



Angeline Lopes Ellison
Town Administrator

Town of Fairhaven
Massachusetts
Office of the Town Administrator
40 Center Street
Fairhaven, MA 02719

Tel: (508) 979-4023
alopesellison@Fairhaven-MA.gov

RECOMMENDATION FOR PROMOTION

July 30, 2024

Members of the Fairhaven Select Board:

In anticipation of current Police Chief Michael Myers' retirement on August 10, 2024, the Town of Fairhaven ("Town") employed a promotional process in compliance with Civil Service law to select a successor Police Chief. Pursuant to Chapter 381 of the Acts of 2014, this correspondence shall serve as my official recommendation for promotion to the position of Police Chief of the Fairhaven Police Department ("Department"), submitted to the Fairhaven Select Board ("Board") for consideration and approval. After thoughtful consideration of the assessment center results and the information gathered by a three (3) member interview panel, I am recommending that the Town promote Acting Captain Daniel Dorgan ("Dorgan") (permanent civil service sergeant) to the position of Police Chief, thereby bypassing the top ranked candidate – Sergeant Matthew Botelho ("Botelho"). The reasons for this recommendation are outlined herein.

As background on the promotional process, through a delegation agreement with the Commonwealth's Human Resources Division, the Town conducted an Assessment Center for the position of Police Chief on June 10, 2023. As a result of that Assessment Center, the Town identified four (4) eligible candidates to move forward in the promotional process. Of those four (4), Botelho was ranked first and Dorgan was ranked tied for third. The remaining two (2) candidates indicated no interest in moving forward in the process.

On July 16, 2024, a panel selected by the Town conducted recorded interviews of Dorgan and Botelho. The interview also included a written component where candidates were given a chance to provide detailed, thought-out answers. The panel was comprised of Tara Kohler (Superintendent of Fairhaven School District), Andrew Saunders (current Member of the Fairhaven Select Board) and Chief Jason King (Mattapoisett Police Department). Following the interviews, the panel deliberated and unanimously recommended Dorgan's promotion. The reasons offered by the panel for its recommendation are as follows:

During the interview, Dorgan shared his vision for community driven policing in the Town of Fairhaven and shepherding the Department into the future with the assistance of new technology, while ensuring the human element of policing drives the mission of the Department. Dorgan's answers to the interview panel's questions showed a candidate who is open to and appreciative of collaboration and competing points of view; Dorgan believes this openness is essential to developing a police force that can meet the needs of a diverse population. Dorgan noted that diversity is essential to building that police force, but that diversity should be an inclusive term not just used to refer to race or identity, but also metrics like diversity of ideas and socioeconomic status. Dorgan stressed the importance of completing a Department Climate Assessment and Community Survey to ensure that the interests of the community and the Department are aligned. Dorgan's vision for the Department is working with the community to achieve a common mission and be equally invested in solutions. When asked the same question about community policing, Botelho stressed the importance of "open communication" several times, but was unable to

provide a clear plan to address that goal. When asked what Dorgan has done or will do to promote diversity internally, he informed the panel how he promotes equal opportunity and fairness in all aspects of his job. In contrast, Botelho stated that he has not had the opportunity to promote diversity within the department, despite his more than twenty (20) years working for the Town, a substantial portion of which he worked as a Supervisor.

With respect to education and relevant training, Dorgan's interview answers demonstrated a robust financial understanding derived from his Bachelor's Degree in Finance. Beyond that knowledge being useful when it comes time to prepare a budget, Dorgan has already utilized his financial studies to assist the Department in seeking out and applying for grants. When asked about the financials and budgeting, Dorgan was able to provide substantive solutions, once again pointing out specific grants he helped the Department secure.

Dorgan stated that his initial promotion to Sergeant showed him the importance of continued education and made conscious decision to obtain a Master's Degree in Criminal Justice with a concentration in public administration, as well as taking executive training courses to prepare for a potential promotion to the Department's administrative team. This training and diverse educational background makes Dorgan a uniquely well-rounded candidate. Dorgan also noted the importance of assisting officers in finding training that may tie into their specific skills; these specialized police trainings serve the community as police officers develop new skills. Botelho does have a Bachelor's Degree in Criminal Justice, but was unable to point to specific training or education that could be applicable to serving as the Chief of the Department.

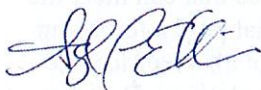
With respect to the written component of the interview, Dorgan's answers were much more substantive, thought-out and contained measurable outcomes and tangible plans to achieve specific goals. In contrast, Botelho's written answers were very brief and uninformative, frequently containing the correct "buzz words," but not indicative of a true plan or vision for the Department.

Overall, the interview panel found Dorgan's answers to be robust and thoughtful, especially in comparison to the answers given by Botelho, whose answers frequently lacked detail and insight. On several occasions, the interview panel asked for elaboration, to which Botelho rarely offered more than a recitation of his stated answer. In contrast, Dorgan's answers articulated clear plans and objectives to mold the Department to a community focused police force. Finally, Dorgan provided the interview panel with a detailed, written strategic plan regarding his goals if appointed Chief. Botelho also provided a prepared presentation to the interview panel, however it was mostly a recitation of his résumé – a fact pointed out by one of the panel members during the presentation.

Based on his answers and overall presentation, Dorgan presented a clear vision to move the Department forward with a plan of how he intends to achieve those goals. In contrast, Botelho's interview was more indicative of a police chief that would maintain the status quo without consideration for how his particular leadership will affect the future of the Department.

For all of the reasons stated herein, I adopt the recommendation of the interview panel and hereby recommend that the Select Board select Daniel Dorgan as the Town's next Police Chief.

Sincerely,



Angie Lopes Ellison

CC: Labor Counsel, file