

**Town of Auburn
Police Commission
June 26, 2014**

Present: David Dion, Police Commissioner, Ken Robinson, Police Commissioner, Chief Edward Picard and Lillian Deeb, Office Manager

Also Present: Melissa Gates

Absent: Dennis McCarthy, Police Commissioner and Captain Gary Bartis

D. Dion – the meeting was called to order at 2:00 pm, commenting the purpose of the meeting is to introduce the final candidate to the commission. Further commenting on the selection process for hiring, explaining three candidates were interviewed by him, the Chief and Ms. Deeb out of the approximate thirty applicants and that unanimously Melissa Gates was chosen with her years of IMC and dispatch experience. Mr. Dion explains the job is classified presently as a Labor Grade 3 but that later today they will be meeting with the Joint Board to vote whether the classification will be changing to a Labor Grade 4 but that her pay, depending on her experience, will be in the \$16.00 range. After this meeting an offer letter, with pay rate and job expectations, will be drafted for Melissa to review and sign if she agrees. **K. Robinson** – after reading Melissa's resume asks if she is currently a patrolman. **M. Gates** – comments she was certified at one time but that her police certification is not current and has expired. **K. Robinson** – asks Melissa for a synopsis of her work history. **M. Gates** – explains her dad is a retired state trooper and that policing is in her blood, having started working at the Fremont Police Department as a part-time patrolman in approximately 2000 and from there went full-time with the Rockingham County Sheriff's Department in dispatch, continuing to work part-time with Fremont. She was married and later left Fremont and continued per diem with Rockingham since she now had a child and shift work wasn't working. She divorced and needed full-time and upon graduating with degree in psychology went to work full-time at Seacoast Mental Health for two years when she was laid off but still working part-time at Rockingham and when a full-time opening became available took full-time and remains working there today on the midnight shift which is difficult for a single mom. She further comments she loves dispatching but time with family is important and reason she is looking for change. **D. Dion** – comments the hours of 7 am to 3 pm will work well with a school age child. **M. Gates** – comments she is looking forward to having nights and weekends off to spend weekends in Maine with family. **K. Robinson** – comments Rockingham is her last job and asks all total how many years she worked there. **M. Gates** – explains it was thirteen years. **K. Robinson** – asks Melissa to talk about her time with the Fremont Police Department. **M. Gates** – explains how she volunteered initially, then worked part-time for three years, then explained she has spoken to her current Lieutenant at Rockingham about giving a notice. **K. Robinson** – comments he has no further questions at this time. **D. Dion** – comments Mr. Robinson needs to be sure if he has any other questions now is the time because he would like to offer her the position today as Ms. Flight's last day is tomorrow and Ms. Deeb will be working at least two weeks alone until the position is filled. **M. Gates** – explains she is SPOTS certified and outlines how this certification may assist the department. **D. Dion** – comments the department's future thoughts related to improving IMC and laptop utilization. **M. Gates** – explains some of her thoughts on how she might assist in any upgrades and offers tips on things that may be improved with the system and information. **D. Dion** – explains the budget season will be the time to discuss improvements and the possibility of tying in with Rockingham.

K. Robinson – asks how soon Melissa could start. **M. Gates** – comments her first day could be July 15th. **K. Robinson** – asks Commissioner Dion if he has an idea of the rate of pay. **D. Dion** – explains again it will be determined after the meeting later today but that he has explained to Melissa the range it will fall into. **K. Robinson** – Motion to hire Melissa Gates, with her starting July 15, 2014, with her rate of pay to be within the range of the low \$16.00 per hour to the high \$16 per hour. **D. Dion** – seconds. All in favor. **Motion passes.**

K. Robinson - Motion to adjourn. **D. McCarthy** -second. All in favor. **Motion passes**

Meeting closed at 2:20 p.m.