

Board of Selectmen
TOWN OF CHESTERFIELD, NH
SELECTMEN'S NON-PUBLIC SESSION #1

March 17, 2021

Via Zoom

In attendance were Gary Winn, Fran Shippee, Kelli Hanzalik, Chief Duane Chickering, Lieutenant Mike Bomba, Alissa Thompson, and Jim Barey.

Winn opened discussion on applicants for the admin position in the Police Department.

Winn noted the Board of Selectmen had made a recommendation on whom to hire.

Chief Chickering stated two candidates were left from the process and oral boards coming from two opposite ends of the spectrum, noting that Jill Robinson came out on top. The Chief explained that Robinson is a former resident of Chesterfield and is supervising dispatcher for Cheshire County with a lot of experience. Chief Chickering noted that the biggest problem will be pay, speaking frankly, the number that Robinson came up with is no less than \$28 per hour. The Chief stated they would not be able to support that level of pay.

Winn stated Lauren Dutilly was a very presentable candidate as far as ease of speech and well presented in overall demeanor. Winn noted Dutilly was eloquent and capable with experience working with a variety of programs. Winn noted she does not have a degree, but her skill set from an office standpoint is quite strong. Winn stated the major concern is with her job history, having a lot of short stints and concern about longevity.

Thompson noted that both candidates were a good fit for the position.

The Chief stated that this position is not just a secretary's job, they work under stress and make decisions which could cause a lot of civil litigation. The Chief continued, stating that he has been looking at different pay scales, noting the current secretary working for Alissa started at \$19 per hour. The Chief noted that the background check costs \$1,000 and then the police department has to pay for a polygraph exam.

Chief Chickering noted that the current secretary, Penny Cooper has been with the department for over 20 years and the Police secretary is the most important position within the department. Chief Chickering stated he wants to start at \$20 per hour and then make steps to increase, noting that the top step is Step 8 which is \$25.34 per hour. The town has a policy for 6 Steps, and the Chief continued calculations out for 8 Steps. Shippee asked how long it takes to get through Step 8. Chief Chickering responded it would be no sooner than 8 years.

Hanzalik asked about \$20 per hour being within the police budget. The Chief confirmed that is

correct.

Thompson read out the longevity increase percentages.

Shippee asked if the skills Dutilly was missing were easily obtainable. The Chief responded that he would send her to Cheshire County dispatch for training.

Shippee asked what kind of emergency calls were directly received. Chief Chickering listed domestics in progress, thefts, and car accidents.

Hanzalik asked how many times the board has met with the candidates. Chief Chickering stated he has known Robinson for 20 years and knows her well, while Dutilly is an unknown and was first met at the oral boards.

Hanzalik stated that on paper, Robinson seems to be more qualified and it appears Dutilly's resume was lengthy and grammatically off. Hanzalik continued, noting that her concern is that if the candidates have only met with the board once, the town will invest a lot of money on a candidate who is unknown.

Hanzalik questioned Dutilly's latest job change. Winn noted that total longevity was one year and two positions due to employer restructuring. Winn stated Dutilly had expressed concerns with corporate goals and transparency during the interview. Winn noted she had a very short stint at the Brattleboro Retreat prior to Phoenix House for three months. Winn stated as far as her ability to handle stress, she presented herself well during the oral board.

Winn stated that Dutilly was the board's first choice from an interview basis.

Hanzalik asked what the decision today is. Winn asked if the board wished to make a conditional offer to Robinson, and if so what would the pay scale be. Winn asked if the Board of Selectmen felt comfortable making an offer to this position. The Chief stated that Robinson was very adamant about her pay and he expressed that it would not work out.

The Chief noted the procedure if the board decided to offer conditional hire.

Hanzalik asked if previous employers were contacted. The Chief noted that was not allowed.

Hanzalik asked when Cooper is retiring. Chief Chickering responded the end of April 2021.

Lieutenant Bomba stated he would definitely agree that Dutilly did a much better job in the oral board; he is very confident in moving forward at this point, and believes Dutilly is a good decision. Lieutenant Bomba stated that Dutilly is intelligent and articulate and did a great job at answering questions.

Fran Shippee moved that Chief Chickering make a conditional offer of employment to Lauren Dutilly at the starting pay of \$20 per hour. The motion was seconded by Kelli Hanzalik and

passed unanimously by roll call vote.

Fran Shippee moved to leave Non-Public session #1. The motion was seconded by Kelli Hanzalik and passed unanimously by roll call vote.

Respectfully submitted,

Jim Barey
Selectmen's Secretary

Approved by:



Gary Winn, Chairman

2/29/2022

Date



Fran Shippee

2/23/2022

Date



Kelli Hanzalik

2/23/2022

Date