

SELECTMEN'S MEETING AGENDA*

*Griffin Room, Town Hall
Police Chief Candidate Interviews
Open Session 10:00 A.M.
Wednesday, June 3, 2015*

I. **CALL TO ORDER**

II. **POLICE CHIEF CANDIDATE INTERVIEWS**

1. David Guillemette 10:00 A.M.
2. Michael Hurley 10:45 A.M.
3. Heath Eldredge 11:30 A.M.
4. Break 12:15 P.M. to 12:30 P.M.
5. David Callahan 12:30 P.M.

III. **EXECUTIVE SESSION** – Pursuant to M.G.L. Ch. 30A, Section 21 (2) to conduct strategy sessions in preparation for negotiations with nonunion personnel or to conduct collective bargaining sessions or contract negotiations with nonunion personnel – Police Chief recruitment (Executive Session will be held if needed.)

V. **ADJOURNMENT**

**Per the Attorney General's Office: The Board of Selectmen may hold an open session for topics not reasonably anticipated by the Chair 48 hours in advance of the meeting following "New Business."*

If you are deaf or hard of hearing or are a person with a disability who requires an accommodation, contact the Selectmen's Office at (508) 430-7512 ext. 2

Authorized Posting Officer:

Posted by: _____
Town Clerk

Ann Steidel, Admin. Secretary

Date: _____
May 28, 2015

OFFICE OF THE TOWN ADMINISTRATOR

Christopher Clark, *Town Administrator*

Phone (508) 430-7513

Fax (508) 432-5039

732 MAIN STREET, HARWICH, MA 02645



MEMO

To: Board of Selectmen

From: Christopher Clark
Town Administrator

A handwritten signature in black ink, appearing to be "C. Clark", is written over the name "Christopher Clark" in the "From:" field.

Re: Police Chief Search Committee Designation of Finalists

Date: May 27, 2015

The Police Chief Search Committee has completed its work which has included a review of 36 resumes, preliminary screening interviews of 11 candidates, a refining of the 11 candidates down to 5 through additional interview and writing samples. The committee has decided to put forth 4 names of equal measure for the Board of Selectmen to interview as finalists. The group was impressed by the quality of candidates and hopes that the Board will be as impressed as well. I wish to extend my personal thanks for each member of the committee which included Cathy Carhart, Ursula Corbett, Joe McParland, David Scannell, Norm Clarke, Bill Mason and myself. Each of the top 4 candidates have been informed of the process that being named a finalist their names now become public and pursuant to the Board's request we arranged for interviews for the top candidates with the Board on Wednesday, June 3, 2015 based upon the schedule below:

- 10:00 AM David Guillemette
- 10:45 AM Michael Hurley
- 11:30 AM Heath Eldredge
- 12:15 PM to 12:30 PM LUNCH BREAK
- 12:30 PM David Callahan

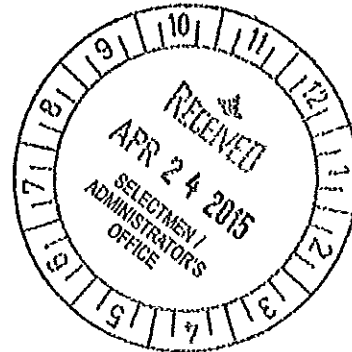
Provided as backup information are the cover letters and resumes (redacted for home addresses and telephone numbers pursuant to state law) of each of the applicants, the interview questions asked and the writing sample provided by each of the candidates during the second round.

Each of the candidates have been informed that this is one part of the finalist process and that the finalist process may also include a site visit to their home jurisdiction, additional background checks and successful selection of a candidate and negotiation of an employment agreement.

David J. Guillemette

April 20, 2015

Mr. Christopher Clark
Town Administrator
732 Main Street
Harwich, MA 02645



Dear Mr. Clark,

Your recent posting for Chief of Police suggests you may be looking for someone with my background. I currently serve as the Operations Lieutenant at the Sandwich Police Department in Sandwich, Massachusetts where I am second in command and responsible for all patrol and investigative functions of the thirty-four officer police department. Our department provides police services to a community of nearly 21,000 citizens. I began my career in law enforcement with the Sandwich Police Department in 1987 as a part time officer and attended the Barnstable Police Academy in 1990. I was promoted to Sergeant in January of 1997 and Lieutenant in 2002. My progression through the ranks at the Sandwich Police Department helped me develop a strong leadership style focused on training and mentoring our officers to their fullest potential.

I am a 2013 graduate of the F.B.I. National Academy at Quantico, Virginia. The National Academy provided an excellent opportunity for me to further hone my skills in leadership and police administration.

Prior to assuming my current position, I served ten years as the Administrative Lieutenant at the Sandwich Police Department where I was responsible for all non-patrol functions of the department such as budgeting, payroll, training, the Civil Service hiring process and internal affairs. I am seeking a public leadership position commensurate with my experience and would welcome a chance to participate in the Chief of Police selection process in the town of Harwich.

I am attaching my resume. You can reach me during the day or evening at 508-958-5672 or by email at Pierrev31@msn.com. Thank you for your consideration and I look forward to hearing from you.

Sincerely,

A handwritten signature in cursive script, appearing to read "David J. Guillemette".

David J. Guillemette

In one page or less each, respond to the following:

- A student from a local high school came to school with a pocket knife. School officials identified the student and then contacted the Police Department. In the meantime, a Facebook post was sent out advising that a student was running around the high school with a machete. How would you calm the community in a Press Release?

Respond here:

The press release would state that the police responded to the local high school regarding a student in possession of a knife. The knife was determined to be a small pocket knife. The message would also state that there have been false reports of a student wielding a machete. The message would stress the fact that there was no machete involved.

The message would also stress that there were no students threatened or injured as a result of the incident and the matter was handled immediately and appropriately by the police department and the school administration.

This message would be sent out to all press contacts. I would request that the message also go up on the police Facebook page and that the school also address the issue by using their notification system to parents reiterating the fact that there was no machete involved and the matter was handled quickly by the police and school administration.

- Write a memo to the Board of Selectmen requesting \$10,000 in overtime for ATV/Beach Enforcement Police Officers while the community wants to hold down expenses.

Respond here:

To: Board of Selectmen

From: Chief Guillemette

Re: Request funds

Board members, over the past several years the police department has received of a number of complaints along our beaches. These complaints range from parking issues to large disturbances. I would like to address these issues by increasing the police presence along our beaches during the summer months. This increased presence can best be accomplished by fielding our ATV unit during hours of peak activity and high complaint volume. I anticipate the cost of this additional coverage to be approximately \$10,000.

I realize that the community is doing its best to keep expenses down but I see this as a public safety priority for residents who live in the area and all those who enjoy our beaches.

I am available to discuss the matter at your earliest possible convenience.

Thank you.

- Write a memo to officers/internal in reference to citizens' complaints in general about officer conduct during traffic stops and questioning.

Respond here:

To: All Officer and Sergeants

From: Chief Guillemette

Re: Traffic stops

The department has received a number of complaints regarding the demeanor of our officers on traffic stops. Some of the complaints imply that motorists are being improperly questioned while stopped for a traffic violation. All officers need to be courteous and professional and limit their questions to the violation that resulted in the stop unless reasonable suspicion of a crime exists.

Sergeants please review our motor vehicle stop policy with all of the officers assigned to your shifts and make sure they have a clear understanding of existing case law regarding questioning of motorists during a stop for a traffic violation.

Any questions should be addressed through the chain of command.

Thank you.

- Write a guest column for local paper or Community Senior Bulletin in reference to community interaction with Police.

Respond here:

Good morning seniors! I hope you are all well and enjoying our beautiful spring weather. I would like to talk briefly about your police department and what they can do for you.

Our goal here at the police to department is to keep all of the citizens of this fine community safe and to work with all of you to improve the quality of life for everyone in the community. We accomplish this goal by reaching out to all of our citizens in order to determine what is important to you. How can we better assist you?

Our senior liaison is always available to answer any of your questions or to point you in the right direction for additional services. As Chief I am also available to meet with any of your groups in order to keep lines of communication open, exchange ideas and provide you with the latest information on staying safe in our community. We also have a presentation for seniors on how to protect yourself from identify theft and how to avoid falling prey to the hundreds of scams that are out there. Please feel free to contact my office at any time to set one of these presentations up.

Please know that your police department is here to serve you and we are just a phone call away.

Sincerely,

Chief Guillemette

MICHAEL P. HURLEY

April 5, 2015

Mr. Christopher Clark
Harwich Town Administrator
732 Main Street
Harwich, MA 02645

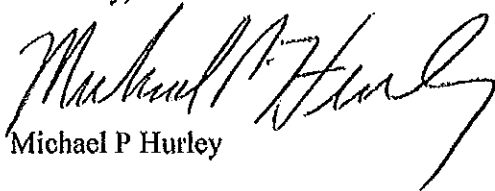
Dear Mr. Clark,

Please accept the enclosed resume and application for the position of Police Chief for the Town of Harwich. Having served in the Wellfleet Police department for 20 years, I am now prepared to take the next step and provide the Town of Harwich with strong, progressive leadership. I have held the position of Lieutenant in the Wellfleet Police department since July of 2011, working in a variety of assignments and currently serve as the department's second in command.

During my tenure as a Wellfleet officer I have developed extensive experience in police operations and have been deeply involved in Wellfleet's civic activities, most notably our department's community based policing program. Throughout my law enforcement career I have held three strong beliefs in policing; Accountability, Consistency and Transparency. In addition, I have lived in Harwich with my family for fifteen years and have an intimate knowledge of the town. I would strive to bring these values along with my community policing philosophy to the Harwich Police department.

Enclosed please find my resume. Thank you for your time and consideration.

Sincerely,


Michael P Hurley

Enclosure: Resume
 Application



In one page or less each, respond to the following:

- A student from a local high school came to school with a pocket knife. School officials identified the student and then contacted the Police Department. In the meantime, a Facebook post was sent out advising that a student was running around the high school with a machete. How would you calm the community in a Press Release?

Respond here:

On Wednesday May 20, 2015 at 0929 hours the Harwich Police department responded to Monomoy Regional High School to assist the school administration with an incident that occurred on campus. The Harwich Police department assisted school administration officials with an investigation involving a student on campus. The investigation has revealed that a student brought a pocket knife onto school grounds and had no intentions of using the knife at school. Harwich Police Chief Michael Hurley and Monomoy Superintendent Scott Carpenter want to assure parents that this was an isolated incident and that no threats have been made against the school. Harwich Police Chief Hurley stated that there was a rumor of a student running around the high school with a machete and that this information was false. Any further questions, please contact the Harwich Police department or Monomoy Regional District.

- Write a memo to the Board of Selectmen requesting \$10,000 in overtime for ATV/Beach Enforcement Police Officers while the community wants to hold down expenses.

Respond here:

TO: Members of the Board of Selectman
FROM: Chief Michael Hurley
DATE: May 20, 2015
RE: Overtime Request ATV/Beach Enforcement

After conducting several community meetings with residents concerned about ATV and beach issues, it has come to my attention that they would like to see some enforcement to help with the ongoing problems. The residents have raised concerns that the off-road ATV's are traveling on people's property and are making noise in the neighborhoods during all hours of the day. In addition, some coastal residents are concerned that loud beach parties are taking place late at night and usually go unnoticed by officers on patrol because they are far down the beach's.

In order to assist the residents in these affected areas, my staff has put together an enforcement schedule of officers from May 23 (Memorial Day weekend) to June 30th when the budget year ends. The anticipated overtime costs are expected to be \$16,000 to fund these patrols. After a review of my FY15 overtime budget, I would need an additional \$10,000 to cover the anticipated short fall as I only have \$6,000 left to expend in my overtime line.

If you have any questions or would like to discuss this request, please contact me at your earliest convenience. Thank you in advance for your assistance with this matter.

- Write a memo to officers/internal in reference to citizens' complaints in general about officer conduct during traffic stops and questioning.

Respond here:

TO: Patrol Staff
FROM: Chief Hurley
DATE: May 20, 2015
RE: Community Concerns

It has come to my attention that the department has received several complaints about officer conduct during traffic stops and questioning. In order to address these concerns I would like to start by saying the majority of our officers are conducting themselves in a professional manner. From time to time we all need a reminder that the individuals that are being stopped for motor vehicle violations are members of the community who are looking to be treated fairly by the police department. Officers need to remember that consistency in policing is important so we may provide a high level of service to the community. If officers begin to arbitrarily enforce motor vehicle regulations and begin to treat each stop differently it will create a hostile environment with the public. If the patrol staff stays consistent in its policing and enforcement then whatever action taken by the officer should not result in complaints about conduct. The common goal for all of us at the Harwich police department is public trust and that comes with fair, consistent and transparent enforcement. If you have any questions or concerns, please see your respective shift Sergeant or Patrol Lieutenant Considine. Please be safe out there.

- Write a guest column for local paper or Community Senior Bulletin in reference to community interaction with Police.

Respond here:

There are three important principles I've kept foremost in my mind during my law enforcement career when it comes to community interaction with the Police; accountability, consistency and transparency. The police department must be seen as being accountable for member's actions by community residents. Accountability can be achieved by establishing goals and objectives among members of the police department and community groups in town. This will allow us to evaluate whether our community interaction is meeting the expectations that we have set for ourselves. In addition, when department members know what is expected of them from the community it has been my experience that this results in a higher level of professionalism on the part of the staff as well as the department enjoys a higher degree of confidence from the public. Next, consistency brings a high level of service to community interactions with police because one we start to arbitrarily conduct ourselves with the public then public trust is lost. This will result in a contentious relation with the police department and the public. Finally, transparency should be taking place from the police chief down to the patrol officer. This will allow the public to grow trust and become involved with the police department at all levels. These principles are the back bone for successful community policing and community interaction.

Heath J. Eldredge

April 17, 2015

Christopher Clark
Town Administrator
Town of Harwich
732 Main Street, Harwich, MA 02645

Dear Mr. Clark:

Please accept the enclosed résumé and application for the position of Chief of Police for the Town of Harwich. As you will see in my résumé, I possess the necessary experience, education, and skills required for the position.

Prior to my years of service with the Brewster Police Department, I worked as a summer officer, eventually working my way up to patrol officer with the Harwich Police Department. Leaving the men and women of HPD to take the job with Brewster was one of the most difficult decisions in my career. However, faced with the possibility of layoffs, and a more robust compensation package in Brewster, I made the choice to transfer.

During my time in Brewster, I have taken advantage of the opportunity to grow as a leader and manager, working my way from patrol officer up to my current position as police captain. Meanwhile, I have maintained close contacts with members of the Harwich Police Department, and the community as a whole.

As a native of Harwich, who grew up in town, returned after college, and is currently raising a family in town, I have had a firsthand perspective of how the town has changed and grown over the past thirty five years. I have a firm grasp of our history, while also recognizing the current issues facing residents, and town government. With the current national climate towards police, and the scrutiny of the interaction they have with those they serve, it is more important than ever to make sure there is a strong connection between the police department and the community. The Harwich Police Department has a history of working with the community and one of my primary goals if selected for the position would be to assure the department is accessible to everyone. This would include working in partnership with other departments in town to look at problem solving from a multi-disciplinary approach.

Again, my résumé is enclosed to provide you with additional details concerning my background and qualifications. I look forward to the opportunity to interview for the position.

Thank you for your time and consideration.

Sincerely,
Heath J. Eldredge
Heath J. Eldredge

In one page or less each, respond to the following:

- A student from a local high school came to school with a pocket knife. School officials identified the student and then contacted the Police Department. In the meantime, a Facebook post was sent out advising that a student was running around the high school with a machete. How would you calm the community in a Press Release?

Respond here:

I'm assuming some additional facts, but my press release would read as follow:

“On May 20, 2015 the Harwich Police Department was contacted by the Monomoy High School regarding a student who brought a pocket knife to school. The student never brandished the knife or threatened any other student or staff. The Harwich Police Department’s school resource officer was able to secure the knife and speak with the student, who confirmed that he had left it in his backpack after returning from a camping trip. The pocket knife was returned to the student’s parents without incident. There are no pending criminal charges in this case, and the school will make a determination as to any potential discipline.

The Harwich Police Department remains committed to working with the Monomoy Regional School System to ensure student and staff safety.”

This press release would be sent out to local newspapers (Cape Cod Times & Cape Codder) as well as the radio stations. Additionally, I would make sure the press release was released on Facebook and advise the officer in charge of the monitoring the Facebook account to officially comment on any false claims on Facebook by redirecting people to the information contained in the press release. I would also encourage the school to send out a call and e-mail to the parents of the high school students.

- Write a memo to the Board of Selectmen requesting \$10,000 in overtime for ATV/Beach Enforcement Police Officers while the community wants to hold down expenses.

Respond here:

MEMORANDUM

TO: Harwich Board of Selectmen

FROM: Chief Heath J. Eldredge

RE: Overtime Budget

DATE: May 20, 2015

In this year's budget, I will be requesting an additional \$10,000 in overtime. This money will be directed toward ATV/Beach Enforcement.

Our beaches, recreation, and conservation areas are one of our most precious resources in Harwich for residents and visitors alike. Currently, our officers are limited to what access they have to some of these areas when they are assigned to a patrol vehicle.

With these additional funds we will be able to dedicate approximately 180 man hours to patrolling areas like Hawksnest, and Bell's Neck.

With the purchase of additional property in the Bell's Neck Conservation Area, there is now a complete loop around the Town Reservoir, in addition to the already existing walking paths and roadways in that area. As was brought out at the annual town meeting, there is concern of interaction between hunters and others using the property. There have also been complaints of trash dumping and littering in the area. These issues can be more closely monitored with officers on ATV's. As for the Hawksnest area, many of those remote pathways are only accessible via ATV.

The remaining funds will be used to provide directed patrol to our beach areas in the evening hours were we have received complaints of people finding empty alcohol containers strewn about, and residents are concerned about underage drinking on the beaches.

While I understand that it is important to keep our budget within the guidelines set out by the BOS & Fincom, I think this addition will be welcomed by the public based on our ability to respond to their complaints.

Please let me know if you have any additional questions regarding this request.

- Write a memo to officers/internal in reference to citizens' complaints in general about officer conduct during traffic stops and questioning.

Respond here:

My preference would be to address this at a staff meeting and then follow up with a memorandum.

MEMORANDUM

TO: All Staff

FROM: Chief Heath J. Eldredge

RE: Police/Public Encounters

DATE: May 20, 2015

Recently I have received citizen complaints regarding officer conduct during traffic stops and questioning of the public. I understand that not every interaction with the public is going to be under the best of circumstances, and that citizen complaints are an expected part of policing. However, as I begin to see a pattern develop, I thought it best if we take a minute to evaluate our approach.

Part of our mission statement addresses our desire to “promote a better understanding of the law enforcement profession.” When we are discourteous to members of the public, what understanding are they getting from our profession? I have seen countless examples of great police work from the men and women of this department, and what separates us from some of the agencies we read about and see in the media, is our relationship with our community. It is the level of respect that we show to each other and the public that defines who we are as an agency.

We do not have to agree with everyone, and everyone certainly will not always agree with us, but through appropriate communication and respect, we can be proud of the work we are doing. Remember the old adage, “Do unto others, as you would have done unto you.” We should treat all with dignity and respect, and remember that when we are encountering people, it is often when they are at their worst, and that is not necessarily a reflection of who they are.

Continue doing the great police work you are doing and show this community the great officers that you are.

“A person’s a person, no matter how small”

-Dr. Seuss-

- Write a guest column for local paper or Community Senior Bulletin in reference to community interaction with Police.

Respond here:

In light of recent national stories about police and their interaction with the communities they serve, I would like to take this opportunity to offer some insight from a Chief of Police.

The Harwich Police Department has at the core of its mission statement that it will "...work with the citizens of our community in a true partnership that embraces the quality of life in our town for all individuals..." The mission statement isn't just some flowery prose that is framed and hung on a wall to collect dust. It is a living breathing statement that guides our police department in all that we do.

Our interaction with the community we serve is essential to earning the respect and honor that is desired in the law enforcement profession. We do not take for granted that the badge we wear and the firearm we carry demands respect. We instead work every day to earn that respect through our actions.

The late Robert Kennedy summed it up quite well when he stated that, "Every society gets the kind of criminal it deserves. What is equally true is that every community gets the kind of law enforcement it insists on."

The Harwich Police Department looks forward to continuing to work in partnership with our community and we appreciate your support in all we do to serve.

David J. Callahan

April 20, 2015

Mr. Christopher Clark
Town Administrator
732 Main Street
Harwich, MA 02645



Dear Mr. Christopher Clark,

I am responding to the recent job announcement by the Town of Harwich seeking candidates to replace the retiring Chief of Police. I meet all of the requirements listed in the job posting and think I will bring a seasoned perspective to this leadership role, having worked in law enforcement for over twenty years, both a city setting as well as a resort community.

I have been employed as a police officer since 1988. I began my law enforcement career at Old Orchard Beach Police Department, Maine. In 1991, I was hired and appointed as a full-time police officer with the City of Revere. Currently, I am a Lieutenant and have held that rank since 2003. I am known for my work ethic and how I motivate my fellow officers. I believe that community policing is an essential element of a successful community, and every community deserves to be a place where people want to live and raise their families. As police officers, it is imperative that we hold the highest standard and are known for our integrity. My experience in the field, in supervisory roles, and collaborating with other law enforcement agencies has prepared me well to lead a police department and I feel that I would be an excellent fit for the Harwich Police Department.

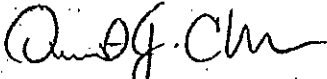
During my career, I have worked in various roles and capacities: patrol, community policing, juvenile services (such as the D.A.R.E. program and as the school resource officer), community outreach, gang investigation and interventions and the narcotics unit. At the present time, I am assigned as the Officer in Charge or as patrol supervisor on the overnight and evening shifts.

I am extremely active in community outreach issues regarding the current epidemic of opiate abuse and heroin-related overdoses in our community. I work closely with the drug court in the Chelsea and East Boston District Courts. I have also been working with the "Revere Cares" program administered by Massachusetts General Hospital and with North Suffolk Mental Health to help families and those going through treatment. I understand that these are issues every community across the Commonwealth is facing.

I have successfully completed a Master's degree in criminal justice administration and have attended the Senior Management Institute for Police (SMIP) that is administered by the Police Executive Research Forum (PERF) and the Federal Bureau of Investigation (FBI) National Police Academy.

In closing, I am sending all of the required documents for your review and evaluation. I respectfully request your consideration and look forward to having the opportunity to discuss the Chief of Police position with you.

Sincerely,

A handwritten signature in black ink, appearing to read "David J. Callahan". The signature is fluid and cursive, with the first name "David" being the most prominent.

David J. Callahan

In one page or less each, respond to the following:

- A student from a local high school came to school with a pocket knife. School officials identified the student and then contacted the Police Department. In the meantime, a Facebook post was sent out advising that a student was running around the high school with a machete. How would you calm the community in a Press Release?

Respond here:

I would respond with the following press release:

On Wednesday, May 20, 2015, there was an issue at the regional high school involving a student in possession of a knife. Subsequently, a pocket type knife was recovered from the student without incident. At no time was any member of the school community threatened, assaulted, or in any danger. This incident involves a student making a poor decision by taking the knife to school.

School officials immediately notified the Harwich Police Department School Resource Officer and the matter will be thoroughly investigated by School Officials and the Harwich Police Department.

Note: There would also be an immediate release of information regarding the aforementioned incident through the Harwich Police Department social media, Facebook and twitter accounts to disseminate factual information. I would also have school officials send out a connect-Ed message to the school community and parents regarding the incident.

- Write a memo to the Board of Selectmen requesting \$10,000 in overtime for ATV/Beach Enforcement Police Officers while the community wants to hold down expenses.

Respond here:

To: Board of Selectmen

From: David J. Callahan

Re: Request of funds for increased police patrols on beaches

Date: May 20, 2015

Due to an unforeseen need of additional police patrols on the town beaches because of an upsurge in alcohol related incidents involving assaults and other public disorders, I am respectfully requesting additional funds of Ten Thousand Dollars (\$10,000) to the police overtime account. This is an expenditure that is not covered in the annual fiscal budget. This is for directed patrols and enforcement by uniformed police officers utilizing ATVs. These officers would be able to cover large areas of beach in a very short amount of time.

This issue has never been a problem in the town and is a situation that has to be addressed with increased police visibility and intervention.

I would like to meet the board as soon as possible to further discuss this matter.

Sincerely,

David J. Callahan

- Write a memo to officers/internal in reference to citizens' complaints in general about officer conduct during traffic stops and questioning.

Respond here:

To: All Officers

From: David J. Callahan

Re: Officer Conduct

Date: May 20, 2015

As the result of numerous citizen complaints regarding improper conduct by officers at traffic stops and encounters with citizens, I am writing this to remind all officer about acting in a professional manner at all times. Any unprofessional conduct by an officer is detrimental to the Town of Harwich and to the police department.

Any officer that is found to be in violation is subject to disciplinary action from the department.

- Write a guest column for local paper or Community Senior Bulletin in reference to community interaction with Police.

Respond here:

On a recent visit to the Town of Harwich, located on beautiful Cape Cod, I had the fortunate opportunity to have a positive interaction with a police officer in the town. I was lost and in desperate need of directions. The officer who was directing traffic at a very busy location, stopped his duties and took a moment to help me. He was extremely friendly, approachable and was more than willing to assist. Immediately, I sensed that the officer was truly interested in assisting me and making sure that I totally understood the directions he was providing me with. The officer even went through to the extreme with drawing a map for me to ensure that I was able to get to my final destination. One thing that was amazing to me was that as we were talking, numerous citizens that were walking by, said “hello” to the officer and he, with a smile on his face, greeted all of them, knowing most by their first name.

After this pleasurable experience with this officer, I felt a need to share this encounter with other citizens. Especially in these tumultuous times for law enforcement where the police are regarded as being difficult to deal with, out to violate a person's right and lock people up for no real reason. I see that the police officers in the Town of Harwich, enjoy their position as "peace officer" and are willing to go above and beyond to assist someone in need of assistance and provide some service.

In closing, I could clearly see that the police officer enjoyed his job very much and this was done on a daily basis. At no time did I reveal to this officer that I was a columnist for the Boston Globe Spotlight Team and was here on a special assignment with the Cape Cod Times newspaper.