

CITY OF NEWTON

IN BOARD OF ALDERMEN

PUBLIC SAFETY & TRANSPORTATION COMMITTEE REPORT

WEDNESDAY, SEPTEMBER 2, 2015

Present: Ald. Ciccone (Chair), Yates, Johnson, Cote and Harney

Absent: Ald. Schwartz, Fuller and Lipof

City Staff: Dori Zaleznik, Chief Operating Officer

#155-15 HIS HONOR THE MAYOR seeking approval to establish a Search Committee for the Chief of Police in accordance with Chapter 279, Section 5 of the Acts of 1992. [06/08/15 @ 5:41 PM]

HELD 6-0, Ald. Johnson not voting on 06/17/15

HELD 6-0 on 07/13/15

ACTION: APPROVED 5-0

NOTE: Ms. Zaleznik joined the Committee for discussion on this item.

Chair Ciccone said that this item was previously held on July 13, 2015 requesting biographies on the potential individuals of the Search Committee, attached to this report.

Ms. Zaleznik stated that Chapter 279, Section 5 of the Acts of 1992, states in part for all subsequent appointments, a selection committee of nine persons shall be established to assist in the selection process. One additional member was added due to the two separate City Police Unions, the Newton Police Association and the Newton Superiors Association.

The candidates of the Search Committee have been chosen carefully, is well balanced including men and women. Ms. Zaleznik stated that five members including Ms. Gherin, Honorable Bletzer, Chief Hicks, Ald. Ciccone and Ms. Kazarian served on the Chief of Police Search Committee in 2013. Some past members expressed that if appointed, they are happy to be able to serve again in this capacity. With the professional qualifications and community ties and interest combined of all of these appointees, the Executive Department is very pleased to have these people approved to serve on the Police Chief Selection Committee.

Ms. Zaleznik stated a goal is to make sure there is a Police Chief hired prior to Chief Mintz leaving on November 30, 2015 because of the mayor's desire of completing the process before the Chief retires, if possible. It would be preferable to hire a Chief late October, early November for transition purposes. Ms. Zaleznik said that she would update the Board, through this Committee on the progress of the selection process.

Chair Ciccone stated that he is pleased with the recommended names of the Search Committee members and is satisfied with both the choices of Mayor Warren and President Lennon. Committee members agreed.

Without further discussion, Ald. Johnson made the motion to approve the members of the Search Committee. Committee members agreed 5-0.

#155-15(2) ALD. FULLER & JOHNSON, recommending that the Mayor and the Search Committee for the Chief of Police consider both internal and external candidates.
[07/14/15 @ 11:34 AM]

ACTION: NO ACTION NECESSARY 5-0

NOTE: Ms. Zaleznik joined the Committee for discussion on this item.

During Committee on July 13, 2015, some members stated that they encourage the Search Committee consider both internal and external candidates. A Committee member disagreed and felt that the Search Committee should only look at internal candidates first, and then consider external candidates if an internal candidate is not appropriate. A Committee member said that in 2013, the Search Committee only considered internal candidates. A suggestion was made to 'post' the job outside the City. Therefore, Ald. Fuller made a motion to docket this request urging the Executive Department and Search Committee to consider both internal and external candidates.

Chair Ciccone read into the record comments provided by Ald. Fuller, attached to this report. He said that the City of Newton uses Civil Service law when hiring potential candidates except for position of the Chief of Police. He then said that every law-abiding citizen is privileged to take the Civil Service exam including women and minorities. Each patrol person is privileged to take the Civil Service exam every two years after completing three years of patrol in order to move up in rank. The City follows Civil Service law.

Ms. Zaleznik stated that Mayor Warren's intention is to first consider internal candidates and if an internal candidate is not appropriate to consider external candidates. The City solicited requests for proposals (RFP), three companies replied and the City's Evaluation Committee chose one outside interested company to assist the Search Committee to conduct assessments to determine and bring forward to Mayor Warren the best candidate and their choice of appointment. Ms. Zaleznik stated that she would update the Board, through this Committee on the progress of the selection process.

A Committee member said that they now understand the process and is comfortable with the Search Committee members working with an outside firm to assist them with the best candidate choice and is pleased with the process Mayor Warren is choosing. They agree that it is important to consider internal candidates first, and then consider external candidates if an internal candidate is not appropriate. A Committee member said that it would be difficult to assess external candidates because their Police experience and training perhaps would be different from Newton.

Committee members expressed their questions and requests.

Questions:

Is the list of applicants confidential?

Will the City accept outside Chief of Police applications?

Will applicants be provided with information on criteria and the process prior to the interview process?

Chair Ciccone answered that during the interview and preliminary selection process the list of candidates is confidential. Ms. Zaleznik answered that the City will only 'post' the Chief of Police position outside the City if an internal candidate is not chosen. She then said that criteria, leadership qualities, capabilities, etc. and the process would be provided to each applicant prior to the interview process.

Requests:

Committee members encourage Ms. Zaleznik to provide an update to the Board, through this Committee on the progress of the selection process and that she provide information on the company chosen and process to assist the Search Committee.

Without further discussion, Ald. Johnson made the motion for no action necessary. Committee members agreed 5-0.

At approximately 8:00 pm, Ald. Yates made the motion to adjourn. Committee members agreed 5-0.

Respectfully submitted,

Allan Ciccone, Jr. Chairman

A selection committee of nine persons shall be established to assist in the selection process. The committee will be made up as follows:

- 1: Board of Alderman:** Alderman Allan Ciccone, Jr
Special Qualification: Chair, Public Safety and Transportation Committee. Served on previous Chief of Police Search Committee in 2013.
- 2: One Newton resident appointed by Board:** Joanne Kazarian
Special Qualifications: Joanne Kazarian is a lifelong resident of Newton. She is an Officer and Board member at Temple Emanuel serving as Vice President of Community Relations. Served on previous Chief of Police Search Committee in 2013.
- 3: Newton Superiors Police Association:** Sgt. John O'Connell
Special Qualifications: Newton Police office for 15 years, promoted to sergeant 5 years ago.
- 4: Newton Police Association:** Officer John Panica
Special Qualifications: President of Newton Police Association and Newton Police Officer for 17 years.
- 5: Business Executive:** Seana Gaherin
Special Qualifications: Owner of Dungarins' Restaurant in Newtonville. Served on previous Chief of Police Search Committee in 2013
- 6: Attorney:** Lei Reilly, Esq.
Special Qualifications: General Practice Law, Business law, Estate Planning and Civil Litigation Law since 2007.
- 7: Judiciary:** Honorable Conrad J. Bletzer
Special Qualifications: Presided as justice over the Newton Division of MA Trial Court (1990-1999). Admitted to practice in the state and federal courts in MA. Experience adjudicator and mediator. Served on previous Chief of Police Search Committee in 2013.
- 8: MA Police Chief's Association:** Natick Chief of Police James Hicks
Special Qualifications: Secretary of Public Safety's Working Group on Racial Profiling, Appointed by Governor Mitt Romney to the Massachusetts Municipal Police Training Committee (Currently Serving as Chairman), Member Massachusetts Chiefs of Police Training and Education Committee, and multiple other committees. Chief of Police for the Town of Natick, Massachusetts since March 28, 2011. Served on previous Chief of Police Search Committee in 2013.

#155-15

provided by Mary O'Neil on 07/3015

9: Two Newton Citizen appointed by Mayor: Rosalind Johnson and Lisa Jones

Rosalind Johnson - Special Qualifications: Prominent member of the Myrtle Baptist Church for over 40 years. On multiple boards including Elders of Color, Youth Enrichment Services and Daughters of Myrtle Baptist Church. President of Newton METCO Scholarship Committee.

Lisa Jones - Special Qualifications: Graduate of Yale University and Harvard Kennedy School. Deputy Director of Human Resources at Massport Authority. Lisa was a Television Producer for the TV show FRONTLINE on PBS. Serves on the Board of Overseers at Boston Children's Museum. Lisa is the daughter of Newton Activists Hubie and Catherine Jones.

Danielle Delaney

From: Ruthanne Fuller <ruthannefuller@gmail.com>
Sent: Wednesday, September 02, 2015 4:56 PM
To: Danielle Delaney; Allan Ciccone Jr.; John W. Harney; James R. Cote; Marcia Johnson; Richard Lipof; Brian E. Yates; Gregory R. Schwartz
Cc: Ruthanne Fuller
Subject: Tonights PS&T meeting and Docket #155-15(2)

Members of the Public Safety and Transportation Committee,

I'm sorry I can't be at the meeting tonight. I do understand the time sensitivity of the meeting.

On Docket #155-15(2), please read into the record a few of my comments:

- The City is fortunate to have a number of excellent internal candidates.
- Our internal candidates have the advantage of a deep understanding of the Newton community and our policing needs. Similarly, we have a deep understanding of the candidate.
- Choosing an internal candidate allows employees to advance within our police department, an important consideration. The message that our Police Department plans for succession and develops talent is an important one.
- Adding external candidates does not mean that an external candidate will get the job. In fact, if we choose an internal candidate in an open process, there is more confidence in the choice as the community knows we picked the best of *all* possible candidates.
- Adding external candidates allows the Search Committee to see how our internal candidates compare to others.
- Adding external candidates lets the Search Committee hear about the cultures of other police departments and others ways of running a department and providing services, useful when choosing a new Police Chief.
- Adding external candidates, most importantly, allows the City of Newton to consider women and minority applicants as the police force of the City of Newton has limited numbers of women and minorities on the force.

I urge you to vote for the docket item.

Ruthanne

Ruthanne Fuller
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