

Memorandum

Date: September 5, 2017
To: Jonathan Freedman, Chairman Board of Selectmen
From: Chief James G. Hicks
RE: Appointment of Reserve Police Officers

This memo is to update the Board of Selectmen as Appointing Authority for Police Officers for the Natick Police Department of my intention to begin the process of appointment of Reserve Police Officers.

As has been our procedure and policy for the past several years we create a pool of Reserve Candidates that can be used for any future permanent appointments. By appointing these individuals as Reserve Officers we have the ability to vet out candidates now and save valuable time when permanent appointments are needed as these candidates will be in waiting. They are not employed by the Town while in this status.

As been the practice we wait until a new eligibility list is established. We then calculate how many positions would be anticipated during the active period of this list (2 years) and appoint that many Reserve Officers. The current list was established on September 1, 2017 and will be valid until August 31, 2019.

I have included a memo to clarify this process that was sent in 2011 for new members of the Board. Of course if any additional information is needed I am available.

Respectfully submitted,



James G. Hicks
Chief of Police

May 24, 2011

MEMORANDUM

To: Martha White, Town Administrator
From: James G. Hicks, Chief of Police
Subject: Establishment of Reserve Officer Force

The hiring process for police officers in the Commonwealth of Massachusetts is severely flawed. This system, known for years as the civil service system, in its attempts to make hiring police officers fair has created a system that has allowed sub par candidates to become police officers. In addition to not allowing some of the best candidates to be chosen it has become bogged down causing severe time constraints when doing any type of hiring.

The current system for hiring in the commonwealth uses the formula of $2n+1$ to determine the number of candidates you get to choose from for any given number of openings. This formula in itself limits the number of candidates you are able to choose from. Hiring for any position is not a perfect science. Like in any position in which one must hire you truly depend on the basics consisting of past work history, personal references, financial history and education. However, the position of police officer is like no other position. A police officer must have a wide range of traits in order to be able to perform their job. They must be able to interact with people as well as think quickly and make solid decisions in very extraordinary conditions. Finding the perfect human being that can perform these tasks is far from simple. Based on this fact one would think that a large group of individuals must be screened and the best would be chosen. This could not be further from the truth. In some cases you may have to hire someone that has been turned down in the past. In other words you must take the best of the worse. Let me give an example that has been played out on numerous occasions with many police departments that hire under this current system. In January you want to hire one (1) officer. Based on the formula you receive three (3) candidates to choose from. These candidates can be Candidate A, Candidate B and Candidate C based on their score on the Human Resources Division administered examination. After your screening process you determine that Candidate A is suitable for the position and Candidates B & C are applicants that you do not wish to hire for your department. You appoint Candidate A. This is an easy process because Candidate A was highest scoring candidate on the examination therefore not requiring specific reason for not hiring the top person on the list. In September you have another opening. Based on the formula again you will receive Candidate B, Candidate C & Candidate D based on their scoring. Immediately you can see that two (2) out of three (3) you have already determined that you did not wish to hire them for you department. However, given this scenario you must take Candidate B unless you have some strong concrete reasons for not accepting this candidate. These reasons must be able to withstand any appeals that may be filed. In the current system bypassing the top-scoring candidate is extremely difficult. In this scenario even if you are able to bypass Candidate B you are still left with Candidate C who you did not want either. Here is an indication of the

problem. As a result, Candidate B will be chosen in most cases. Obviously resulting in hiring the best of the worse.

This scenario is played out numerous times across the commonwealth. The Human Resource Division (Civil Service) has been asked on numerous occasions to re-evaluate their process with no change anticipated. This is a major concern with all appointing authorities in Massachusetts. The other major issue with the hiring process and the Human Resource Division is the long administrative time needed to hire a candidate. When hiring a candidate to attend a police academy you are at the mercy of two (2) state organizations, The Municipal Police Training Committee that runs police academies and the Human Resource Division. The Municipal Police Training Committee does not run academies on a regular schedule. They schedule academies based on budget and perceived need. The academies are not scheduled in conjunction with any action that is first required by the Human Resource Division. The lack of coordination between these two independent organizations can lead to almost 6 months to 1 year before a vacant position can be filled. Here is an example of a true scenario. The Municipal Police Training Committee has scheduled an academy for late November. Anyone interested in attending this academy must have all paperwork including medical screening completed by the 2nd week of November in order to attend. In order to plan accordingly the police department requests a list of candidates to screen from Human Resource Division in July. Human Resource informs you that the new list of candidates will not be available until September 1st. You have no choice but to wait. The list of candidates arrives on September 15th. Human Resources Division requires you wait until September 25th (10 Days) before you take any action to insure that all candidates are notified that you are hiring. Human Resources also informs you that if you want to send any candidates to the November academy you must have all medicals and paperwork completed by November 5th in order to have the candidates participate in the required Physical Abilities Test. As a result you now have 6 weeks to have candidates complete application, do a thorough background check, interview, administer pre-placement medical examination and wait for required results (minimum of 10 days) and administer a psychological examination and await results (minimum of 7 days). Immediately one can see the process that you originally wanted to allocate 5 months to complete, in order to be thorough, is now forced to be completed in 4 short weeks. This is not the optimal scenario when hiring for such an important position.

I would like to submit the following proposal to address these concerns in future hiring for the Natick Police Department. I submit that the Town of Natick vote to accept the provisions of Chapter 147 sections 13A and 13C so as to provide for the establishment of a reserve police force and to provide for appointment of candidates to such a force, or take any other action in this matter. Any candidate appointed to the reserve police force must be chosen in the same manner as a permanent full-time police officer.

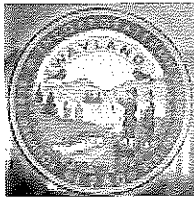
Anyone appointment to this force will have an inactive status. This means that they will not perform any duties for the police department or the town and will not be an official employee of the town. With such a status the appointee will receive no wages or benefits from the town. By creating such a position the department has the opportunity to anticipate any future openings. With this option available then a request can be made to appoint that anticipated number of candidates to the reserve force. Using the hiring formula as stated earlier you would receive more applicants to choose from. Using the same example as above I can illustrate the advantages. In January instead of requesting just one (1) opening you have anticipated the September opening so you will request two (2) openings. As a result, you will receive five (5) candidates to choose from. This gives you a slightly larger field of candidates to choose from but historically there would be tie scores that would also be considered. The increase in the number of candidates may seem slight but the more candidates you have to choose from makes that imperfect science of hiring slightly closer to being adequate. The two (2) candidates chosen will then be placed on the reserve force as inactive. They will remain inactive until we choose to appoint them as permanent officers. When that time arrives there will be no need to wait for a candidates list from Human Resource Division because we will already know who will be appointed and when. If there are any

unanticipated openings they can be filled immediately from the inactive reserve force. It is important to know that the number of reserve officer positions is up to the local organization. The statute states, "... (a town)... may establish a reserve force consisting of such number of members as the town may determine." The statute under section 13A of Chapter 147 does not set any minimum or maximum number that may be part of this reserve force.

As Chief of Police, establishing this reserve force would allow me to fill any vacant positions quicker, which in turn will allow for smoother operation of the police department, as well as insuring that those reserve officers appointed will have come from a competitive group of candidates.

Thank you for your consideration to this proposal.

James G. Hicks
Chief of Police



Town of Wayland Massachusetts

September 12, 2017

Natick Conservation Commission
Natick Town Hall
13 East Central St.
Natick, MA 01760

Subject: Proposed Natick Dog Park

Attention: Matthew Gardner, Chairman

The Wayland Surface Water Quality Committee (WSWQC) believes that the location of the proposed Natick dog park, next to South Pond of Lake Cochituate, is not a good idea.

Background – Why is the WSWQC going on the record opposing this potential dog park:

1. The WSWQC is responsible to the Selectmen of Wayland for the quality of surface water in Wayland, which includes North Pond of Lake Cochituate and the Town of Wayland spends tens of thousands of dollars through the WSWQC managing surface water quality including one of Wayland's town beaches located on North Pond.
2. Lake Cochituate, which consists of South Pond, Middle Pond and North Pond, flows from South Pond through Middle Pond and North Pond and into the Sudbury River. Essentially Lake Cochituate is a river consisting of a chain of ponds that transports surface runoff and ground water, including weed nutrients and pathogens, from Natick, Framingham and Wayland and flows into the Sudbury River.
3. The State and Federal EPA have determined that Lake Cochituate is classified as Category 5 "Impaired Water Quality" due to low dissolved oxygen and invasive weeds caused by nutrients contained in rainwater runoff and groundwater.
4. Each year the WSWQC has to close a town beach when rainwater washes dog and waterfowl wastes into the pond because of E. Coli bacteria contained in the wastes.

Bottom Line

1. A dog park should not be located next to South Pond of Lake Cochituate because of the potential for contamination of the Lake from dog wastes containing E. Coli and weed/algae nutrients.
2. If the Town of Natick persists in locating a dog park next to Lake Cochituate provisions should be made to:
 - a. Make dog waste bags available at the park so that dog owners can clean up after their dog(s).
 - b. Include rainwater runoff control measures incorporated into the design of the dog park to prevent contaminants from entering the Lake, and
 - c. Conduct frequent, periodic testing of groundwater and rainwater runoff at the dog park to insure that nutrients and E. Coli are not adding to the distress of Lake Cochituate.

The Town of Wayland sincerely hopes that Natick will carefully consider the potential consequences of their decision to locate a dog park next to Lake Cochituate.

For the Wayland Surface Water Quality Committee

Charles "Toni" Moores
WSWQC Chairperson
1073tonimoores@gmail.com

Cc
Donald J. Breda, Chairman
Natick Board Of Health
13 East Central St.
Natick, MA 01760

Natick Board of Selectmen
13 East Central St.
Natick, MA 01760



August 30, 2017

Board of Selectmen
Town of Natick
13 East Central Street
Natick, MA 01760

Re: Channel Information

Dear Chairman and Members of the Board:

As part of our continuing effort to keep you informed, I wanted to share with you the following information which customers are receiving via bill message:

- Beginning 9/15/17, WBIN-TV will no longer be broadcasting "Antenna TV" or "Grit TV" programming services. Please contact WBIN-TV should you have any further questions.
- Beginning 10/31/17, Weatherscan will no longer be available.

If you have any questions, please do not hesitate to contact me at 508-647-1418.

Sincerely,

Greg Franks

Greg Franks, Sr. Manager
Government Affairs

RECEIVED

SEP 5 2017

BOARD OF SELECTMEN
NATICK, MA



Patricia O'Neil <poneil@natickma.org>

Save the Date - Rock Off Main turns 20!

2 messages

'Diane Young' via Selectmen <selectmen@natickma.org>

Sat, Sep 2, 2017 at 3:22 PM

Reply-To: Diane Young <becne@aol.com>

To: selectman@natickma.org

Hi to all the Natick Selectman,

I want to personally invite all of you to the 20th Anniversary Celebration for Rock Off Main St. at The Center for Arts in Natick.. We are celebration this milestone of all ages rock featuring seven wonderfully talented young musicians. Free event open to whole community. Hope you will be able to attend and join the fun.

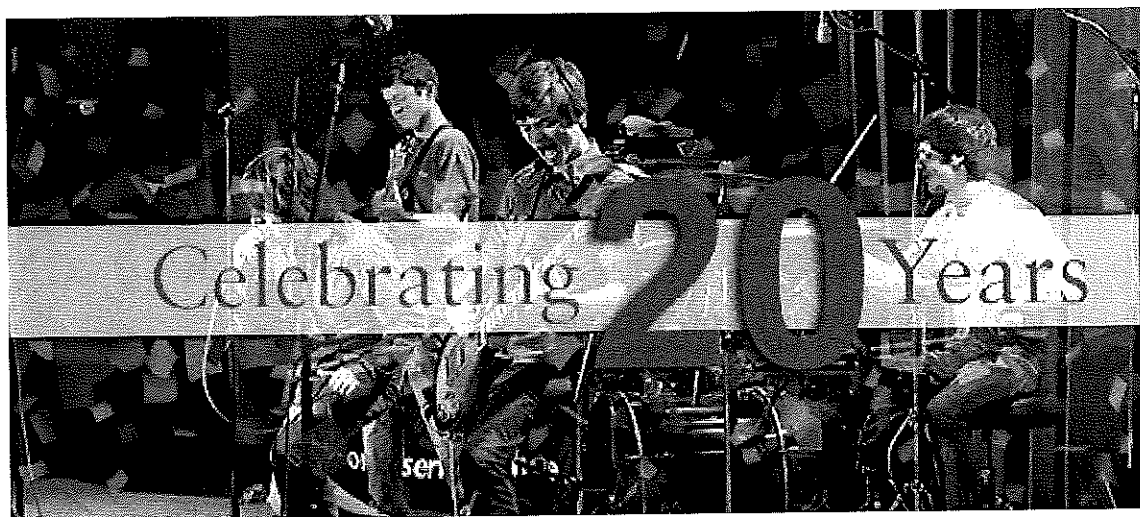
Thanks,

Diane Young

Program Director and Founder

Rock Of Man St.

Celebrating all the amazing bands who have played at Rock Off Main st. over the last 20 years. Would love to see all of you at the Celebration ..



Rock Off Main Street - 20th Anniversary Show

Sunday Sep 24 at 12 PM (NOON)

FREE

SAVE THE DATE

Mark your calendars for this special "20th Anniversary" Rock Off Main Street on

SUNDAY SEPTEMBER 24
NOON - 4PM

Join us in celebrating 20 years of Rock Off Main Street with live music from various bands playing throughout the day as well as local businesses showcasing.

This is a FREE event

Come and enjoy live music and support local business!

Generously sponsored by Berklee College of Music Summer Programs and Music Go Round



Diane Young, Director of Rock Music

diane@natickarts.org

box office: 508-647-0097

natickarts.org



This program is supported in part by a grant from the Weston Cultural Council and Needham Cultural Council, local agencies which are supported by the Massachusetts Cultural Council, a state agency.

The Center for Arts in Natick is a nonprofit exempt 501(c)(3) organization dedicated to increasing opportunities to experience, participate in, and learn about the arts. Contact us at 508-647-0097 or email info@natickarts.org.

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The Center for Arts in Natick | 14 Summer Street, Natick, MA 01760

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Derek Jameson
djameson@berklee.edu

Amy Mistrot <amistrot@natickma.org>
To: Diane Young <becne@aol.com>

Sun, Sep 3, 2017 at 12:57 PM