

Town of Windham
DRAFT Police & Fire-Rescue Chief Search Processes

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<u>Step</u>	<u>Target Date (FD)</u>	<u>Target Date (PD)</u>
Needs Assessment	Jul 2014	Sep/Oct 2014
Search Committee	Jul 2014	Sep 2014
Candidate Profile	Jul 2014	Oct 2014
Place Ad	Jul/Aug 2014	Oct/Nov 2014
Resume Screening	Aug 2014	Nov 2014
Initial Interviews	Aug/Sep 2014	Dec 2014
Second Interviews/Assessments	Sep 2014	Dec 2014/Jan 2015
Final Interviews	Sep/Oct 2014	Jan 2015
Executive Session/Council Interaction	Nov 2014	Feb 2015
Chief Designate Chosen	Nov 2014	Feb 2015
Employment Conditional Offer	Nov 2014	Feb 2015
Verifications/Background Check		
Employment Offer Acceptance/Appointment	Dec 2014	Mar 2015
Council Confirmation of Appointment	Jan 2015	Mar 2015
Retirement Date/Change of Command	Jan 2015	Apr 2015