

SELECTMEN MEETING SEPTEMBER 13, 2018 POLICE CHIEF CANDIDATE INTERVIEW

Member Israel stated, "we are here to interview of the Chief of Police. Thank you to the Committee members for your hard work. It is nice to meet you, Mr. Saloio and thank you for coming."

Mr. Saloio started by saying he has been his 25th year as a police officer, first at Munson, now at Sturbridge. He has worked every position. He is now an Administrative Service commander. He thanked the search committee which only added to his feelings about the community on the Vineyard. He was always planning on coming to Martha's Vineyard even if he did not get the position. He and his wife love being here. They already had a long-term rental that was interdependent of this process and feels it all came together. He has experience in every aspect of law enforcement. The majority of what the job entails is Community service and it gets overlooked in municipality.

Questions and Answers

Member Rogers: Martha's Vineyard is beautiful July and August. Have you discussed being here in the winter months and the issues that come about? My wife and I have spent more time here in the off season and there are logistical issues no matter where you are.

Member Loberg: what he feels are the urgent issues that need to be tackled? Clear Communication is the first priority.

Member Israel: What is the definition of Community Policing? It is a term used to be considered routine to talk with shop owners and the community to develop rapport. Being involved with the community is important. I have a special attachment to the elderly and children. I have been involved in youth programs and SALT (Seniors and Law enforcement together).

Member Rogers: There are issues in Tisbury. Have you received any reports done on the police department? Yes.

Based on the reports do you have a process for officers to learn from mistakes? I feel coaching and mentoring is what you should do unless egregious. I am quick to give a way back, So they won't make the same mistake again. Based on studies I will created written procedures to develop the path that should be done considering any contractual agreements but to develop a clear and consistent way.

Member Loberg: You have impeccable credentials. What leadership style will you bring and how will you tackle some of the issues? My leadership style may change depending on the situation but to listen and be thoughtful. I am authoritarian when need to be. I want a team with suggestions and ideas on how to do things better.

Member Israel: Our community is diverse. What is your experience with a language barrier? I look at it as an opportunity to learn. My job is to treat everyone as family and learn about diverse cultures.

Member Rogers: Unified command and Interoperability? It has been an urgent issue. Need to be able to communicate with neighboring communities it is essential. Unified command in the Fire services ICS has been far ahead of us and we must all be able to be unified and work together with every department.

Member Loberg: What kinds of things do you enjoy? Running, being home, having dinner with my wife, skiing and walks.

Member Israel: Regarding Budget, Staffing, Paper work. Want a clear picture on how you tackle these items? I am an efficient manager. I get tally sheets every week to keep the budget in check, I will do a strategic study with staffing. I look at the big picture to see if staffing is where it should be, figure training and who will go and why. I also have to factor in the transient population.

Member Rogers: Do you have experience in Grants? Yes, I have experience in writing grants and budget appropriations. I have written Highway and traffic grants to community policing grants.

Member Loberg: How would you go about recruiting and retaining officers? The Island will always be a challenge, but my job is to create a happy smooth-running work place so that officers want to stay and are proud to work for the town.

Member Israel: What do you envision the roles of staff to keep their interest and give them responsibilities? I intend to meet with groups and individuals to see what they like and see if we can get them training to give them the opportunity. I would like people to have specialties to better themselves.

Member Rogers: What if one of the Selectmen want you to do something. How do you respond? If it is a reasonable request I would do what I can because it is important, but I will not do anything that is unethical.

Member Loberg: You said your job is social or it is a community job, to do the job well and address community issues who would you reach out to understand various aspects of the community? I feel I must have a good working relationship with the director of the senior center, clergy, school superintendent, the list goes on and on. My job is to have a good working relationship with everyone.

Member Israel: In our local government we have a lot of people involved. For example, if the Town had a gun policy or a hiring policy they wanted to adopt, and you did not like how would you address it? I would be working for the community. The Board of Selectmen was elected by the community. You are the representatives. I have the right to give my option but would enforce the policy.

Member Loberg: We have a number of undocumented folks working here. What is your approach when it comes to enforcement? As a police department we have no authority to enforce illegal immigration. It is the jurisdiction of ICE not the local police department.

Member Israel: Talk to us about accreditation? Accreditation is a community conversation. There must be active conversations with the Selectmen and the Town Administrator. It is about transparency and best practices for a station versus certification. It depends on what you have. I can bring a lot to the table to get it accomplished or if Tisbury does not want to then I can bring that "best practices knowledge" without the accreditation.

Member Israel: What baseball team? Red Socks.

Member Israel: On Management and the Union side, what is your roll with union negotiations? First what is best for the community, the agency, and then the officers. I always have an open dialog with union representatives and officers.

Member Israel: We met with Oak Bluffs and are working with other towns what is your take on this? It is essential to be in good standing and work with neighboring communities.

Member Israel: what is your process with communicating about an event going on? I would defer to the Town Administrator unless it is a crash or item which would be internal. I have to see the bigger picture to know if it involves more people or departments so would contact the Town Administrator.

Member Israel: Do you have any questions for us?

Mark Saloio closing remark: I would like to say that I have a sense you really want to work with a new chief and have a good relationship with the current chief. I would like to say that I will never ask for something I do not need. Thank you for taking the time to meet me and giving me the opportunity.

The board will continue the meeting until after the forum.

6:50 reconvene.

Member Israel asked what the board would like to do and how they should proceed. Member Loberg said tonight has been very helpful. On paper he is very qualified but in person he has a great demeanor and strength. She felt he would be an asset to the town and police dept. Member Rogers and Member Israel agreed. **Member Rogers made the motion to move forward with contract negotiations. Member Loberg seconded the motion. All in favor. Member Loberg made the motion to go into executive session for negotiation with nonunion employee. Member Rogers seconded the motion.**

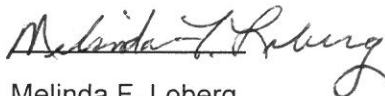
Respectfully submitted by

Pamela Bennett



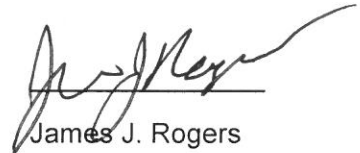
Tristan R. Israel

Chairmen



Melinda F. Loberg

Vice Chairmen



James J. Rogers

Clerk