

**Police Advisory Committee**  
**April 10, 2017**  
**Cook Memorial Library – Tamworth**  
**7:00 p.m.**

Members Present: Chris Canfield, Becky Mason, Melanie Streeter, Lisa Remick, Becky Mason, Peter VanderLaan, Mark Anthony, Ruth Timchak.

Others Present: Ginny Welch, Bill McKay, Diana Louis, Chele Miller, Nancy Sheriden, Rebecca Boyden and Margaret Rieser.

Minutes Recording: Becky Mason

1. Call to Order at 7:05 p.m.
2. No Meeting scheduled for April 17, 2017 because of the public listening sessions.
3. It was requested to add names to the emails that go out to keep both the volunteer individuals informed as well as the steering committee members. Chris will do this.
4. Nancy Sheridan asked for clarification on how the public comments will be included into the Selectmen report, as they will be recorded at the public listening sessions.
5. Discussion took place regarding placing the guidelines on the Tamworth Exchange. Becky Mason will do this. Also Ann McGarity to be contacted to place in the paper. Nancy will do this.  
Chris will contact Daymond Steer for the Conway Daily Sun.  
Becky will contact Mellisa Seamens for the Carroll County Independent.  
Additionally, two eight foot signs will be placed around town advertizing the Listening Sessions.
6. Mark Anthony and Bill McKay will be meeting with KA Brett School staff to receive their input as to the role of the Police Department with the school.
7. L. Remick and P. Vanderlaan updated the committee regarding their latest visit with area police departments. They covered a number of topics that include:
  - Operations and set-up
  - Salaries and benefits
  - School Environment
  - Community Involvement
  - Hiring/Job Descriptions

From the conversation a number of Pro's and Con's were determined based on Tamworth at present time:

**Pro's**

Experience as Chief - 5-10 years  
Experience in Leadership - 3-5 Years  
At least 3 Minimum Staff  
NH Chief - Laws different in other states  
Degree Requirement  
Part-Time clerical staff  
Chief in control of Department  
Chief meets with Dept. Head/Administrator

**Con's**

Not as great of benefits offered  
No Stipends  
Educational Cost Reimbursement  
Longevity Bonus / Tax Break  
People don't want to work for Town  
Chief not in control of Department  
Threatened lawsuits  
No true data in regards to activity

8. Discussion took place on whether the Chief and officers should live in town. Some towns require, some do not. If required then it must be worth it to the employees.
9. Discussion took place in regards to how to determine the number of Police needed. Is it based on guidelines, calls, or demographics.

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10. Discussion took place regarding the pay scale for the Chief and officers. Reference to the Wage analysis done for the town in 2014 should at that time Tamworth was in the middle of pay with some towns higher and some towns lower. Benefits need more information as to what is offered by Tamworth versus other Towns.
11. Hiring practices were discussed for chief:
  - Felt that a committee should interview the chief - not Selectmen, then this interviewing board should make recommendation to Board of Selectmen. Committee felt that the Committee should be made up of:
    - Other Police Departments
    - Members of the Public
    - School Officials
  - Should include:
    - Fitness Exam
    - Written Test
    - Background Check - Polygraph if something found/trips
    - Medical Check
    - Face to Face with Administrator/Dept. Heads
  - Should advertize outside of the local area, Police sites and Municipal sites.
12. Application process was discussed for chief:
  - Should a degree be require
  - How do the applications get reviewed/ accepted/ rejected - Committee vs. Selectmen/ Administrator
  - Where should they be sent/ documentation of all applications received
13. M. Streeter gave information regarding Municipal Resources Inc. and what they have to offer a Town in regards to Police Departments.
14. Discussion took place as to whether the Board of Selectmen are going to take this report into consideration or is it being done just because of the motion at Town Meeting. Additionally, discussion took place as to asking the Selectmen to extend Sergeant Cooper's probationary period, which is up at the end of the month, until after the report has been presented to the Selectmen. C. Canfield will bring these items to the next Selectmen's meeting.

Motion made by P. Vanderlaan, seconded by M. Anthony to adjourn the meeting. Voted 7-0.

Meeting adjourned at 8:40 pm

Next Meeting: Monday, April 24, 2017 at 7:00 pm - Cook Library