

*Selectmen's Meeting Minutes*

Monday, October 28, 2019 at PD

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

6:00 p.m. Chairman Darcy called the meeting to order.

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Selectman Diorio made a **motion** to approve the manifests of October 28, 2019 and the public and non-public minutes of October 21, 2019, second by Carrier. The vote is as follows: Darcy-I; Diorio-I; Rideout-I; Carrier-I; and Kondrat-I; Motion passes unanimously.

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*New Business:*

The third quarter 2019 Water Commitment was presented in the amount of \$118,767.43 and Sewer in the amount of \$92,292,41. Selectman Diorio made a **motion** to accept the 3<sup>rd</sup> quarter Water & Sewer Commitments, second by Rideout. Motion passes unanimously.

A Notice of Intent to Cut Wood or Timber for Richard Krane, Route 63, by Thomas Hildreth was presented. Selectman Rideout made a **motion** to accept the Notice of Intent re: Krane, second by Kondrat. Motion passes unanimously.

A Cemetery Deed for Joyce Haskins, Lot 16 #6 Section E Pine Grove Cemetery was presented. Selectman Rideout made a **motion** for the Board to sign the Cemetery Deed, second by Carrier. Motion passes unanimously.

*T.A. Reports/Requests:*

T.A. Collins reported that Treasurer's Procedures for Parks & Rec were approved at their meeting Thursday night.

She gave the Board the tentative Town Meeting Schedule for 2020-2021.

T.A. Collins would like the Board to act on Christmas Eve closing at noon and New Year's Eve close at 2. Selectman Kondrat made a **motion** to allow early close on Christmas Eve and New Year's Eve, second by Rideout. Motion passes unanimously.

T.A. Collins indicated the need to raise the Federal Mileage Reimbursement Rate to .58 cents would need approval. Selectman Rideout made a **motion** to align the mileage rate with the federal rate, second by Kondrat. Motion passes unanimously.

T.A. Collins will have a non-public re: personnel.

T.A. Collins brought up *Coffee with the Selectmen* to be discussed, defined, and a date determined. Discussion followed including ideas, reminding of an upcoming joint budget forum with the School Board to include ideas for explanation of tax rate. *Coffee with Selectmen* may take place in January.

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Stephen Vigneau was present to discuss his concerns with the shooting range being inaccessible to residents. He called to get permission and was told it was for the Police Department use only. He spoke to the Town Administrator too. He doesn't understand why.

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Chair Darcy explained that two years ago this was revisited, that the PD had used the indoor range while it was operating, and when the indoor range closed the (outdoor) range was in disrepair. There are safety concerns re: proximity of the rail trail. There were a series of public hearings and with abutters' input, it was agreed to have the range used by PD. Notifications are given and there is a process. Discussion followed.

Mr. Vigneau did not feel there were options close by. When he walked to the range recently, he noted the gate was open and he only saw three signs. He didn't feel there was a safety factor if the PD is shooting there. He felt others would like to be able to use the range, especially to site-in guns prior to hunting season.

The possibility of obtaining permission by the Police Chief was mentioned. Mr. Vigneau will contact him.

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*Board Comments:*

Selectman Rideout noted that Thursday's Rec Meeting was very productive. A few items need to be rectified: the electric outlets in the park not working correctly and the playground lights at the basketball court. He'd like Jill to invite Frank to a meeting as there is interest in redoing the horseshoe courts and the cost could come out of the playground budget.

Selectman Kondrat has a library meeting. There are three bills coming from Eversource and they are trying to figure out the correct bill. T.A. Collins indicated she knows which is the correct one. Selectman Kondrat also noted that the light in the parking lot is still not working.

Selectman Diorio attended Trunk or Treat, noting that despite the rain, the kids had fun. He praised the group for offering a safe event. He also noted that the first Budget Meeting will take place this Wednesday.

Chair Darcy will have non-publics re: personnel.

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Full-time employees were in attendance re: Insurance benefits. T.A. Collins handed out and explained Medical and Prescription Plan options to the Board. Employees had attended a meeting on this earlier. She indicated that full-time employees were concerned that deductions per week and co-pays may increase. She gave history of the plan. She noted that if the plan was changed (from AB10 to AB20), it would result in \$6.60 per year on a \$150,000 home. This is not a huge cost savings and as part of their compensation policy, it's a concern. T.A. Collins noted a recent increase now at 7.5% due to more catastrophic claims during January through December in the pool of municipalities.

Employees spoke: Highway Superintendent noted that he had a tough time hiring two new employees and as they took lower pay, their compensation plan helped make their decision. They also have second jobs to make ends meet. Water Superintendent noted that one new employee also took a pay cut to come here. A highway employee noted he has been here 16 years because of the insurance and changing this would be a hardship on employees. Another employee felt that most employees are on family plans and thinks there are ways to save but this isn't one of them. Withholding would be up \$26 and co-pays up to \$20. Insurance is a great benefit and keeps her here.

Chair Darcy explained the different plans. T.A. Collins noted that they could offer three different plans, however that would be confusing and after discussion, noted that it still would not make much difference. Chair Darcy asked the employees if they like the plan, all responded yes. He asked if there were any reason to tweak for \$22,000 or to tweak for \$27,000, or if they should offer an array of plans. No was the response to those three questions.

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The Board had discussion noting obviously the employees like what they have. It was noted that no one has the benefits we offer. Selectman Kondrat did not feel it was fair to residents, noting that we have great employees.

Another highway employee stated that other municipalities pay well more for equipment operators than here and he is here for the benefits.

The Sewer Superintendent applauded the Board for trying to save, looking into options and ways but felt \$22,000 savings is not saving a ton of money and perhaps there is somewhere else to look. Employees are upset. He also asked Selectman Kondrat what she would propose as a fair plan.

Cathy Johnson asked that they make an honest effort so that this isn't hurting everybody, taxes need to be cut, and to try to figure out a way to make taxes go down.

A highway employee noted that he worked for a different municipality where there was a health savings plan and the Town contributed \$1500 per employee.

Lisa Prince asked for clarification on a Family Plan Premium and how much an employee pays. She asked why we don't entertain a deductible. She explained her plan. The Highway Superintendent noted there is a max out-of-pocket for employees.

The Town Clerk pointed out that municipalities can offer a great plan vs. private sector as they draw from a larger pool and it can be muddy water when you compare the two.

T.A. Collins asked how many employees live in town, work in town, and pay property taxes. There was a majority show of hands.

Chair Darcy indicated the appreciation for having the discussion.

A Water Dept. employee added that they are on-call all the time, they are dedicated and here for the townspeople. To have these benefits is important and their only time off is vacation and they still get called in.

Selectman Rideout made a **motion** to keep the insurance benefits provided the same as it is now (as the AB10), second by Carrier. The vote is as follows: Darcy-I; Diorio-I; Rideout-I; Carrier-I; and Kondrat-I; Motion passes unanimously.

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Julie Seymour asked if there would be public comments as she would like employees to know what the Town Clerk gets paid compared to them. She indicated she would appreciate if they stayed.

Department Heads were present to discuss merits as there was previous mention of discussing longevity pay. It was pointed out that in the old step system, they would receive a plaque. They would like to revisit the possibility of additional vacation time for longevity for their effort and dedication. This wouldn't affect the tax rate. Highway Superintendent Podlenski noted that after 10 years vacation is maxed out. COLA is received. He felt something is deserved. Sewer Superintendent Johnson added that it gives them something to look forward to. T. A. Collins suggested after 20 years, giving them a week and after 30 years, another week. Community Development Coordinator suggested making it retroactive. There were suggestions and discussion. Lisa Prince asked if it would require OT to cover. Chair Darcy felt that for most departments, it would not be an issue. It was agreed that T.A. Collins will put together a proposal for 20 years and 30 years. The Board will then make a determination.

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*Citizen Comments:*

Frank Podlenski noted that on November 5<sup>th</sup> the dead trees will be coming down at the Kiddie Park and Heritage Park areas.

Liz Boggio thanked the Board for the Shooting Range input.

Sean Leary asked if there was a dollar total for what the merit was. Total was not yet available.

Bob Truesdell thanked the Board.

Lisa Prince gave the Board a handout and indicated it was tools/homework.

Julie Seymour indicated that in her compensation policy she is required to be open a minimum of 32 hours per week and work a minimum of 35 hours per week. She gets paid for 35 even though she may work 40. She gets 2 weeks' vacation (8 days), no sick, no personal, no bereavement. If she can't get her job done in 35 hours, she must stay until it's done. She explained a time of having no deputy, putting in 32 hours and taking a bereavement day without pay. She feels no one knows what the Town Clerk does. She tried to give minute by minute (breakdown) for 3 months to show she is doing the best she can. She is discouraged and has been before the Board multiple times. She called the Municipal Association and asked for help, indicating that she wants the package to be fair for the Town and also for the Town Clerk, describing what she was told. It was noted that she has a package that was voted on. We have a 3-year term. She thinks the Town Clerk should have a one-year term. She is looking to get paid annual compensation stated on the package and that she no longer gets deducted when she takes time off. Chair Darcy indicated that this could be looked at again, if there is a problem with the policy/package we can either get rid of or re-write it. It was noted to get her budget submitted. A workshop can't be committed to until December with budgets and holidays but she should stop back into a meeting after Veteran's Day. Julie asked employees as taxpayers to share how they feel. Chair Darcy indicated they should not get into back and forth discussion unless they wanted to. T.A. Collins indicated this should be an Agenda item. Chair Darcy stressed that they would need to sit down, have a workshop, figure out and have counsel involved. Discussion followed to include concerns by Robert Johnson as to fairness in paying for time worked and Lisa Prince suggesting comp time being allowed to build up if a week comes up short of 35 hours.

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7:28 p.m. Selectman Rideout made a **motion** to enter into non-public under RSA 91-A:3, II (a) personnel with the Program Director, second by Diorio. The vote is as follows: Darcy-I; Diorio-I; Rideout-I; Carrier-I; and Kondrat-I; Motion passes unanimously.

7:56 p.m. Regular meeting reconvened.

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

7:56 p.m. Selectman Diorio made a **motion** to enter into non-public under RSA 91-A:3, II (a) personnel, second by Rideout. The vote is as follows: Darcy-I; Diorio-I; Rideout-I; Carrier-I; and Kondrat-I; Motion passes unanimously.

8:39 p.m. Regular meeting reconvened.

8:39 p.m. T.A. Collins and Kim Worden were excused.

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

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

9:03 p.m. Regular meeting reconvened.

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

9:03 p.m. Selectman Kondrat made a motion to adjourn, second by Diorio. Motion passes unanimously.

Respectfully Submitted,

Kim P. Worden  
Secretary