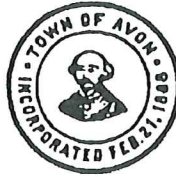


BOARD OF SELECTMEN  
Francis A. Hegarty, Chairman  
Robert F. Brady, Jr., Clerk  
Steven P. Rose, Associate

Francis T. Crimmins, Jr.  
TOWN ADMINISTRATOR

# Town of Avon Massachusetts

Town Offices  
Buckley Center 02322  
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## BOARD OF SELECTMEN MEETING TUESDAY, JULY 26, 2016 7:30 P.M.

Members present:

Francis A. Hegarty, Chairman  
Robert F. Brady, Jr., Clerk  
Steven P. Rose, Associate

Others present:

Francis T. Crimmins, Jr., Town Administrator  
Shanna M. Faro, Executive Assistant to the Town Administrator  
Police Chief David Martineau  
Scott Bettencourt, Bettencourt Law Group, P.C.  
Robert W. Kaiser, Robert W. Kaiser & Associates

Chairman Hegarty called the meeting to order at 7:30 p.m. with all members present.

### Appointment with Police Chief David Martineau

Chairman Hegarty prefaced the meeting with stating that in light of recent national events targeting police officers and the current labor issues arising out of the Avon Police Department, the Board of Selectmen met last week and discussed what can be done to guarantee the safety of our police officers. Chairman Hegarty introduced Robert W. Kaiser to Police Chief David Martineau. Chairman Hegarty informed the Chief that the Board of Selectmen have asked Mr. Kaiser to help address the safety concerns the Board has for the Police Department and provide suggestions for what can be done to help to face these challenges and take precautions in the ever changing world. Chairman Hegarty informed the Chief that Mr. Kaiser's company, Robert W. Kaiser & Associates will perform a management and operational study of the Avon Police Department and provide his recommendations on how the department can be improved. Chairman Hegarty stated that this study will be similar to the Fire Department study performed by James Tobin in 2014. Chairman Hegarty stated that he has informed Mr. Kaiser that staffing issues should take priority in his study and the fact that the area demographic is changing should be considered when addressing personnel issues. Finally, Chairman Hegarty informed Chief Martineau that the Board was looking forward to starting this process, hearing the recommendations from Mr. Kaiser and implementing change where it is needed.

Chief Martineau stated that he was looking forward to working in cooperation with both the Board of Selectmen and Mr. Kaiser in addressing the needs of the Police Department. Chief Martineau stated that he would appreciate Mr. Kaiser's insight. Chief Martineau stressed the

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importance of acquiring additional police officers for his department as the short staffing is quite concerning to him. Chairman Hegarty consented that the Board is also concerned about the safety of our officers and wants to address the staffing and labor issues of the Police Department. Mr. Rose informed Chief Martineau that it is the goal of the Board of Selectmen to pick the best candidates for the open positions to protect the Town, its residents and the officers. Mr. Rose stated that the Board and the Chief need a strategy for hiring skilled officers to place on the streets. Chief Martineau also addressed the need for additional dispatchers, which he was working on with Mr. Bettencourt. Chief Martineau stated that the dispatcher job is a hard position to fill as he only needs part-time dispatchers, who ultimately leave for full-time dispatcher positions in other towns after a short period of employment and after the Town has paid for the mandated 911 training for that person. Mr. Rose requested that Mr. Kaiser prioritize his focus on staffing issues first, weigh out all the options with Chief Martineau and report back to the Board. The Board unanimously agreed to meet on Monday, August 15, 2016 at 7:00 p.m. to discuss staffing issues with Mr. Kaiser and Chief Martineau.

Finally, Chief Martineau asked the Town Administrator to review a contract from John Guilfoil Public Relations LLC. Chief Martineau stated he would like to hire this firm to manage social media for the Police Department. Mr. Crimmins stated he would refer the contract to Town Counsel Joseph Lalli for his review.

### **Adjournment**

At 8:45 p.m., the Board unanimously agreed to adjourn the Workshop Session.

Respectfully submitted,

A handwritten signature in cursive script that reads "Shanna M. Faro".

Shanna M. Faro  
Executive Assistant to the Town Administrator