

*Selectmen's Meeting Minutes*

Monday, August 12, 2019 at Police Department Meeting Room

Present: Chairman Mike Darcy, Selectman Steve Diorio, Selectman Bernie Rideout, Selectman Mike Carrier and Selectman Megan Kondrat; T.A. Jill Collins and Kim Worden.

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Chair Darcy opened the meeting with a formal declaration indicating that the Board is not trying to remove anyone, despite any of the rumors anyone may have heard.

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Selectman Diorio made a **motion** to approve the manifests of August 5, 2019 and August 12, 2019 and the public and non-public minutes of July 29, 2019, second by Rideout. Motion passes unanimously.

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Chair Darcy read the appointment and oath for Wayne Gallagher and he was sworn in as Police Office and welcomed back.

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T.A. Collins stated that the Personnel Policy was passed out last week and needs to be voted on. Discussion followed. Jill indicated that department heads and employees have seen it. She has a redlined copy if anyone wants to see it. Frank Podlenski asked if another week to 10 days could be given as he wasn't sure if employees have had a chance to read it. He also asked if the Social Media Policy was new as he didn't know we had one. Jill indicated that it was adopted a couple years ago. After discussion, Selectman Diorio made a **motion** to revisit the Personnel Policy in two weeks and finalize it, second by Rideout. Motion passes unanimously.

T.A. Collins has the COLA (New England Division) with a 1.9% increase and would like to add this in to Budget increases. Last year's rate was discussed. Selectman Kondrat asked what that does to the bottom line. Selectman Rideout asked if department heads would be able to find that in their budget. Frank felt he was usually under and if years past were an indication, he would say yes. Jill noted there were 15 steps in school increases – 3% increase every year plus their COLA. Frank's concern was that employees are only receiving COLA. They were on the 8-year step and that was changed (in order to be fairer) to this current system. He has good employees and would like to keep them and feels it is not fair to only give COLA. Jill outlined the salary study and the old model of pay increases - step vs. merit.

Selectman Diorio made a **motion** to approve the 1.9% COLA increase, second by Rideout. Motion passes unanimously.

Merit increases/options were discussed by Jill indicating that they could go back to the step model or set merit increases, with a maximum amount, for department heads to put into their budgets. Discussions followed on those options and concerns. Kathryn felt that after 8 years, the step increase gave no incentive to do better or worse and only cost of living was received. She indicated that we switched over and were put in the middle to have something to work towards. In discussion, it was then clarified that Merit also maxes out and any system would have an element of someone coming in with fewer years and catching up to employees with longevity. Frank felt that vacation time at 10-year increments (for long-time employees who have maxed out and only receive COLA) should be looked at too and this really wouldn't raise the budget. Selectman Kondrat thought a workshop would be needed on this in order to make an educated decision.

Selectman Carrier made a **motion** to authorize department heads to allow up to 3% for salaries and a workshop will be scheduled with department heads to figure out and fine tune this, second by Kondrat. Motion passes unanimously.

Robert Johnson had concerns on whether a merit raise will be received for this year as none was received last year. It was determined that a workshop will be scheduled for August 26<sup>th</sup> at 6:45. Jill will get notice out to Department Heads. There was further discussion on what the Board will be doing on merits for this year. Robert Johnson noted that he understands taxes are high and budgets are being cut; however, he also sees that school raises are built in and

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taxpayers always approve school and their budgets. Sean Leary noted that the school has two collective bargaining units and two unions and felt the School should be invited in (for this conversation). Frank mentioned that he hears the Police are underpaid and asked if they have received raises mid-year without it being budgeted. Response was that there have been incentives. After discussion, Selectman Kondrat made a motion for 2% increase, retroactive for this year. There was no second and motion failed. Selectman Carrier made a motion for up to 2½% retroactive for merit increase for this year for department heads, second by Diorio. The vote is as follows: Carrier-I; Kondrat-I; Rideout-No; Diorio-No; Darcy-No. Motion fails. Selectman Diorio made a **motion** for up to 3% retroactive for merit increase for this year for department heads (to calculate), second by Rideout. The vote is as follows: Carrier-I; Kondrat-No; Rideout-I; Diorio-I. Motion passes.

T.A. Collins noted that:

Budget Packages will go out on Wednesday and are due September 10<sup>th</sup>;

Evaluations have been distributed and are due August 26<sup>th</sup>;

CIP Packages have been distributed and are due August 28<sup>th</sup>;

Auditors were here on August 8<sup>th</sup> and will return the week of September 23<sup>rd</sup> to complete the audit;

Barrows received the oil bid for 2019-2020 at a rate of \$2.198 for #2 fuel and \$3.189 for kerosene;

James St. Jean Auctioneers were in town today to review properties and will be here on 8/26 to discuss the process and answer any questions; and

Summer Camp parent surveys were returned and provided some very nice comments. Some of them were looked at by the Board.

Jill also noted that there will be flyovers over the powerlines next week.

The Mission Statement drafted by Selectman Carrier was discussed. Selectman Diorio read it for discussion. All were agreeable to it. Selectman Diorio made a **motion** to adopt the Mission & Values Statement as presented, second by Kondrat. Motion passes unanimously.

### *Board Comments/Discussion:*

Selectman Diorio asked about the status of the signage for School Street and noted that the font on prior signs was too small. Frank indicated signs should be there in two weeks and enforcement is needed. Selectman Diorio mentioned the recent Fire Building Committee Meeting. Steve and Kayla will be in touch with Jill re: grants and assistance. He also mentioned that Sean gave guidelines to start discussions regarding property the committee is interested in.

Selectman Diorio asked Frank to do maintenance on Oak Hill Road. Steve has done it all in the past at his expense at no cost to the Town. It would just be over the rail brush hog work. Jill asked if it was a Class VI Road and if so, municipalities cannot put money into Class VI Road. He asked if he could get permission to ask Frank to do that - - an exception, as he has put thousands of dollars into that road and pays taxes. Chair Darcy noted that once a town does anything, then it's accepting complete ownership and liability. If we do that, it changes the road. Ideas and suggestions were discussed. Jill will get info from John Ratigan, related RSAs, and *A Hard Road to Travel* (NHMA ref. book) in order to research and see if there is a way to accomplish this.

Selectman Kondrat asked about School Street Parking and enforcement and if we were having a meeting with the Police Chief on this. Jill indicated that discussion has taken place. Selectman Kondrat also had website concerns and had previously suggested a workshop. She asked if during said workshop, they might come up with a Selectmen Page and her ideas on that. Selectman Kondrat also noted that Minutes are hard to find. Jill noted that a Facebook Page is not authorized. Selectman Kondrat felt it could be informational and would include only general statements. Jill stated we have a Social Media Policy and advised against it. Selectman Kondrat pointed out that the Police Department has a Facebook Page.

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It was pointed out and discussed that if a Workshop on the website was to be scheduled, they need to identify who they need to have present and pull up previous thoughts and find out whether or not any were implemented. There are still concerns and issues and the most indicated they would like it to be more user-friendly. It was agreed that the workshop would be scheduled for September 23<sup>rd</sup>.

Chair Darcy will have a non-public re: personnel.

*Citizen Comments:*

Sean Leary noted that when he did the presentation for the marketing project, specific sections of the website were discussed. They have gone back and forth re: a workshop. He sees the problems as easy fixes. He hopes that is still the case and a part of the workshop.

Frank asked the Board if they are happy with Canal Street. He had concerns of the State leaving a lip where plow wings will catch in the winter and the State will expect the Town to fix them. Chair Darcy noted that both Frank and Jill had contacted the State (with their concerns) so if and when it gets torn up, the Board will look to the State for repairs. Frank also had concerns with pole replacement and feels the Town should be taxing for 2 poles since cable and phone companies are dragging their feet on removing poles. He thinks there should be a time limit for getting the old poles removed. Kathryn can have Skip look into this and explain how they're being taxed.

Bob Johnson noted that since the new power feed project has been completed, it is much better (at the plant) and extremely helpful to them. He also pointed out two Exit signs needing attention in the meeting room.

Kathryn had concerns re: last year when the budget was done. There was a budget meeting and her overtime was cut. She wrote a letter and explained the situation. She was told there was a mistake in the budget, that overtime amount was in there twice. Discussion followed. One of the two entries should have been removed and the budget reduced. The intention was to clean it up, not take it away. Kathryn asked if a motion could be made to put the \$800 back in and was told nothing could be done at this point as the budget has been voted on. If it goes over, it will have to be figured out. Kathryn asked about why workmen's comp figures have doubled. It was discussed and Jill indicated that the full salary should be multiplied by 1% and that rates went up.

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7:45 p.m. Selectman Rideout made a **motion** to enter into non-public under RSA 91-A:3, II (a) personnel, second by Diorio. The vote is as follows: Darcy-I; Diorio-I; Rideout-I; Carrier-I and Kondrat-I; Motion passes unanimously.

7:52 p.m. Regular Meeting reconvened.

Selectman Diorio made a **motion to seal** the non-public minutes, second by Kondrat. The vote is as follows: Darcy-I; Diorio-I; Rideout-I; Carrier-I; and Kondrat-I; Motion passes unanimously.

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7:52 p.m. Selectman Diorio made a **motion** to adjourn, second by Kondrat. Motion passes unanimously.

Respectfully Submitted,

Kim P. Worden  
Secretary