchell to see if she could send a better description of the land. She has sent a copy of the survey plan and a better map than the one that was originally included in the mailing. In order for the State to continue with the process of purchasing the land, the Board of

Selectmen needs to read the "Certificate of Announcement and 120 Day Waiver" into the record and to authorize Chairman Merry to sign the document.

Merry read the Certificate of Announcement and 120 Day Waiver. Pierce asked what the waiver is for. Eagan said this waives the notice period under their own regulations and allows them to complete the purchase in this fiscal year. She said this is a different transaction than the Mehaffey-Tenney transaction discussed by the CPC. Petersen said this land abuts the Mehaffey-Tenney land discussed by the CPC.

Cliff Pierce made a motion to authorize Chairman Merry to sign the Certificate of Announcement and 120 Day Waiver, Bob Snow second, all in favor - aye (5-0).

2. Review draft Zoning Bylaw amendment article

Chairman Merry read the following:

Town Planner Kirk Baker has submitted a proposed zoning bylaw amendment for the Special Town Meeting for consideration by the Board of Selectmen. Pursuant to G.L. c.40A§5, the Board of Selectmen must request the Planning Board to hold a public hearing on this proposed by Zoning Bylaw amendment in order for it to be placed on the warrant.

Merry read the proposed zoning bylaw amendment. Pierce said the Planning Board is proposing this amendment at the request of Ipswich Bay Glass who wants the back portion of their property to be zoned as business light industry instead of the current outlying district. He said he thinks this is an excellent idea, there are no residences near this property, and Ipswich Bay Glass has done an amazing job on the property.

Bob Snow made a motion to request the Planning Board to hold a public hearing on this proposed Zoning Bylaw amendment, Cliff Pierce second, all in favor - aye (5-0).

CITIZEN QUERY 6:50 p.m. – 7:00 p.m.

Citizen Query opened at 6:50 p.m. and ended at 7:00 p.m. There were no Citizen Queries.

3. Rowley Golf Course Seasonal Liquor License Renewal

Chairman Merry read the following:

It is the time of year for seasonal liquor license renewals. There is only one seasonal license holder in Town, and that is the Rowley Golf Course. The renewal application is in order and requires the approval of the Board of Selectmen.

Dave Petersen said there have been no issues at this establishment and recommended approval of the renewal. Joseph Perry said he is a member of the Rowley Gold Course and recused himself.

Dave Petersen made a motion to approve the Rowley Golf Course Seasonal liquor license renewal, Cliff Pierce second, all in favor - aye (4-0). Joseph Perry – RECUSED

The Selectmen signed the liquor license for the Rowley Golf Course.

OLD BUSINESS

1. Discuss Stable License Renewal submitted by Richard Bertleson

Chairman Merry read the following:

A complete renewal application for a stable license has been submitted by Richard Bertleson of 100 Wethersfield Street.

The applicant has an overdue water bill for less than \$2.00. A check for all taxes due was submitted last week. We are awaiting confirmation that this check has cleared, but the Treasurer is satisfied that payment has been made and okay with the Board signing this renewal. The applicant has started a payment plan with the Light Department for his overdue electric bill balance, and the Light Department has said it is okay for this renewal to be signed.

The license is attached for the Board's signature if the renewal is approved.

Dave Petersen made a motion to approve the Stable License renewal for Richard Bertleson, Cliff Pierce second, all in favor - aye (5-0).

The Selectmen signed the stable license.

3. Discuss Public Safety Building Project

Petersen said the proposed Public Safety Building has an estimated cost of \$11 million, and will be situated where the current Police Station is located on Haverhill Street. He said he has discussed this with the Police and Fire Chiefs as well as the architect and they would like to move forward with a publicity campaign. He said the Police and Fire Departments have created videos of the current stations that are playing on Rowley Community Media channels, and we will get them posted to a prominent section of the Town's website. He said the School, Chiefs and the people need to work together for both projects. He said the architect for the Public Safety Building is concerned about erratic building costs and will review the \$11 million estimate previously provided to make sure this will be enough money. He said the project is moving forward and there will be more information coming. He said hopefully the Pine Grove School PTA will also

create a video of the current school, and they are planning a presentation in the school auditorium.

APPOINTMENT 7:00 p.m.– Scott Richards for interview for the Police Chief position

Chairman Merry asked Scott Richards, “Tell us about your professional career and why you are interested in the Police Chief position in the Town of Rowley.”

Richards said he started as a Correctional Officer, worked as a patrolman in Groveland, then became a Police Officer in his hometown of Peabody. He said he has risen through the ranks in Peabody, has worked each position, and is now a Captain responsible for many divisions, a fleet of fifty cruisers, and the building. He said he has administrative and organizational experience and has done executive development training in preparation for a future position as Police Chief.

Perry asked Richards, “How accessible should the Chief of Police be to the members of the community?”

Richards said the Chief should be accessible twenty-four hours per day, seven days per week and communication is critical. He said he is used to late night and weekend calls, so there is no issue.

Petersen asked Richards, “How do you see yourself transitioning from a large department to a small department?”

Richards said Rowley is similar to Groveland. He said Rowley has a smaller Police Department, but the issues, such as personnel, equipment and budgets, are the same. He said working in Rowley would be more one on one, versus having different layers of the organization. He said working in Rowley would bring him back to where he began.

Pierce asked Richards, “If you are selected for this position, what would you want the community to say about you in one year’s time?”

Richards said he hopes the residents would be extremely proud and think that the department is professional and well run. He said he likes to engage the community and have a user friendly department with open dialog.

Snow asked Richards, “What would be your style as Police Chief?”

Richards said his style is to adapt to his environment. He said he would have a structured department, but a certain amount of flexibility is needed. He said he likes to collaborate and consult with others.

Petersen asked Richards, “How would you lead Rowley in media relations, which can be critical?”

Richards said nobody would speak to the press except for the Police Chief. He said he thinks the media can be a friend and used for a purpose if there is consistent communication.

Petersen asked Richards what type of training programs he would be using as Chief. Richards said he believes training is ongoing and should be undertaken daily when there is downtime. He said training can include reading law books and statutes. He said he would also host training sessions so that they could receive free training in exchange for the use of the facility. Petersen asked Richards what type of special training he has. Richards said he has narcotics investigation, leadership, executive development and supervisor training.

Merry asked Richards, "How do you define community policing? What are its advantages and disadvantages?"

Richards said community policing is a partnership between the Police Department and the community it serves. He said they work together to identify the issues in Town, and create an open dialogue. He said one drawback is that if the Police become too friendly with community members, they may not want to take action against someone when needed. He said overall community policing is beneficial.

Snow asked Richards, "In your present position, how have you/your department utilized technology to improve operations?"

Richards said they are trying to maintain cutting edge technology, and Peabody was the first department in the area to use tablets. He said they are moving towards getting laptops in cruisers, and he is trying to introduce dash cameras and body cameras. He said he is big on technology, and would like to see facial recognition and live scan fingerprint programs more prevalent.

Pierce asked Richards, "You have disciplined an officer. The entire department is upset and believes that you have been too severe in the punishment. You, however, think that the discipline was appropriate. What, if anything, will you do?"

Richards said he would call in a representative from the Union and have a sit down meeting to explain and hopefully that person would get the information out to the people and take care of the issue. He said if not, he would call a meeting with the people who have a problem with it to explain, without getting into the specifics of the personnel information.

Perry asked Richards, "How would you describe the labor-management relations in the department in which you currently work? Have you participated in contract negotiations, and if so, to what extent?"

Richards said the union is Peabody is strongly involved in discipline and negotiations, and has input on policy making and decision making. He said he hasn't directly

participated in contract negotiations, but has had peripheral involvement for specific items.

Petersen asked Richards where he sees himself in five years if he gets the position. Petersen said Richards would be getting a cut in pay and benefits if he accepted this position. Richards said he has thought about this, and money is important, but is not the “be all end all.” He said he wants career satisfaction and in five years he sees himself as the Police Chief in Rowley. He said he is not here for the short term, he is only 52 years old, and has another ten years to go.

Snow asked Richards if he has ever been a prosecutor. Richards said he has not been designated as a prosecutor, but has been to court and worked with prosecutors. Snow asked, “How would you prepare a young officer for a court appearance.” Richards said he would sit down with the officer and explain the process so that they are relaxed and prepared. He said he would advise them to not let the attorney rattle them, and to testify to the best of their best memory. He said this would be done the day ahead of the court appearance.

Petersen asked Richards what his experience is with investigations and how he would interact with the Town’s one Detective. Richards said he has spent the vast majority of his experience in the Criminal Investigative Division as Detective working minor cases such as shoplifting all the way through to major cases such as homicides. He said he has extensive experience in the investigative field. He said he would chose two or three employees to impart his experience on, and guide them and set them up to succeed. He said he would send them to Detective School.

Petersen asked Richards what the first and last things are that he would do each day as Chief. Richards said the first things would be to get his water, since he doesn’t drink coffee, check emails and what awaits him for the day. He said the last things would be to make sure that day’s agenda was done and outline the next day’s activities.

Petersen asked how he sees the Police Chief interacting in a small town. Richards said the Chief in a small town should be engaged in the community, such as being downtown or going to a school dance. He would like people to know him in the community, and communication is very important since it gives the people served the information they need.

Perry asked Richards if he has experience with the budget process. Richards said he has control over certain portions of the budget, such as the building and fleet, which gets entered into the overall budget.

Pierce asked Richards how he sees communication between the Board of Selectmen and the Police Chief. Richards said it is important, the Selectmen run the town, and he would have a good working relationship with the Selectmen. He said the Selectmen would all have his phone number, and he would attend Selectmen’s meetings as needed.

Snow asked Richards what his vision is for the Rowley Police Department. Richards said in addition to the normal growth and budget issues, he would like the Rowley Police Department to be known as the most professional and well respected department in Northeastern Massachusetts. He said every day he would work to better the department, processes and policies.

Petersen said we are looking to build a \$11 million dollar public safety building, at the same time as renovating the Pine Grove School. He said if hired, you would be jumping into the middle of this and asked Richards how he sees his role with this project. Richards said is aware of the current station conditions, and he would champion the project, try to meet as many people as possible and explain the conditions of the Police Department and what needs to be done. He said the department needs to have the appropriate tools and environment to succeed. He said he would invite people in for tours and explain the circumstances and how the longer we wait, the more money it will cost. He said he would work with the Board of Selectmen on this project.

Snow asked Richards how he would reward good performance. Richards said he would offer a quick good job for every day tasks, and formally recognize when someone goes above and beyond. He said with so much negativity, it is important to praise employees. He said he would ask the Selectmen to recognize employees who go above and beyond, but not for every day tasks.

Richards said he doesn't have any questions for the Board, but had a statement. He said his qualifications speak for themselves. He said he is uniquely qualified since he grew up in Peabody and he is 52 years old and lives in Haverhill. He said relationships are important and he has tremendous connections with the District Attorney, State Police, Sheriff's Department and other Police Chiefs in the area. He said if needed, he would be able to get assets for Rowley within minutes of a phone call. He said this is bonus / plus for him, and he hopes the Board takes that into consideration.

APPOINTMENT 7:20 p.m. – Jeffrey J. Bukunt for interview for the Police Chief position

Chairman Merry asked Jeffrey Bukunt, "Tell us about your professional career and why you are interested in the Police Chief position in the Town of Rowley."

Bukunt said he appreciates the opportunity to meet with the Board of Selectmen. He said he has been married for twenty-five years, has two teenagers and he graduated from the Massachusetts Maritime Academy which instilled honor and integrity into him. He said he recently received from UNH a Masters Public Administration degree and he has 27 years of experience with the Nashua Police Department. He said he has worked in many areas from enforcement to administration, and has planned and organized policy, developed technology and worked on budgets, and investigations. He said he is strong proponent of community involvement and believes customer service should be an overarching theme. He said he believes he has unquestioned integrity, he believes

what he says and lives with what he says. He said the following areas would be important to bring to this community:

- Effective communication skills which is the most important aspect in maintaining trust based relationships
- Leadership with a focus on the development and growth of Police Officers. He said there should be an positive, professional and ethical learning environment and he considers himself a life-long learner
- Direct involvement with the public through face-to-face communications and outreach. He said the relationship between the public and the Police Department should be strengthened and the public input is very important.

Bukunt said why Rowley? He said he has the qualifications and there is no area of police work that he hasn't been a part of. He said a smaller community is a good fit for his style and philosophy. He said he likes to interact with officers as people before officers to get to know their strengths and limits. He said he can reach a greater percentage of the community since it is smaller. He said he will be visible and accessible and will wear the uniform. He said he has watched Selectmen's meetings and Chief Mulligan has had excellent ideas such as Coffee with a Cop and reading to the kids at Pine Grove School. He said he would like to continue these programs if the community wishes to, such as a senior relations column in the COA monthly newsletter, or a crime watch group. He said he lives, works and recreates on waterways and would love to sit down with the Harbormaster or Shellfish to discuss these areas and team up with them.

Pierce asked Bukunt if he currently lives in Derry. Bukunt said yes, and he would move closer since it is important to be part of the community.

Petersen asked Bukunt to provide a synopsis of his experience as a Detective with the Youth Divisions. Bukunt said he investigated crimes committed on or by juveniles, and there were a lot of sexual assault, internet crimes and gang activities. He said they partnered with DCYF and the schools with a goal of rehabilitation. He said they would try to partner the juveniles with a police athletic league to keep them occupied and to divert them away from negative activities. He said it was rewarding and challenging, and he worked as a Sergeant and as a Detective. He said they looked for ways to be creative while living within their budget. He said when they saw an uptick in sexual offenders, they developed a think tank and as a result started doing more compliance checks. He said as a result they saw an uptick in arrests and then a decrease six months later due to awareness. He said they invited the media to do a story on this and then later the state started requiring compliance checks twice a year. He said he would like to think their work had an impact on the state changing their process.

Merry said, "Rowley is not a high crime community. What will you do as Chief of Police to keep the police officers attentive, involved and challenged?"

Bukunt said he would get them directly involved with the public through community police programs. He said he would also: expose them to new areas; meet with them one on one to find out their interests; create trainers within the department; ensure they know how to dispatch and rotate them within the department. He said it is critically important to keep them excited about the job.

Perry asked Bukunt, "If you are selected for this position, what would you want the community to say about you in one year's time?"

Bukunt said he would like the community to say that he is visible, available and seen in uniform at community events such as Board meetings, at the Senior Center or at the School, and that he is out there meeting people. He said he would like them to say that the officers look good and people are getting to know them more. He said he would like them to say that they are responsive and know the community's needs and expectations, and that they know and have met him.

Pierce asked Bukunt, "In your present position, how have you/your department utilized technology to improve operations?"

Bukunt said he has spearheaded a project working with multiple departments for an automated system to tie into the payroll system to track overtime for a particular court case. He said he was responsible for the oversight and beta testing for this project. He said he is involved with replacing the computers in cruisers, radio systems, fingerprint systems and dispatch center. He said technology will continue to grow, social media surrounds us and you have to stay nimble to keep up with it.

Snow asked Bukunt if he has ever been a prosecutor, and asked, "How would you prepare a young officer for a court appearance." Bukunt said yes. He said he would make sure the officer gets the reports and reviews and knows them. He said he would tell them to be truthful and if they don't remember something, say that. He said for a complex case the prosecutor would meet with the officer a day or two before the hearing.

Petersen asked Bukunt to explain his involvement with the Police Relief Association. Bukunt said this is a non-profit which collects dues and is used to pay dental premiums for police employees. He said they have a kids' Christmas party and they make donations to the Red Cross. He said he has served as a Board member and President for fifteen years.

Petersen asked Bukunt what the first and last things are that he would do each day as Chief. Bukunt said he would first check his phone messages and emails and try to

respond to all within 24 hours. He said at the end of the day he would tidy things up and make sure most things have been done.

Petersen asked Bukunt how he sees himself transitioning from a large to a small department. Bukunt said there would be no issue at all and he has spent his career in small units such as patrols, criminal investigations division and crisis investigation unit. He said he has always worked within small groups functioning within a large organization, and working cooperatively with other small groups.

Petersen asked Bukunt what type of outreach Bukunt would initiate with other town departments and other area police stations. Bukunt said in the first week he would have face-to-face meetings with the Chiefs from the surrounding towns and form relationships, find out their philosophies and share information. He said he would use NEMLAC, which is an excellent regionalization of assets.

Petersen asked Bukunt if he has visited the Rowley Police Station. Bukunt said he has driven by, but hasn't been inside. Petersen said the Town is in the midst of a project for an \$11 million dollar public safety building at the same time as a renovation for the Pine Grove School. He asked Bukunt how he sees his role in helping with this project. Bukunt said he would come in and do a soup-to-nuts assessment of the station. He said he has done capital improvement plans in the past. He said he would document his findings and anticipate questions. He said he understands the need to live within the budget.

Bukunt said he hopes he has demonstrated his desire for this position, his commitment to his current job in Nashua and what he will bring to Rowley. He said it is a challenge to summarize 27 years, but he tried to convey it the best he could. He said he would love to be part of the team.

APPOINTMENT 7:40 p.m. - Scott Dumas for interview for the Police Chief position

Chairman Merry asked Scott Dumas, "Tell us about your professional career and why you are interested in the Police Chief position in the Town of Rowley."

Dumas said Rowley is a beautiful community similar to Groveland, where he grew up. He said he currently lives in Merrimac, which is similar to Rowley, there are white and blue collar people. He said he has visited Rowley over the past three weekends and likes its' small town appeal. He said he is looking for a change and for getting more involved in the community, and that gets lost when you work at a larger community. He said he hopes his next position will be his last one for the next ten to fifteen years. He said he has spent his entire career in the Rochester, New Hampshire Police Department, working in positions from Patrolman up to Deputy Chief. He said he values community policing aspect, and even in the larger city, he has gotten out and interacted with the people. He said he started the Citizen's Academy and the accident

reconstruction team in Rochester. He said the Citizen's Academy has been running for ten years and is a great experience for the citizens and the Police Officers.

Pierce asked if Dumas lives and would continue to live in Merrimac. Dumas said yes, and his wife loves their house.

Perry asked Dumas about his experience training Police Officers.

Dumas said his first introduction to training was as a firearm instructor and then he became a range master. He said that has been his focus. He said right now he oversees the entire training division. He said crisis intervention training is one area of focus. He said they try to stay on the cutting edge of training for officers, and the officers are good about finding training opportunities.

Snow asked Dumas, "In your present position, how have you/your department utilized technology to improve operations?"

Dumas said their cruisers have mobile data systems and are equivalent to a moving office, and they continue to improve. He said they now use tablets with applications, cruiser cameras, and are looking into body cameras. He said the New Hampshire legislature has not caught up and there are unintended consequences of using body cameras with the right-to-know requests that can follow.

Petersen said Rowley has one Detective, who also patrols, and asked Dumas how he sees himself working with this structure.

Dumas said patrol is the backbone of the agency, and all need to be up to speed. He said he would create a specific position that would be a two year rotation as Detective for all patrolmen. He said he would also host trainings in Town and would want everyone to be well rounded and able to advance in their careers. He said it is easier in small towns to cross train, but you have to be innovative on how to do this.

Petersen asked Dumas about the FBI Academy. Dumas said it is a very competitive process, less than 1% of all Police Officers are accepted and New Hampshire gets one slot per session. He said he benefited because two Rochester Chiefs attended before him. He said his application was in for four years, and some are in for six to eight years, and others never get accepted. He said this is a ten week training in Quantico, Virginia by some of the best instructors in the world who teach the FBI agents. He said he attended a number of different classes at the Masters level and was able to use those credits towards his master's degree. He said he attended with two hundred police officers, some from other countries. He said the connections established during the experience are helpful, and he used a connection from the FBI Academy in San Francisco in a cold murder investigation.

Petersen said given that Dumas has spent his whole career in Rochester, how does he see his interactions with other departments and agencies. Dumas said he has good

relationships established through the FBI Academy and he knows a lot of the local police departments.

Snow asked Dumas, "You have disciplined an officer. The entire department is upset and believes that you have been too severe in the punishment. You, however, think that the discipline was appropriate. What, if anything, will you do?"

Dumas said he wouldn't be able to speak about personnel decisions such as discipline, but would use it as an opportunity to explain the policy to all behind the decision. He said he would also do training on part of the policy. He said he would also talk to their supervisor. He said it is okay to vent, but he wants a positive culture with open dialogue.

Snow asked Dumas if he has ever been a prosecutor, and asked, "How would you prepare a young officer for a court appearance." Dumas said he hasn't been a prosecutor, but did go to school for two weeks. He said he would tell the officer that their credibility and integrity is all they have and to answer the questions directly and not to argue with the Defense Attorney. He said he would tell them to admit their mistakes, and the only thing they have is their integrity and their word.

Merry asked Dumas how he keeps abreast of the law and keeps the Police Officers informed. Dumas said once a year, laws are updated and there are monthly updates. He said he would train the Sergeant to create a document organization program where everyone would have to read the material, take a test and sign off on it. He said there is a monthly Police Chief magazine that details the Supreme Court decisions that affect local communities. He said it is important to pass down the information and hold people accountable.

Petersen asked Dumas "How would you lead Rowley in media relations, which can be critical?"

Dumas said in a small town, the Police Chief is the voice of the organization and on the forefront of all that is going on in the town. He said he would be running in the upcoming 5K race held by the PTA as Chief, he wants to stay involved and he is eager to do so.

Petersen asked Dumas if he has seen the current Police Station, and how he sees his involvement with the \$11 million new station project. Dumas said he watched the virtual tour on the media channel and in 2002 Rochester went through the process of building a new police station, so he has experience with this. He said the cost of \$11 million is tough, and he would send the message that if the Town wants an engaged, proactive and functional Police Department, a functional facility is needed. He said being an accredited department has certain standards, and he would host a citizen's academy at the facility.

Dumas said he has always been familiar with Rowley, some of his first memories are of the Agawam Diner, and he has reacquainted himself over the past several weekends. He said he reached out to Chief Mulligan and area Chiefs, and Rowley has a great foundation that he is excited about. He said he appreciates the opportunity, he wants the position, and thanked everyone.

DISCUSSION: Police Chief interviews and candidates

Bob Pomeroy from BadgeQuest said there were 47 applications, the ad was tailored to someone who would fit the community, the list was narrowed to 11, 1 withdrew, 1 did not respond, and six were selected for interviews. He said three finalists were brought to the Board of Selectmen. He said making a recommendation is not part of his role as consultant, but three good candidates have been put forward for the Board of Selectmen to decide.

Merry suggested that the Board select a candidate tonight since Mulligan is here until the beginning of April. Petersen said all three were excellent, more than qualified with backgrounds invaluable to the Town. He said the issue is a large community versus a small community, and it will be a difficult decision. Merry said a couple of the candidates may retire from their present positions and finish their careers in a small community with less pressure. Petersen said it is typical for a Chief to go to a neighboring state and collect their pension and a salary. Petersen said Richards won't be retiring, he is very well qualified, but is worried that he is taking a pay cut and a cut to his health insurance benefit, losing five / six weeks of vacation and the sick time he has built up. He said he wonders if Richards would be here for a couple of years as a stepping stone in his career. He said his sense is that the other two candidates would retire from Rowley. Perry said all three candidates are strong.

Petersen said Bukunt would have to move, which is a big nut to crack with his family, and would take a hit with the real estate costs here versus those in Derry, New Hampshire. Petersen said Dumas was impressive with his FBI Academy experience and he was impressed with excerpts of his Chief's review. He said Dumas is a local guy, he knows people and is familiar with local Chiefs, and he is leaning towards him. He thanked Pomeroy for the three fantastic candidates.

Perry said he agrees with Petersen, they were three wonderful candidates. He said the only negative was that Bukunt hadn't gone by the station to see the facility. He said he would vote for either Dumas or Richards. Merry said all three candidates are good. Pierce said he favored Richards. He said it says a lot that he would come with a cut in pay, and you never know how long someone will stay, but his sense is that he wants the job and would stay for a while, he is familiar with the area, and it would be good to hire an in-state person versus and out-of-state person. Merry said many of the candidates watched the Selectmen's meetings, but Dumas came to Rowley on the weekends, and that it an amazing thing to do.

Perry said he ranked the three over the weekend and was taken with Richards' responses, he put a lot of thought into them and answered them well. He said Richards stood out to him. Snow said there are three very good candidates, and he grew up at a policeman's table. He said Richards and Dumas are the best fit for Rowley, but he is leaning towards Dumas because of his FBI Academy experience, which is the crème de la crème. Petersen said he agrees with Snow, and Dumas maintains those relationships which is a critical part of a police career. Perry said that is a huge resource to be able to use. Petersen said even though Dumas works in New Hampshire, he has good relationships with surrounding area police departments. Dave Petersen made a motion to offer the Police Chief position to Mr. Dumas, conditional upon a physical and psychological exam, Joseph Perry second, all in favor – roll call vote – Bob Merry – aye; Joseph Perry – aye; Bob Snow – aye; Cliff Pierce – aye; Dave Petersen – aye.

Pierce said he was not impressed by the FBI Academy at first, but it is an objective factor that makes him stand out amongst the other two candidates. Petersen thanked Pomeroy and said he did an impressive job, and he is impressed with Mulligan.

OLD BUSINESS

2. Discuss the following:

- FY 17 Triton Budget Update and recap of the March 2, 2016 Triton School Committee meeting and March 1, 2016 Triton District Communications Committee meeting; and
- Pine Grove School Project

Chairman Merry read the following:

Joe Perry will give an update on last week's School Committee meeting and District Communications Committee meeting.

Debbie needs the Board to discuss the amount of the PGS project override. Debbie needs to write a warrant article and ballot question. The article and ballot question need to be reviewed and approved by the Bond Counsel and Town Counsel.

Perry said he watched the School Committee meeting via livestream and he was amazed that the School Committee came up with \$250,000 in savings in negotiations and they are not putting these savings towards reducing Town assessments, but are using the savings to restore budget cuts. He said this is his assessment and there has been nothing published by the School Committee about this. He said on March 23rd, there is a District Communications meeting which is very important that he will attend. He said the final budget number should be provided either the 23rd or the 30th.

He said he is working with other individuals on the Pine Grove School project. He said he spoke with the Ipswich School Building Committee, they have been amazing with offering help, and he should have the figure for the override next week or March 28th at

the latest. He said the PGS PTA has been very supportive of the project, and he has had a couple of meetings with them. He said they are trying to get the community's support for this project, and they will be making a video to show the needs of the School. He said they intend to make this presentation on April 5, 2016 at Pine Grove School.

Petersen said he spoke to the Fire Chief about publicizing the Public Safety Building, and the Fire Association will be asked for money for signs to put around Town to publicize this project. He said maybe the PTA will provide some signs, and maybe there can be one sign for both of the projects. He said the architect of the Public Safety Building project is willing to come to any / all meetings for a presentation to the public. He said this should be recorded and re-played, and Michele Marshall should be contacted to do a story about this in the Newburyport Daily News.

Pierce asked what the effect on the average tax bill will be for these projects. Petersen said the Treasurer is waiting to see what the cost is for the PGS project, and she will calculate this once this is known. Snow said now is the time to do these projects with interest rates so low. He said we don't want the Taj Mahal, just a utility building. He said we need to protect the expensive Fire Department equipment. Petersen said the current Fire Station was built in 1880. Merry said it was a grocery store with a pool hall on the second floor. Petersen said it is a simple design for the public safety building that will fit the Town. He said if this is approved, the tax increase will not hit in FY17 since the school project is five years away. He said the costs of these projects will not all hit in the next tax bills. Snow said if we delay doing these projects, the price will double. Perry said Triton opened the stadium bids on Friday, but he hasn't heard the results.

3. Discuss Public Safety Building Project

The Board continued discussion under Old Business #3. Chairman Merry read the following:

The Board of Selectmen is holding an informational session on the Town Meeting Warrant on April 25. Does the Board wish to incorporate the presentation on the public safety building during that hearing, or, would the Board like to have a special evening set aside for this project? Also, is the Board planning to have Greg Carell present at Town Meeting?

Also, Debbie needs the Board to provide her with a dollar amount requested on the Town Meeting Warrant article and ballot question. Both the article and the ballot question need to be reviewed by Bond Counsel and Town Counsel.

Petersen said Carell said he will be at any meeting. He said the meeting at the School by the PTA is key since it will get a large group together. He said the public safety project could be presented there or at the Selectmen's informational session. Snow said he would like to see a combined informational session and project overview.

Eagan said the Finance Committee has a meeting on April 5, 2016 and will not be able to attend the meeting at the School. Perry said April 5, 2016 was settled on by the PTA. Petersen said he thinks the Finance Committee supports the projects and is interested in the money amounts. Eagan said based on past experience, the Finance Committee needs information about the project in order to vote to recommend the article. Larry White said he will mention this at tomorrow's Finance Committee meeting. Petersen said the April 5th meeting is critical because the PTA's network of contacts will be used.

FY 17 Budgets

Chairman Merry said, "The Board needs to review the following budgets, which have all been level funded."

Town Moderator

Bob Snow made a motion to approve the Town Moderator FY17 budget, Cliff Pierce second, all in favor - aye (4-0). Dave Petersen - RECUSED

Town Counsel

Dave Petersen made a motion to approve the Town Counsel FY17 budget, Joseph Perry second, all in favor - aye (5-0).

Assessors

Bob Snow made a motion to approve the Assessors FY17 budget, Dave Petersen second, all in favor - aye (5-0).

Information Services

Joseph Perry made a motion to approve the Information Services FY17 budget, Bob Snow second, all in favor - aye (5-0).

Planning Board

Dave Petersen made a motion to approve the Planning Board FY17 budget, Bob Snow second, all in favor - aye (5-0).

Zoning Board of Appeals

Joseph Perry made a motion to approve the Zoning Board of Appeals FY17 budget, Bob Snow second, all in favor - aye (5-0).

Inspection Department

Joseph Perry made a motion to approve the Inspection Department FY17 budget, Cliff Pierce second, all in favor - aye (5-0).

Animal Inspector

Dave Petersen made a motion to approve the Animal Inspector FY17 budget, Cliff Pierce second, all in favor - aye (5-0).

Animal Control Officer

Bob Snow made a motion to approve the Animal Control Officer FY17 budget, Cliff Pierce second, all in favor - aye (5-0).

Shellfish Constable

Bob Snow made a motion to approve the Shellfish Constable FY17 budget, Joseph Perry second, all in favor - aye (5-0).

Handicapped Commission

Bob Snow made a motion to approve the Handicapped Commission FY17 budget, Cliff Pierce second, all in favor - aye (5-0).

Historical

Bob Snow made a motion to approve the Historical FY17 budget, Cliff Pierce second, all in favor - aye (5-0).

Debt

Dave Petersen made a motion to approve the Debt FY17 budget, Joseph Perry second, all in favor - aye (5-0).

ANNOUNCEMENTS

- The Water Department will be conducting flow tests of the fire hydrants on March 16 and March 23. During this time, customers may experience dirty water. For more information contact the Water Department at 800-553-5191 or go to the Water Department website at www.rowleywater.com
- Rowley Community Blood Drive March 15, 2-7 p.m. Rowley Veterans Association Hall
- Annual Town Election: Tuesday, May 10th
- Last day and hour to take out Nomination Papers is 5PM Friday, March 18th
- Last day and hour to return completed Nomination papers is 5 PM Tuesday, March 22nd.

Seats for which papers have NOT been taken out include:

- One 5 year seat on the Housing Authority, currently held by Katherine Dalzell who has announced she will not be seeking re-election
- One 3 year seat on the Board of Library Trustees
- Two seats on the Shellfish Commission – one 3 year term and one 1 year unexpired term
- One seat on the Board of Cemetery Commissioners
- The Rowley Water Department 2015 Annual Water Quality Report is available online at www.rowleywater.com. If you would like a copy of the report mailed to you contact Customer Service at 800-553-5191 or stop by the Water Department Office at 401 Central Street or Town Hall at 139 Main Street
- The Town has the following vacancies:
 - a. **Shellfish Commissioners** – one seat
 - b. **Fence Viewer** – three positions;
 - c. **Wood, Lumber & Bark Inspector**;
 - d. **Zoning Board of Appeals Associate** - three seats
 - e. **Historical Commission-Historic District Commission** – two seats
 - f. **Parks and Recreation Committee** – two seats; andFor more information on these positions, please contact the Selectmen’s Office at 948-2372.
- Rowley Food Pantry is in need of donations. The Food Pantry is open Tuesdays from 10:00 a.m. to 12:00 p.m. and Thursdays from 5:30 p.m. to 7:00 p.m.

EXECUTIVE SESSION

- To discuss collective bargaining strategy AFSCME Local 2905

Chairman Merry called for a motion to go into Executive Session for the following purpose: To discuss collective bargaining strategy – AFSCME Local 2905, because an open meeting may have a detrimental effect on the negotiating position of the Town; and to not return to Open Session. Bob Snow so moved, Cliff Pierce second all in favor roll call vote – Dave Petersen – aye; Cliff Pierce – aye; Joseph Perry – aye; Robert Snow – aye; Robert Merry – aye.

Executive Session opened and open session adjourned at 9:26 p.m.

Respectfully submitted,
Amy Lydon
Assistant Town Administrator

ATTACHMENTS:

1. Meeting memo regarding General Business #1: Letter from Libby Tucker regarding Zoning Bylaws and Right to Farm General Bylaw
2. Letter from Libby Tucker regarding Zoning Bylaws and Right to Farm General Bylaw
3. Notice from Massachusetts State Lottery Commissioner re: KENO to Go game

4. Meeting memo regarding General Business #3: Letter from Brooke E. Ten Eyck regarding Open Space Committee opening and Letter from Conservation Commission regarding Brooke E. Ten Eyck's interest in serving on the Open Space Committee
5. Email letter from Brooke E. Ten Eyck regarding Open Space Committee opening, including attached resume
6. Letter from Conservation Commission regarding Brooke E. Ten Eyck's interest in serving on the Open Space Committee
7. Meeting memo regarding General Business #4: Discuss Special Permit application submitted by Daniel Destafano for 804 Haverhill Street
8. Special Permit application submitted by Daniel Destafano for 804 Haverhill Street
9. Meeting memo regarding New Business #1: Letter from Division of Conservation and Recreation Assistant General Counsel Nancy Mitchell re: a proposed acquisition of 58+/- acres of land in Rowley
10. Email from Nancy Mitchell to Debbie Eagan regarding DCR Acquisition Announcement in Rowley, including enclosures
11. Letter from Division of Conservation and Recreation Assistant General Counsel Nancy Mitchell re: a proposed acquisition of 58+/- acres of land in Rowley
12. Signed Certificate of Announcement and 120 Day Waiver
13. Meeting memo regarding New Business #2: Review draft Zoning Bylaw amendment article
14. Email from Kirk Baker to Debbie Eagan regarding Article for Special Town Meeting Warrant – proposal to transfer land from OD Zoning to BLI Zoning, including attached Article
15. Meeting memo regarding New Business #3: Rowley Golf Course Seasonal Liquor License Renewal
16. Rowley Golf Course Seasonal Liquor License Renewal package
17. Signed liquor license for Rowley Golf Course Seasonal Liquor License
18. Meeting memo regarding Old Business #1: Discuss Stable License Renewal submitted by Richard Bertleson
19. Stable License Renewal package submitted by Richard Bertleson
20. Signed Stable License for Richard Bertleson
21. Meeting memo regarding Old Business #3: Discuss Public Safety Building Project
22. Police Chief Finalists Interview Packet Outline
23. Police Chief Recruitment Timeline
24. Town of Rowley Job Description Police Chief
25. Packet for Police Chief Finalist Scott Richards, including resume and interview questionnaire
26. Packet for Police Chief Finalist Jeffrey J. Bukunt, including resume and interview questionnaire
27. Packet for Police Chief Finalist Scott Dumas, including resume and interview questionnaire
28. Meeting memo regarding Old Business #2: Discuss the following:

- FY 17 Triton Budget Update and recap of the March 2, 2016 Triton School Committee meeting and March 1, 2016 Triton District Communications Committee meeting; and
 - Pine Grove School Project
29. Meeting memo regarding FY 17 Budgets: Town Moderator; Town Counsel; Assessors; Information Services; Planning Board; Zoning Board of Appeals; Inspection Department, Animal Inspector; Animal Control Officer; Shellfish Constable; Handicapped Commission; Historical; Debt
30. FY 17 Budgets: Town Moderator; Town Counsel; Assessors; Information Services; Planning Board; Zoning Board of Appeals; Inspection Department, Animal Inspector; Animal Control Officer; Shellfish Constable; Handicapped Commission; Historical; Debt
31. Executive Session Motion