

APPROVED  
MINUTES OF THE MILFORD BOARD OF SELECTMEN FIFTH MONDAY FORUM  
April 30, 2012

**PRESENT:** Gary Daniels, Chairman  
Tim Finan, Vice Chairman  
Mike Putnam, Member  
Katherine Bauer, Member  
Mark Fougere, Member  
Guy Scaife, Town Administrator  
Darlene J. Bouffard, Recording Secretary

**1. CALL TO ORDER, BOARD OF SELECTMEN INTRODUCTIONS & PUBLIC SPEAKING**

**INSTRUCTIONS:** Chairman Daniels called the meeting to order at 7:00 p.m. Chairman Daniels introduced Board members and led the audience in the Pledge of Allegiance. Chairman Daniels noted that those people in the audience who want to speak or add to the discussion should please use a microphone in order to be heard on the PEG Access live broadcast. Chairman Daniels explained why the Fifth Monday forum is held and that there is no agenda for the forum, it is an open meeting for the public to come in to bring up any issues of concern to the Board. Tonight, there was an invitation to the public to voice any concerns about the town filling the police chief position and the process of same.

**2. PUBLIC COMMENTS.** Chairman Daniels indicated the Milford Chief of Police will be retiring and the town is looking for a new police chief. This is an opportunity to invite the public to let the Board know what traits they would like to see in a candidate that is chosen for our next chief. Chairman Daniels opened up the floor for comments.

Dave Quigley thanked the Board for this opportunity; he wrote a letter to the Board of Selectman about the police chief position and is interested in the town looking nationally and looking at the best possible candidate, not just the next person from the region. Mr. Quigley said he really cares about this town and believes there is not a more important position than the police chief. This person sets the tone. The town needs to find the best person it can. Mr. Quigley does not want the efforts to all be put into one person or perhaps the town could have a committee for this decision. He knows people that would be interested in serving on that committee if it were done that way. There are people that have time and availability to assist. If the Board is all set, okay, but he wanted to follow up on the letter he wrote.

Chairman Daniels indicated the Board is doing a nationwide search for this position. Guy Scaife added that this has brought exposure to the town, from both in state and out of state candidates – we currently have 22 candidates. Mr. Quigley asked about the process being followed. Guy Scaife explained the target date to receive resumes is today; 22 were received, there is local interest and interest within the state and from multiple different states. Guy Scaife noted that none of the positions that have been filled since he came on board were done by just one person. Human Resources and the Town Administrator will do most of the initial review to identify the top candidates. The Board of Selectman will be involved once it is down to a manageable number of candidates. Mr. Quigley asked if it would be advantageous to have someone local involved. Guy Scaife said that is the process and it can be explained, but he will not discuss specific individuals. Mr. Quigley asked if the number of people has been set that will come in front of the Board. Chairman Daniels indicated maybe a half dozen or less, but the Board of Selectman will have the right to look at any of the resumes, if it chooses. The Board has to be sensitive to the people that might already be working and the resumes cannot be public.

Mr. Quigley asked if the Board of Selectman makes the decision? Chairman Daniels said the Board of Selectman is involved in the decision. Guy Scaife will come forward with recommendations. The Board of Selectman will approve the decision and has the final say. Vice Chairman Finan added that the Board of Selectman will make the decision. No police chief will get hired without Board of Selectman approval. Mr. Quigley is always amazed at the work the Board of Selectman does, but his concern is about the Board making the decision. If Guy Scaife backs someone that the Board of Selectman does not agree with, he will not get hired? Vice Chairman Finan agreed with that statement. This is why the Board of Selectman wants input, said Chairman Daniels, because the Board of Selectman will ultimately make the decision and wants to get input from the public that is interested. Mr. Quigley wants to ensure that the person should not be just be a security-minded, great police officer, but is also a great role

**APPROVED MINUTES OF BOARD OF SELECTMEN 5<sup>TH</sup> MONDAY FORUM –  
04/30/12**

1 model for children and for adults and the town can hold that person on a high pedestal. The person should stand out  
2 above others with honesty, integrity and competence.  
3

4 Selectman Bauer indicated all Board members have the final say, we will be looking at the top resumes, but  
5 can look at any of them if need be and we want to get the best police chief possible. Vice Chairman Finan stated the  
6 police chief will report to the Town Administrator on a daily basis, that is part of the Board's responsibility (to fol-  
7 low up), it will be a group decision. Selectman Fougere stated Milford has had two chiefs since the early 80's, this  
8 is the most important decision in our community.  
9

10 Stuart Urie, 271 Nashua Street, wants someone who is a quality person in this position. Someone who has  
11 a BA degree, and whose major was not criminal justice, someone involved in internal investigations and wants to  
12 run a clean ship. This person should be capable of being a law enforcement officer especially when it comes to his  
13 own officers. This person should be capable of being a force that is neutral at the scene. Selectman Bauer read  
14 aloud the paragraph in the job description regarding education and/or experience, which is on the website.  
15

16 Mr. Quigley asked if the town has a community advisory board at all in any of the departments or for the  
17 police department? Guy Scaife answered no. Selectman Putnam indicated the Board of Selectman is it. Mr.  
18 Quigley asked if that is something the town might consider? Guy Scaife responded that would be like a Police  
19 Commission and that is a different form of government than Milford. The Board of Selectman serves that role and  
20 the Town Administrator is the next line of direct reporting, but the Board of Selectman is also there. Mr. Urie asked  
21 when is the deadline for choosing the candidate? Chairman Daniels responded there is no deadline on choosing the  
22 candidate. If we find that the candidates are not qualified to take the position, then the search will continue. Mr.  
23 Urie asked why there is no deadline on choosing a candidate, there was a deadline on when resumes had to be re-  
24 ceived. Chairman Daniels explained there is a deadline on receiving the resumes but there is no deadline on the  
25 selection. Guy Scaife agreed, stating there was ample time given on submitting the resumes, it was in numerous  
26 publications. If the town is not satisfied with the candidates, we will re-open the bidding. That is standard operating  
27 procedures. Mr. Urie asked if that is really standard operating procedures? Guy Scaife believes it is, we will not  
28 hire someone that is not a good fit.  
29

30 Mr. Urie stated it just does not seem right that there is a deadline for the resumes but not for the hiring.  
31 What would you do if the July date comes up and you did not have a candidate hired? If there is a candidate and  
32 you have not decided, if a current officer is placed in the position temporarily, would he automatically get the posi-  
33 tion? Chairman Daniels said no, that would not be automatic because that is not the process. Selectman Bauer stat-  
34 ed if we go with an internal officer to fill in temporarily, it will be very clear that the chief position will still be open.  
35 Selectman Bauer would like to get something in place before the chief leaves, but it depends on the quality of the  
36 candidates.  
37

38 Mr. Urie asked about the resumes that the Town Administrator and HR person will provide the Board,  
39 those are only the ones provided to the Board. Chairman Daniels stated the Board of Selectman can look at all of  
40 the resumes if needed, not just the ones that come from the Town Administrator. Mr. Urie said he has everything at  
41 stake with this, it is a very important decision to him and he will decide whether or not to stay in Milford based on  
42 this choice.  
43

44 Anne Shaw, Great Brook, called a few weeks ago regarding pesticide use. She does not know the policy of  
45 the town, but tried to talk to the management company about its use at the condos. Great Brook condos will have  
46 spraying done with Round Up and Ms. Shaw asked what can be done to prevent its use? The Condo Association is  
47 applying it and she and a number of people have tried to get them to stop using it. The concerned citizens have no  
48 say in what is used, and are concerned with the use of the pesticide. Their concerns do not get anywhere and the  
49 group suggested Ms. Shaw come to the town first, so she called and left a message and did not receive a call back to  
50 see what could be done. Selectman Putnam asked who is applying the Round Up? Ms. Shaw answered TrueGreen.  
51 Selectman Putnam said they have a responsibility to follow the directions of the product. Ms. Shaw said she has  
52 read some things that have not been addressed, some countries have banned the use of RoundUp; the use has been  
53 eliminated in the private sector, but as a condo community, we do not have any rights to do anything. Selectman  
54 Finan stated that businesses that apply pesticides have to get a license and follow the regulations, because this is a  
55 private condominium, the town does not have any say in what the condo association decides. When using products  
56 in the environment, Ms. Shaw stated it does not stay, it affects other things such as the water, wildlife, etc. Her con-  
57 cern is that it is a private entity but it affects more than that private entity. Selectman Bauer agreed that the pesticide  
58 company has to be licensed and must follow the regulations.

APPROVED MINUTES OF BOARD OF SELECTMEN 5<sup>TH</sup> MONDAY FORUM –  
04/30/12

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2 Guy Scaife asked what Ms. Shaw hoped to accomplish by coming to the Board of Selectman. Ms. Shaw  
3 was not sure of what the Board could do. Selectman Bauer indicated the environmental issues are State issues, the  
4 town does not have the authority. Guy Scaife shares Ms. Shaw's concern, however, it is not something this Board  
5 can override what the State Department of Environmental Services (DES) has set. We are bound by those re-  
6 strictions and cannot exceed authority especially on private property. The Condo Association has the authority, if it  
7 is a group decision, they could approach the management that is providing the service to hire the company but it is  
8 not something this Board can approach. Ms. Shaw asked if the town uses RoundUp in its parks? Guy Scaife said it  
9 does, we kill weeds on the sidewalks as little as possible, but there are not many alternatives. The town also uses  
10 outside parties to apply the chemical and they are licensed by the State. Chairman Daniels suggested that Ms. Shaw  
11 might want to contact the DES and talk to someone there because they regulate its use. Guy Scaife said he contact-  
12 ed the State about two years ago about this issue.  
13

14 Chairman Daniels thanked the public for attending this meeting and indicated if other issues come up, to  
15 get a Board member informed, to keep the communication going. The Board of Selectman wants a police chief that  
16 is friendly, a role model, knows the law and will enforce the law. Chairman Daniels thanked the public that came in  
17 to have these discussions.  
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19 **3. NON-PUBLIC SESSION:** Selectman Putnam moved to enter into non-public session at 7:40 p.m. for personnel  
20 in accordance with RSA 91-A:3, II(a). Selectman Finan seconded. All were in favor. No votes were taken and no  
21 decisions were made.  
22

23 **3. ADJOURNMENT:** There being no further business to come before this Meeting, Selectman Putnam moved to  
24 adjourn at \_\_\_\_ p.m. Selectman Fougere seconded. All were in favor. Motion passed 5/0.  
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29 Gary L. Daniels, Chairman  
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Tim Finan, Vice Chairman

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33 Katherine Bauer, Member  
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Mike Putnam, Member  
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38 Mark Fougere, Member  
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