

Request to appear before the Board of Selectmen

Unless the issue is an emergency, all requests need to be furnished to the Town Administrator no later than noon on the Thursday prior to the Board Meeting.

Name: James Brace, Chief of Police

Date: 9/292016

Phone Number: 487-2433

Email: j.brace@newbostonnh.gov

ACTION DESIRED: Please sepcify what action you desire the Board of Selectmen to take as a result of your presentation. Please be as specific as possible.

1. Promotional Ceremony
2. Request to Appoint Part Time Officer

PREVIOUS STEPS TAKEN: Please indicate any attempts that you have made to resolve this issue prior to asking to appear before the Board of Selectmen. If current procedures require that you place your request elsewhere prior to possible action by the Board of Selectmen, the Town Administrator shall inform you at the time you complete this form.

Print Form

PROMOTION TO THE RANK OF SERGEANT

Officer Ryan A. MacLean to the Rank of Sergeant.

Officer MacLean came to the New Boston Police Department in 2014 with 2 years of experience with the Conway Department. He has served as a Patrolman for 2 ½ years. Officer MacLean is a NH certified full-time Officer and received his Bachelor of Science degree from Endicott College in 2008. He serves as a Department Field Training Officer as well as our Baton instructor.

In May, following the resignation of Lt. French, a department promotional process was announced which 3 Officers took part in.

In June, NBPD administered the first phase the promotional testing. It was a 100 question test comprised of NH Laws, NBPD Policies, Attorney General Guidelines, Supreme Court Decisions (NH and Federal) as well as scenario based questions. Two Officers passed this phase with Officer MacLean scoring the highest.

In July, phase 2 was conducted which consisted of a second written test. This test is a National Standardized promotional test created and scored by Stanard & Associates. The test covered the areas of Criminal Investigation, Police Patrol, Community Policing, Briefs in Leading Cases in Law Enforcement, and Effective Police Supervision. Again, two Officers passed the exam with Officer MacLean finishing with the highest score.

In August, phase 3 of the testing took place. This phase involved an oral interview process. The Board of interviewers was comprised of Sergeants from the Brookline, Milford, and Nashua Police Departments. Following the interview process, Officer MacLean was recommended for the position of Sergeant.

In September, the final phase of the process took place which involved the Chief's administrative performance review and recommendation.

Based upon the overall results of the process, Officer MacLean clearly has demonstrated in his performance and the job knowledge testing that he is prepared to lead the department as our next Supervisor.

I am proud to make this recommendation and Promote Officer Ryan A. MacLean to the rank of Sergeant.

PROMOTION TO THE RANK OF SENIOR PATROLMAN

Officer Stephen C. Case to the rank of Senior Patrolman.

Officer Case joined the New Boston Police Department in 2013 as a new Officer. Officer Case is a NH certified full-time Officer and received his Bachelor of Arts degree from Keene State College in 2012. He serves as the DARE Officer as well as our Taser instructor. In June, he also completed training to become the Prosecutor for the Department.

Officer Case was the second of two Officers to successfully complete all phases of the promotional process; doing so with just 3 years of Police experience.

While seniority is a factor, the rank of Senior Patrolman is primarily based upon performance. It is a rank of distinction. In order to achieve this rank, Officer must pass the Sergeants examination which demonstrates the required job knowledge, but more importantly, they must possess the required job experience that will serve as a resource for our junior and new Officers. It is also a substantial step towards becoming a Supervisor with NBPD in the future.

Based upon the overall results of the promotional process, Officer Case has demonstrated in his performance while possessing the required job knowledge that he has earned the rank of Senior Patrolman.

I am proud to make this recommendation and Promote Officer Stephen C. Case to the rank of Senior Patrolman.

REQUEST TO APPOINT TO THE POSITION OF PART-TIME POLICE OFFICER.

Jesse W. Byam, age 22, of Jaffrey, NH

This appointment would fill the position vacated by our part-time Prosecutor, Todd Prevett on April 30th.

As has been discussed, Officer Case will be taking over the Prosecution duties and Jesse's position would provide support to the department as patrol shift vacancies occur. He would also provide support to the Department while our other Officers are at PSTC (currently).

Jesse was certified as a Part-Time Officer in the State of Maine in 2015 and obtained his Part-Time Certification in NH in 2016. He completed his first patrol season in NH with the Marine Patrol this past summer.

Jesse is a graduate of Keene High School and Franklin Pierce College. He holds a Bachelor's degree in Criminal Justice.

Jesse applied to the department in June and successfully passed the written, physical agility, and oral board examinations. Jesse was part of the same hiring process that brought Officer Sullivan and Officer Knezevic to the department. In August, Jesse completed the PSTC medical examination and in September, he successfully completed Polygraph and Psychological testing. A thorough background examination was then conducted by the New Boston Police Department.

Based upon the results of this process, I am pleased to recommend this appointment and believe Jesse will be an excellent addition to the Department.

Because Jesse is a certified Officer, he will only need to complete the Department field training program prior to working in a solo capacity. The program is 320 hours and we would anticipate his training would be completed by the end of November.

No additional funding is required for this position. There is funding in both the vacant Prosecution line and Officers line due to the departure of Prosecutor Prevett and Lt. French in April.