

**Carver Select Board
Meeting Minutes
Town Hall- 108 Main Street
March 5, 2024 - 5:00pm**

In Attendance: Chair Mark Townsend, John Cotter, Sarah Hewins, Dan Ryan, Assistant Town Administrator Elaine Weston and Shelby Roy

Absent: Town Administrator Robert Fennessy & Vice-Chair Jim Hoffman

Chair led the Pledge of Allegiance, Cotter read the community prayer.

Citizens Participation:

Robert Belbin – 26 Gate Street

Belbin stated that there was a telephone pole on his street that was replaced a year ago and has not been finished.

The electric company did their part, but the phone company has not finished their part of the replacement.

He also found a pole on Main Street & Plymouth Street unfinished. He believes that the poles that have begun the replacing process need to be finished before starting any new ones.

Belbin mentioned the restricted deed regarding the fence between 44 & 48 Lakeview Street.

He asked when the Select Board voted on this and if the Board did not, Town Counsel has filed a false deed.

Promotion of Police Officer to Sergeant: Michael Wall and Officer David Heikkila

Chief of Police, Marc Duphily presented the officers for promotion:

Duphily stated, last year two police sergeants retired. Duphily is recommending two officers for promotion to the rank of Sergeant to fill those open positions.

Duphily stated, last year they had removed the department from Civil Service. In part, the reasoning for doing so was to improve and expedite the promotional process. An unfilled supervisor role has a negative impact on the department, on the officers and the public.

Sergeants are the first-line supervisors that ensure the effective and efficient operation of the Carver Police Department on a day-to-day basis. They play a critical role in the mentoring and development of the officers. They are in charge of the department in the absence of the Chief or Deputy Chief.

Recognizing the importance of placing quality individuals in the role of Sergeant, a promotional process was developed that would cause those involved to study topics valuable to the job and then test them on the application of that knowledge. The process conducted by an outside agency consisted of three components. The first was a written test regarding criminal law and procedure. After that the officers participated in an assessment center, where they applied their knowledge and experience in four different scenarios. This part is evaluated by three assessors who are all ranking law enforcement officers from other agencies. Finally, each candidate is given appropriate credit for their years of service, educational level and military service. There were three officers that participated in the process and did very well.

The Chief stated that it was his honor to present to the board for consideration the first two candidates in the ranking for promotion to the rank of Sergeant.

Both officers began their careers with the Carver Police Department in March of 2015 when they attended the Plymouth Police Academy.

Officer Michael Wall has been a police officer for 9 years. During that time, he has served as a patrol officer and as a School Resource Officer. He is a member of the support staff for our regional SWAT team. Michael also serves our country as a Staff Sergeant with the Massachusetts National Guard. He recently returned from a yearlong deployment with the Guard. He earned a Master's degree in Homeland Security from American Public University. Michael lives in town with his wife and three children.

Officer David Heikkila has been a police officer for 9 years. During that time he has served as a patrol officer and is assigned as the Taser instructor and firearms instructor. David is also an operator with the regional SWAT team. He is also a United States Marine who was Honorably Discharged at the rank of Corporal. David earned a Bachelor's Degree in Criminal Justice from Bridgewater State University. In 2020, he received a lifesaving award for his role in saving a woman from a burning building. David lives in town with his wife and son.

Duphily is proud to present both to the board for promotion. He is very confident that they will fulfill the role with honor, empathy and professionalism. He looks forward to welcoming them to the command staff of the department.

Duphily respectfully requests the board to consider a motion to promote Carver Police Officers Michael Wall and David Heikkila to the rank of Police Sergeant.

Motion to promote Police Officers Michael Wall and David Heikkila to the rank of Police Sergeant by Ryan, second by Hewins.

Vote 4-0

Discussion and possible vote to amend the Town Administrator Screening Committee Charge:

Chair Patrick Meagher is in attendance.

Meagher explained that the consultant received 29 applicants and there were eight recommendations. One of which dropped out and the committee now has seven recommendations. He is very pleased with this outcome.

When it comes to amending the charge, Meagher suggested that the wording be changed from “presenting four unranked finalist...” to “a minimum of four unranked finalist.”

Townsend recalls that this number was up for discussion when originally creating this charge.

Meagher feels that this wording seems restrictive.

Motion to change the wording to “a minimum of four” by Hewins, second by Ryan

Vote 4-0

Meagher also suggested that the date to present an unranked list of finalist to the Select Board be changed from March 12th to March 27th.

Ryan asked what is left in the process as of today.

Meagher explained that the committee will be meeting tomorrow to review the recommended applicants. From there, they will start the interview process and will have the appropriate amount of finalists to the Select Board by the suggested date.

The consultant will possibly be in the process of more background work after March 27th, but that will not interfere with the committee’s deadline with the Select Board.

Ryan asked if the committee will have the finalists submitted to the Board all at once or as they are chosen.

Townsend confirmed that in the past the Select Board receive the finalists at the same time and that they are unranked.

Motion to receive a minimum of four unranked finalists on or before March 27, 2024 by Ryan, second by Hewins.

Vote 4-0

Approval of Minutes: February 26, 2024

Motion to approve by Hewins, second by Ryan.

Vote 4-0

Request for One Day Special License: RTJ Concessions – Edaville Railroad, Pine St.

July – 6, 13, 20, 27; August – 3, 10, 17, 24, 31; October 12, 13; November 8, 9, 10, 15, 16, 17, 22, 23, 24, 29, 30; December 1, 5, 6, 7, 8, 12, 13, 14, 15, 19, 20, 21, 22, 23, 24, 27, 28, 29, 30, 31

Cotter recused himself from this item.

Motion to approve this One Day Special License contingent upon their taxes being paid by Ryan, second by Hewins.

Vote 3-0-1 (Cotter)

Select Board announcements:

Ryan – There is still time to vote at the Middle High School. The polls close at 7:00pm

Cotter – None

Townsend - None

Hewins – Echoed Ryans statement for voting and how important it is and reminded the community of Shane Gives Thank Food Pantry.

Next meeting: March 12, 2024

Motion to adjourn Open Session and go into Executive Session pursuant to G.L. 30A, Section 21 (a) (2) to discuss strategy and in preparation for negotiations with non-

union personnel (Town Administrator, Robert Fennessy) and/or to engage in negotiations with non-union personnel (Town Administrator, Robert Fennessy) if discussion would have a detrimental effect on the negotiation position of the Town, and to return to open session by Ryan, second by Hewins.

Roll Call: Affirmative – Ryan, Cotter, Townsend, Hewins

Vote 4-0

Exhibits: Current Town Administrator Screening Committee Charge, RTJ Concessions – Edaville Railroad application