



**TOWN OF FREETOWN  
BOARD OF SELECTMEN**  
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**MINUTES OF MEETING OF TUESDAY, OCTOBER 3, 2017-1:00PM  
TOWN HALL  
3 NORTH MAIN ST., ASSONET, MA 02702**

- 1:00 P.M.**      **Call to Order** Selectman Lisa A. Pacheco calls the meeting to order. Also present are Selectman Charles B. Sullivan, Town Administrator David DeManche and Administrative Assistant Ali Golz. Not present was Selectman Robert Jose who abstained from this meeting.
- 1:00 P.M.**      Interviews for Full-Time Police Officer position.  
Nicholas Drinkwine, Kaylin Jose and Nathan Melo.

Nicholas Drinkwine – Mr. Drinkwine explains he comes from the Dept of Corrections, he circulates his resume along with his certifications. Mr. Drinkwine explains a little about himself. He grew up in Rehoboth and then attended Salve Regina University and is now in the Investigation Unit of the Sherriff's Dept. Selectman Pacheco wants to know why he wants to work in a small town. He explains he went to School to be a Police Officer and now wants to practice that. Selectman Sullivan asks him to tell him about a mistake he has made. Mr. Drinkwine said he didn't thoroughly investigate someone that came in and ultimately a warrant had to be sent out for that person. Selectman Pacheco wants to know what he has learned with this new spotlight being put on the Police. Mr. Drinkwine says communications is the key to everything. Mr. DeManche asks how he asserts himself affectively? Mr. Drinkwine says body language, tone, posture, it is a bunch of things put together. Selectman Sullivan follows up with another question, he would like to know what is the most important part of body language. Mr. Drinkwine says the faces and stances you make, of course it depends on the situation. Selectman Sullivan asks if a co-worker said something inappropriate what would you do? Mr. Drinkwine would ask if the person in question felt uncomfortable and if so he would go to the Sgt. Selectman Sullivan wants to know if he would go directly to the person. Mr. Drinkwine says yes. Selectman Pacheco asks if he pulled a woman over and she was crying hysterically with a baby in the back seat not properly fastened, what would you do? Mr. Drinkwine says he would try to calm her down and then he would also call the Sgt. to the scene. Mr. DeManche asks him to describe his ethics. Mr. Drinkwine says he is always honest and straight forward. He tells the truth always. Selectman Sullivan asks you see a colleague mistreat a prisoner how would you react. Mr. Drinkwine he says it would be looked into asap by the chain of command. They ask if he has any

questions, he would just want to know what the next steps are. Chief Abbott goes over the steps for conditional a conditional offer of employment.

Kaylin Jose- Kaylin explains she is 23 years old. She would be the 4 generation to serve in Freetown. She went to college and studied criminal justice. She has already attended the MA Police Academy. Selectman Sullivan asks about a mistake she may have make and how she handled it. She explained she worked as a bartender and she probably over served someone and now being in this field understands the full consequences of this. Selectman Pacheco what have you learned with this new spotlight on the Police in the country. Ms. Jose says she will always be aware of what she is doing and know you may be filmed and to treat people how you would want to be treated. Mr. DeManche asks what she does to assert herself affectively. Ms. Jose says the tone of your voice is important and it works just as well as anything else. Selectman Sullivan asks if she observed inappropriate comments towards a coworker what would she do. Mr. Jose says she would ask the person if she was bothered by that and if they were she would go to a supervisor. Selectman Pacheco says, you observe a person on patrol speeding erratically how would you handle it? Ms. Jose say she would make sure the child was ok first and then calm the person down and if needed remove the child from the situation. Mr. DeManche asks her to explain her ethically behavior. Ms Jose says she acts ethically all the time and she is honest. Selectman Sullivan asks if another officer acts inappropriate towards another colleague what would you do? She says she would call a supervisor. She closes with being a resident of this community she feels would help her as a Freetown Officer connect with the community and she hopes she is chosen.

Nathan Melo – Nathan says he works at Wheaton College currently as Camp Police. He also did work at Morton Hospital as security. He also worked at St. Luke's. He worked at Acushnet Police Department as well. He has his Bachelor from Bridgewater State. Selectman Sullivan asks if he has ever made a mistake and what he did to fix it. Mr. Melo said he has probably made many and if me makes mistakes he wants to know so he can fix it. He doesn't have anything specific. Selectman Pacheco says there has been a spotlight on the Police what have you learned from it? Mr. Melo says to know you are always being watched but not to let that hinder you in doing your job. Mr. DeManche asks how does he assert himself effectively? Mr. Melo says he speaks firmly and backs it up. Selectman Sullivan asks about the inappropriate behavior from a coworker and how he would handle it. Mr. Mello says he would take the person aside and would also ask the person in question. Selectman Pacheco ask him if he is on patrol and a vehicle is being operated erratically and the woman is crying hysterically, explain how he would handle it. Mr. Melo says the child would be the first concern and then he would try to get the whole story, it could have been an emergency situation. Mr. DeManche ask him to tell them about his ethics. Mr. Melo says

he thinks he is a very ethical person. His parents have instilled good morals in him and he doesn't want to let people down. Selectman Sullivan asks if he sees an officer mistreat a prisoner how would you handle it. Mr. Melo says he would step in before anyone gets hurt or in trouble. Selectman Pacheco asks what he likes about Freetown and the Police Department. Mr. Melo says he likes that everyone at the Police Department is willing to help each other and the residents are so nice to us. Mr. Melo would like to know what the ideal candidate is. Selectman Pacheco says commitment to the Town, someone that will stay here and this won't be a stepping stone. Selectman Sullivan agrees. Mr. DeManche says the same along with the involvement with the community. Chief Abbott says hiring for integrity which is what the test involves, he said he is already off to a good start because he passed the test.

Selectman Pacheco thinks all three candidates are great but all different. The 1<sup>st</sup> candidate she thinks can handle anything because of his maturity level. Kaylin and Nathan are on the same level. Community/commitment is important to both of them it is a matter as to what we are all looking for. Selectman Sullivan says he received input from the field training officer and he thinks they are all very good candidates. Mr. Drinkwine will be very meticulous and is older. He is his #1 and his #2 would be Kaylin because she put herself through the academy already and she has a commitment to the Town. Mr. DeManche says 1<sup>st</sup> is Kaylin her presentation was excellent and even keel answers were great. The academy is a plus. He thinks Nathan scored a little higher than Nicholas he thinks Nathan would have a better connection with the community. Selectman Pacheco scored, Nicholas 1<sup>st</sup> Kaylin 2<sup>nd</sup> and Nathan 3<sup>rd</sup>.

Vote - Motion (Sullivan/Pacheco) Nicholas Drinkwine 1<sup>st</sup> and Kaylin Jose #2. Passed unanimously. If any of the above not fulfill the conditional goes to Nathan Melo.

Vote – Motion (Sullivan/Pacheco) Sign Change of Status form for Nicholas Drinkwine and Kaylin Jose, effective October 3, 2017.

Motion(Sullivan/Pacheco) to adjourn at 2:25pm. Passed unanimously.

Respectfully submitted,



Ali Golz, Administrative Assistant