The Board of Selectmen met in Executive Session on November 27, 2012 in the Tisbury Town Hall.

Present: Tristan R. Israel, Chairman; Jeffrey C. Kristal; Jonathan V. Snyder, Clerk; and Acting Town Administrator Aase M. Jones.

Also Present: Police Chief Daniel Hanavan.

Motion: To adjourn to Executive Session for the purpose of discussing strategy with respect to litigation, contract negotiations, collective bargaining and approval of Executive Session Minutes, not to reconvene in Open Session. Seconded.

Voting: Mr. Kristal: Yes; Mr. Israel: Yes; Mr. Snyder: Yes.

Convened in Executive Session: 6:20 p.m. M/s/c.

Staffing at Tisbury Police Department - Filling of Lieutenant and Sergeant Positions: was discussed.

Chief Hanavan reported that he has met with Bob Wasserman, Police Consultant, regarding establishing a process for filling the vacant Sergeant position and moving forward with hiring to fill the lieutenant position as well.

Chief Hanavan stated that the process for hiring was discussed between himself and Mr. Wasserman, whether to have a written test or consider an essay instead. He reported that they had agreed to have a written essay instead of requiring a written test. Mr. Hanavan further noted that an Interview Board must be established, which would ask questions of the candidates that would test their judgment skills.

Mr. Hanavan further noted that he is proposing advertising both the lieutenant and sergeant positions on the MASSCOPS website, adding that the sergeant position could be for in-house candidates only, and that the positions would also be advertised in the local papers.

Chief Hanavan further suggested the interview panel be made up of Robert Wasserman, former Oak Bluffs Police Chief Joe Carter, Dan Hanavan himself and Island Chiefs from West Tisbury and/or Edgartown, and perhaps a civilian. Discussion followed on the proposed interview panel make-up.

Chief Hanavan commented further that several of his staff members, including patrolman Michael Gately and Sgt. Silvia are due to retire in a few years.

Social Media Use by Officers: was briefly brought up by Chief Hanavan who reported that he has issued a verbal warning to an officer in the department about "blogging" and the policy adopted by the Tisbury Police Department regarding social media.

Other Disciplinary Department Issue: is being addressed in cooperation with Attorney Brian Maser reported the Chief, who only mentioned that the officer in question was found to be lying...
to him during an investigative interview regarding behavior of this officer while on-duty. Chief Hanavan pointed out that lying during an investigative interview is cause for termination and leads to loss of credibility of the person's testimony in other matters.

A brief discussion followed on a hypothetical case where discipline of an employee could lead to termination and/or a disability retirement claim by that individual.

Police Union Negotiation Report: Aase Jones reported that the Selectmen's negotiating team (Tim McLean, Jonathan Snyder and Acting Town Administrator Aase Jones) met in a one hour meeting with Police Union Representatives for the first time on November 26th to establish ground rules, a timeline for proposals and initiate a dialogue. The Union representatives are Officers Chris Habekost, Joe Ballotte, Det. Mark Santon, and Clare Schroeder, Business Manager of MASSCOPS. Aase Jones reported that the meeting was cordial and added that she is optimistic and expects that at the next meeting proposals will be presented to consummate an agreement for the back years (FY2011 - FY2012) - hopefully, without much debate.

November 20, 2012 Cruiser Accident: with Officer Kelly Kershaw driving, was discussed briefly. It was noted that the vehicle has $80,000 miles on the odometer and is not worth repairing, according to the insurance adjuster.

In conclusion, the Selectmen confirmed agreement to attend a workshop meeting of the Needs Study at the Tisbury School for a presentation by architects of Flansburgh Associates on December 4th at 3:00 p.m. and then to reconvene in the Town Hall at 5:00 p.m., or upon conclusion of the meeting at the Tisbury School, to address routine business and formally adopt and sign the Social Media Policy that was approved by the Selectmen on November 27, 2012.

Executive Session Minutes: were approved as follows:

August 7, 2012; August 21, 2012; September 4, 2012 and September 18, 2012, none of which are to be released to the public at this time. M/s/c.

There being no further business in Executive Session,

Motion for Adjournment: 7:15 p.m. M/s/c.

Respectfully submitted,

Tristan R. Israel, Chairman
Aase M. Jones, Acting Town Adm.

Jeffrey C. Kristal
Jonathan V. Snyder, Clerk