



MELICK, PORTER & SHEA, LLP
COUNSELLORS AT LAW

John F. Rooney III
(617) 502-9620
FAX: (617) 502-9720
jrooney@melicklaw.com

RICHARD J. SHEA
ROBERT P. POWERS
JOHN F. ROONEY, III *(CT, DC & NH)
WILLIAM D. CHAPMAN
MICHAEL J. MAZURCZAK *(NY & WI)
ROBERT T. TREAT
WILLIAM L. KEVILLE, JR.
ANDRE A. SANSOUCY
ROBERT R. HAMEL, JR.
JENNIFER B. HARDY
DONNA M. MARCIN
VINCENT P. DUNN*(NH)
JOHN J. REARDON
MAUREEN E. LANE *(NH)
ADAM M. GUTTIN *(RI)
T. DOS URBANSKI *(RI)
MEGAN E. KURES
JESSICA M. FARRELLY *(FL)
MATTHEW GRYGORCEWICZ
DEBRA I. LERNER *(DC & TX)
ALEXANDRA POWER
ERIN J.M. ALARCON *(NH)
J. PAUL VANCE JR. (CT ONLY)
RAYMOND H. TOMLINSON, JR.
JOHN A. CALETRI*(RI)
CINDY PEAN
SHANNON M. MCQUEENEY*(NY)
PATRICK D. BANFIELD*(RI & CT)
SEEMA A. LYNCH
JULIE T. FISHER
W. PRESCOTT GOLDING, JR. *(ME)
KATHRYN M. AUGER
ROBERT S. LUDLUM*(NY & CT)
DOUGLAS F. HARTMAN
LISA WICHTER*(NY)
MICHAEL G. WINTERS
JONATHAN M. WHITE*(NH)
LEONARD D. ZAMANSKY*(NH)

OF COUNSEL
THOMAS W. PORTER, JR.

*ALSO ADMITTED

28 STATE STREET
BOSTON, MA 02109
(617) 523-6200
FAX (617) 523-8130

4 COURT STREET, SUITE 222
PLYMOUTH, MA 02360
(508) 746-2282
FAX: (877) MPS-1322

49 WEYBOSSET STREET
PROVIDENCE, RI 02903
(401) 941-0909
FAX (401) 941-6269

65 BANK STREET
WATERBURY, CT 06702
(203) 596-0500
FAX (203) 596-0640

62 LOWELL ST
SUITE 6
MANCHESTER, NH 03101

MELICKLAW.COM

September 18, 2009

Southborough Board of Selectmen
17 Common Street
Southborough, MA 01772

Re: Police Chief Search Committee

Dear Chairman and Board Members,

First, I want to thank each of you once again for affording me an opportunity to participate in the Town's search for the next Chief of Police. With a twenty-six year legal background and having grown up inside a police station with a father as a Chief, I thought I could offer value and unique insight in this critical endeavor. The recent action of the Police Chief Search Committee, however, made it clear how very wrong I was in my assumption.

When I sought a position on the Committee, my singular objective was, and has always been, to do what was in the best interest of Southborough and recommend the strongest candidate for the Board's consideration. The Board's action in hiring Chief Stephen Unsworth of Badge Quest to work in conjunction with the Search Committee showed a similar commitment in securing the best possible candidate. Chief Unsworth, a retired Chief himself, has been successfully called on by an impressive list of municipalities when confronted with the daunting task of selecting a new Chief.

At the Board of Selectmen's meeting on Tuesday, September 15, 2009, the Chair of the Search Committee publicly announced that the "vast majority" of "her" committee opposed the utilization of Chief Unsworth during the interview process. She went on to state that the ultimate objective of "her" committee was to maintain its autonomy and urged the Board not to involve Chief Unsworth during the Search Committee's interview process.

I was the sole Committee voice in support of taking advantage of the experience, guidance, training and wisdom of Chief Unsworth during the interview process. Chief Unsworth's role has nothing to do with invading the

Melick, Porter & Shea, LLP
Board of Selectmen
September 18, 2009
Page 2

professed autonomy of the Committee. On the contrary, Chief Unsworth's role is to **assist** the Committee in selecting the best possible candidate.

The Board listened and I truly believe understood and continues to understand the importance attached to the full utilization of Chief Unsworth. I sincerely commend the Board on its Herculean effort to accommodate everyone. Yet, it became immediately apparent two days later that the majority of the Committee maintained their steadfast adherence to their objective of autonomy and continued resistance to the participation of Chief Unsworth. Faced with an insurmountable and irreconcilable impasse with the interview process, it became obvious that it was in the best interest of the Town of Southborough for me to resign my position on the Committee.

Of course, there is no such thing as a perfect process. Nevertheless, it is categorically unassailable that utilizing Chief Unsworth as a consultant and participant during the interview process is preferable to not utilizing his services. As Chief Unsworth has previously noted, when a Town is hiring a new Police Chief, "you cannot afford to make a mistake." While it may have taken some of the aura of autonomy away from the Committee, the Committee's autonomy should be secondary to acting in the best interest of the residents of the Town of Southborough. I was unable to convince my fellow members of this position, and remaining a part of the Committee served only to disrupt.

The Committee's strength was in its diversity. I am honored to have had the privilege of meeting and working with the individual Committee members. Until the "vast majority" in opposition to Chief Unsworth appeared, debate and discourse was healthy and productive. Thereafter, it was non-existent and not tolerated. One's integrity and professionalism are sacred, and I could not adhere to the indifference being afforded Chief Unsworth.

Thank you all again. I wish the Town the best in its search for the next Police Chief.

Very truly yours,

John F. Rooney III