

EMERGENCY SELECTMEN'S MEETING
FRIDAY, SEPTEMBER 13, 1991
SECOND FLOOR MEETING HALL
TOWN HALL, MAIN ST., AYER, MA.

RE: RESIGNATION OF POLICE CHIEF PHILIP L. CONNORS
AYER POLICE DEPARTMENT

7:35P.M. OPEN SESSION

THE BOARD MET WITH CHAIRMAN MCKINNEY, SELECTMAN SLARSKY AND
SELECTMAN JONES.

CHAIRMAN MCKINNEY OPENED THE MEETING BY ACCEPTING CHIEF CONNORS
RESIGNATION DATED SEPTEMBER 9, 1991. CHAIRMAN MCKINNEY READ
CHIEF PHILIP L. CONNORS OFFICIAL RESIGNATION LETTER INTO THE
RECORD.

TO: AYER BOARD OF SELECTMEN
FROM: POLICE CHIEF, PHILIP L. CONNORS
DATE: SEPTEMBER 9, 1991

"I AM SUBMITTING THIS AS MY RESIGNATION MY LAST DAY OF
DUTY AS AYER POLICE CHIEF, WILL BE SEPTEMBER 27, 1991".

CHAIRMAN MCKINNEY STATED THAT HE HAD MET WITH CHIEF CONNORS
EARLIER AND UNDERSTOOD WHY HE WANTED TO RESIGN AND EXPRESSED HIS
CONGRATULATIONS UPON CHIEF CONNORS TEN PLUS (10+) YEARS AS POLICE
CHIEF IN AYER. DUTY ABOVE AND BEYOND- AND OPENED THE FLOOR TO
THE BOARD.

CHIEF CONNORS THANKED CHAIRMAN MCKINNEY. CHIEF CONNORS STATED AT
THE TIME OF HIS EARLIER MEETING WITH CHAIRMAN MCKINNEY HE HAD
PLANS, THOSE PLANS HAVE NOW BEEN CONFIRMED. CHIEF CONNORS STATED
THAT HE WILL BE GOING INTO ARMY RECRUITING. CHAIRMAN MCKINNEY
ASKED IF THE DATE OF 9/27/91 WILL DEFINITELY BE HIS LAST DAY OF
DUTY. THAT THERE IS NO CHANGE. CHIEF CONNORS STATED YES THE
27TH OF SEPTEMBER WILL BE HIS LAST DAY OF DUTY. CHIEF CONNORS
STATED THAT HE HAS TO REPORT TO FORT BENJAMIN HARRIS IN INDIANA
IN EARLY OCTOBER FOR RECRUITER AND ATTEND THE ARMY RECRUITER
ACADEMY.

CHAIRMAN MCKINNEY STATED CHIEF CONNORS HAD ALSO SUBMITTED A
RECOMMENDATION, WHICH THE BOARD WILL TAKE UP LATER, AND TURNED
THE FLOOR OVER TO HIS COUNTERPARTS.

SELECTMAN JONES REMARKED ON THE CHIEF'S GOOD SERVICE THAT THE CHIEF PROVIDED TO THE TOWN AND SORRY TO RECEIVE HIS RESIGNATION, AND WISHED THE CHIEF THE BEST OF LUCK UPON HIS FUTURE ENDEAVORS. SELECTMAN JONES STATED HE UNDERSTOOD THE CHIEF'S RECRUITING DUTIES MAY BE IN THIS AREA AND POSSIBLY WOULD BE SEEING THE CHIEF AROUND IN A DIFFERENT VIEW AND ON A DIFFERENT MISSION.

THE CHIEF JOKINGLY STATED HE WOULD BE ABLE TO GO TO TOWN MEETING AND COMPLAIN NOW. SELECTMAN JONES AGAIN, WISHED THE CHIEF ALL THE BEST OF LUCK.

SELECTMAN SLARSKY STATED THAT THE CHIEF HAS BEEN HERE NINE AND HALF (9 1/2) YEARS NOW AND HE HAS BEEN SELECTMAN NINE (9) YEARS NOW AND THEY KIND OF MATCH UP IN TERMS OF THE CHIEF'S TENURE AND HIS. SELECTMAN SLARSKY STATED THEY HAVE HAD SOME GOOD YEARS AND SOME BAD YEARS HAD A LOT OF AGREEMENTS AND DISAGREEMENTS AND THE ONE THING IS THAT HE HOPED THEY HAVE BOTH EARNED THE RESPECT OF EACH OTHER. I KNOW I HAVE. SELECTMAN SLARSKY CONTINUED ON THAT WHEN HE HAD HEARD OF THE CHIEF'S RESIGNATION ON WEDNESDAY HE COULD HAVE BEEN BLOWN OVER, HE WAS IN LOUISTON, MAINE, HE HAD NO IDEA OF HIM RESIGNING. SELECTMAN SLARSKY STATED HE HAD CALLED THE CHIEF IMMEDIATELY AFTER HEARING THE NEWS. PEOPLE HAVE CHANGES IN LIFE STYLES AND CAREER PATHS, NEEDLESS TO SAY YOU HAVE PUT MANY HOURS IN AS POLICE CHIEF IN AYER, MANY MORE THAN MOST PEOPLE PUT INTO THEIR PROFESSION. THAT IS TO BE COMMENDED. I WISH YOU NOTHING BUT THE VERY BEST OF LUCK. I SAY WITH ALL SINCERITY THAT THE LINES OF COMMUNICATION REMAIN OPEN. I SINCERELY WISH YOU THE BEST OF LUCK.

THE CHIEF THANKED THE BOARD FOR THEIR REMARKS.

TOWN COUNSEL ROBERT GARDNER REQUESTED TO SAY A FEW WORDS.

MR. GARDNER STATED THAT WHEN THE CHIEF FIRST CAME TO AYER, HE CAME IN AT A EXTREMELY STRESSFUL AND TRYING TIME. MR. GARDNER STATED THAT HE WOULD LIKE TO EXPRESS HIS HEARTFELT THANKS FOR WORKING TOGETHER THE PAST NINE AND HALF (9 1/2) YEARS, THROUGH A LOT OF DIFFICULTY AND ADVERSE TIMES. MR. GARDNER CONGRATULATED THE CHIEF FOR DEDICATED SERVICE TO THE TOWN THE CHIEF ALWAYS PUT THE TOWNS BEST INTEREST AHEAD ABOVE AND BEYOND ANYONE ELSE AND I APPRECIATE THAT AND THE CHIEF'S NINE AND HALF YEARS OF SERVICE. TOWN COUNSEL STATED HE ENJOYED VERY MUCH WORKING WITH HIM, FOR HIM, THANKS VERY MUCH AND WISHED HIM THE BEST OF LUCK.

THE CHIEF STATE SOME DAY HE WOULD LIKE TO ADD UP ALL THE LAWS SUITS AGAINST THE TOWN AND SEE WHAT THEY EQUAL-MILLIONS , SO FAR WE PREVAILED.

THE CHIEF STATED THAT THE TOWN HAS HAD SOME OF THE MOST UNIQUE LAW SUITS, HAVE GONE TO SOME OF HIGHEST COURTS, ESPECIALLY THE POLYGRAPH ISSUE, WENT TO THE MASS. JUDICIAL COURT AND DID NOT GO TO THE U.S. SUPREME COURT, ONLY BECAUSE THE LAWYERS DID NOT HAVE A LEGAL BASIS TO DO IT. BOB HAS DONE AN EXCELLENT JOB WITH

REGARD TO THE SUITS.

CHAIRMAN MCKINNEY STATED THAT WHENEVER THERE IS A CHANGE OF COMMAND ANY ORGANIZATION LOOKS FOR A SMOOTH TRANSITION. THIS REST ON THE HEAD OF THE SELECTMEN, I HAVE BEFORE ME SOME RECOMMENDATIONS YOU HAVE MADE WHICH WE WILL DEFINITELY CONSIDER. BUT IMPORTANTLY TO MAINTAIN THE SAFETY OF THE TOWN, THE BOARD WILL MOVE FORTHWITH TO MOVE ON YOUR RECOMMENDATION AND ALSO THE BOARD'S RECOMMENDATION WITH REGARD TO APPOINTING AN ACTING CHIEF. TIME IS THE WORST ENEMY, WHAT PROCEDURE WE USE THE BOARD WILL BE LOOKING FOR THE CHIEF'S ASSISTANCE, IF THE APPOINTMENT COMES FROM WITHIN THE DEPARTMENT THE CHIEF'S APPRAISAL OF INDIVIDUALS' STRENGTH AND WEAKNESSES WOULD BE NEEDED. CHAIRMAN MCKINNEY OPENED THE FLOOR TO THE BOARD.

SELECTMAN SLARSKY REQUESTED THE BOARD MOVE TO ACCEPT THE CHIEF'S LETTER OF RESIGNATION BEFORE ENTERING DISCUSSION ON THE ACTING CHIEF'S POSITION. SELECTMAN SLARSKY MOVED THE BOARD ACCEPT THE CHIEF'S RECOMMENDATION DATED 9/9/91 WITH REGRETS, SECONDED BY SELECTMEN JONES, VOTE: UNANIMOUS, SO MOVED.

SELECTMAN SLARSKY STATED HE WOULD LIKE TO SUGGEST IF WE HAD SOMEONE ACTING THAT TOWN COUNSEL DRAW UP SOME KIND OF AN AGREEMENT WITH THAT INDIVIDUAL, SECONDLY, IF NOT, THEN THERE ARE A COUPLE OF CANDIDATES IN THE DEPARTMENT AND HE WOULD LIKE TO INTERVIEW THE CANDIDATES THAT WE HAVE, WHICH ARE POTENTIAL ACTING CHIEFS AND WOULD LIKE TO DO THIS WITH AS MUCH SPEED AS WE CAN AND SCHEDULE ANOTHER SPECIAL MEETING SOME EVENING NEXT WEEK, NOT MAKE A DRAWN UP PROCESS JUST A CONCLUSION. THIS PERSON WOULD WORK WITH THE CHIEF DURING THE FINAL WEEK. MORE IMPORTANTLY THE PROCESS SHOULD BEGAIN AS SOON AS POSSIBLE WITH REGARD TO RECRUITING A NEW CHIEF FOR THE POSITION, ONE OF THE MOST VITAL POSITIONS IN THE TOWN OF AYER WORKING THROUGH OUR EXECUTIVE SECRETARY TO PLACE ADS IN NEWSPAPERS, THE BOARD SHOULD START PLACING THE ADS RIGHT NOW. A LOT OF WORK HAS TO BE DONE IN TERMS OF HOW THE TOWN IS GOING TO DO THAT.

CHAIRMAN MCKINNEY STATED HE FELT THE BOARD SHOULD HOLD OFF DISCUSSIONS AT THIS TIME RE: PROCESS OF SELECTION.

SELECTMAN JONES STATED HE AGREED WITH SELECTMAN SLARSKY WE SHOULD CONDUCT INTERNAL INTERVIEWS AS SOON AS POSSIBLE RE: ACTING CHIEF, SELECTMAN JONES STATED HE HAD CONFLICTS THRU MID WEEK BUT SHOULD BEGIN PROCESS AS SOON AS POSSIBLE FOR SEARCH.

SELECTMAN SLARSKY STATED THE TOWN IS GOING TO RECEIVE MANY APPLICATIONS FOR THIS POSITION FROM WITHIN AND ALSO FROM WITHOUT. SELECTMAN SLARSKY STATED UPON CONVERSATIONS WITH THE CHIEF HE FELT THAT THERE WAS A NEED FOR AN ORGANIZATION TO SCREEN THE APPLICATIONS/RESUMES. THE BOARD TO DEVELOP CRITERIA FOR SEARCH. SELECTMAN SLARSKY REQUESTED IF THE CHIEF KNEW OF ANY SUCH ORGANIZATION THAT WOULD DO THIS. THE CHIEF RESPONDED THE BEST ONE OFF THE TOP OF HIS HEAD WOULD BE THE INTERNATIONAL ASSOCIATION OF POLICE CHIEFS. THE CHIEF STATED HE WOULD CHECK

INTO THE PRICE TO CONDUCT THIS SERVICE AND SUBMIT BACK TO THE BOARD. BABSON COLLEGE USE TO DO THIS TYPE OF SEARCH BUT THEY NO LONGER DO IT. WILL ALSO LOOK INTO MMA. THEY WOULD PUT THE LIST OF CANDIDATES TOGETHER FOR THE BOARD. THE BOARD WOULD DEVELOP A PROFILE FOR THE IMPORTANT NEEDS THEY WOULD COME UP WITH A SCREENING OF CANDIDATES MEETING THE REQUIREMENTS/CRITERIA.


CHAIRMAN MCKINNEY REQUESTED IF THERE WAS ANYTHING ELSE THE BOARD NEEDED TO ADDRESS.

CHAIRMAN MCKINNEY REQUESTED TOWN COUNSEL TO DRAFT A TEMPORARY CONTRACT FOR THE BOARD TO REVIEW. THE BOARD WILL INTERVIEW CANDIDATES FOR THE ACTING CHIEF, BEGIN SEARCH PROCESS AND MAY EMPLOY AN ORGANIZATION SUCH AS THE INTERNATIONAL ASSOC. OF POLICE CHIEF'S BEFORE GOING INTO SEARCH SUCH AS FOR ADVERTISING, SCREENING, SELECTION OF APPLICANTS THROUGH SELECTION.

SELECTMAN SLARSKY SUGGESTED THE BOARD MEET AGAIN NEXT SATURDAY SEPTEMBER 21, 1991 MORNING AT 8:00A.M. TO INTERVIEW IN HOUSE CANDIDATES FOR ACTING CHIEF.

SELECTMAN SLARSKY MOVED THE BOARD TO ADJOURN THE MEETING, SECONDED BY SELECTMAN JONES, VOTE: UNANIMOUS, SO MOVED.

MEETING ADJOURNED.


STEPHEN M. SLARSKY, CLERK

DATE:

