

Selectmen's Meeting Minutes

Monday, November 23, 2020 meeting held at Police Department Meeting Room

Present: Chairman Steve Diorio, Selectman Bernie Rideout, Selectman Mike Carrier, Selectman Megan Kondrat, Selectman Richard Johnson; T.A. Collins and Kim Worden. Chief Rataj and James MacDonell also attended. Sean Leary began attending via Zoom and later arrived in person due to difficulty hearing.

6:00 p.m. Chairman Diorio called the meeting to order at the Police Department meeting room.

Chair Diorio noted that a Budget Meeting last week had difficulties re: remote access and capabilities. There needs to be a bigger investment in IT so it's available when needed. He added that they have permission to use the SAU Conference Room and SPED Room for the joint meeting with the Budget Committee on Monday. T.A. Collins informed everyone that she bought a 360° camera and has a karaoke device with microphones coming. She will be pickup up a 55" TV tomorrow to set up in the Community Room at Town Hall. She will call to have moved cables down to hardwire computers so there is no need for WiFi. Chair Diorio asked about an IT Consultant, due to concerns of availability, and noted a couple in town are really good. T.A. Collins ask Mike Tatro to do wiring, as he does the phones and wiring for us. She discussed rearranging the Community Room.

Selectman Kondrat made a **motion to approve** the manifests of 11/23/20 and public and non-public minutes of 11/16/20, second by Rideout. The vote is as follows: Diorio-I; Rideout-I; Carrier-I; Johnson-I; and Kondrat-I; Motion passes unanimously.

T.A. Reports/Requests:

T.A. Collins noted she had the Tax Collector Warrant for signatures in the amount of \$2,969,240.63 for the 3rd quarter payment of 2020; and \$2,969, 231.13 for the 4th quarter payment of 2020.

T.A. Collins also noted she had reading material for the Board, steps to follow from Attorney Ratigan, re: The Boat Landing. She suggested they read through this and noted they will not be plowing down to the ramp in the wintertime, just the big "U". She noted the Petition will be signed, presented to the Board, there will be a Public Hearing, any changes will be made and approved, and it will be filed with the Town Clerk. Discussion followed. T.A. Collins noted that we will see an offer for the Easement in the amount of \$1010.

James MacDonell, Tax Collector let the Board know that a majority of the Tax Bills went out today.

Board Comments:

Selectman Kondrat attended the Planning Board Meeting last Tuesday (via Zoom) and is glad we are getting equipment as it didn't go well, service wasn't good.

Selectman Rideout noted that the Board needs to reappoint him as Selectman Rep for HEDC.

Selectman Carrier **made a motion** to reappoint Selectman Rideout as the Selectman Rep to HEDC, second by Kondrat. Motion passes unanimously.

Chair Diorio informed the Board that at last Wednesday's Budget Committee Meeting they went over the PD Budget and a few smaller ones. There was discussion as to whether or not they will have an alternate (7-3) and they will try to get an alternate to attend the meetings.

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Chair Diorio noted that Donna Suskawicz and Doug Pryor were present to discuss Hope Engine #1.

Donna noted that she thinks it is wonderful that the Clock at Town Hall is working and also noted that the Cemetery on Depot Street looks fantastic and that a tremendous job on it was done over the Summer.

Donna stated that they are moving forward re: Hope Engine #1 and would like to create a Town Committee like Beautification and the Rec Committee, having monthly meetings at the Community Center or another place and get more citizens involved in the project.

T.A. Collins suggested this could be a subcommittee under the Board of Selectmen, where the Board would give approval, meetings would be posted and minutes would be done. Following a question, they would not need to become a 501c3. T.A. Collins suggested setting up Zoom Meetings as long as they are posted 24 hours in advance and minutes are taken.

Donna stated that they have a core group of people who would like to join. They have donations for lining up the foundation, moving the building, renovating, recreating signage, for locally harvested lumber, and window restoration. There have been holdups due to COVID.

Discussion followed. Donna added that they went to the Planning Board and the Planning Board agreed to do a Change of Use, reclassifying this as a shed. Their goal is to come to the Town before having it moved. They need to do whatever Rod Lawrence, Building Inspector advises and George Newman will need to work with Rod and investigate whether or not there are underground pipes at the property prior to doing a frost wall.

Chair Diorio asked if there was anything needed from the Board. Donna suggested putting it on the web page. T.A. Collins suggested putting it under Events or maybe under the Selectmen Section following Board approval. Selectman Rideout suggested using Hinsdale Area News. Chair Diorio wished them luck and happy planning. T.A. Collins suggested that Thursdays would be good days for meetings, except for the 3rd Thursday. [Sean Leary arrived at this point due to sound issues via Zoom]. T.A. Collins could make Donna a co-host from the start via Zoom as Donna is very familiar with those meetings.

Selectman Carrier **made a motion to approve a subcommittee** for the Hope Engine #1 event/process, second by Rideout. Motion passes unanimously.

Julie Seymour, Town Clerk, was present and informed the Board she was present to discuss compensation for the Town Clerk and felt when she came before the Board previously, she never left with an answer. She indicated that if the Board feels she shouldn't be paid salary we voted on at Town Meeting, why, and what are the reasons. It was pointed out that what changed is that if under 35 hours was worked, it was ironed out to be on a rolling average. T.A. Collins informed all that Julie is getting paid the salaried amount each week on a weekly basis: if she works 40 hours, she gets paid 35, if she works 30 hours, she gets paid 35 as long as rolling average is 35. Julie added that she is up for election and if there is a change it needs to go before Town Meeting. She needs to know for herself, what it is and what are the reservations of the Board; she understands her options are being paid via fees, fees and salary combined, or by salary. Julie feels she has never worked under and doesn't feel the Town is at a disadvantage. Her concerns include if she doesn't use a paid day off before or after a holiday, she doesn't get it (the holiday) and if she didn't make 35 hours in one week there is a

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concern of losing benefits. T.A. Collins pointed out that she gets paid a salary and has a good compensation package in benefits of health insurance, dental insurance, and NH retirement. Julie reiterated her concern of going under the rolling average. T.A. Collins added that it would be reassessed and that she has earned time to use and she shouldn't go under. Different scenarios were discussed. There was discussion on the need to work the day before or day after a holiday to receive the holiday. Chair Diorio asked if there was any flexibility and T.A. Collins responded yes, vacation time counts as worked time for the holiday calculation and if you are sick the day before and day after, you don't get paid holiday. Julie felt she is continually finding out more of what she doesn't get and her concerns for future scenarios. T.A. Collins noted that Selectmen have always taken each case separately and when cases have been brought to them, they have always been very good; she doesn't recall them being unreasonable. T.A. Collins added that this protects her as well as the Town. Julie suggested the Board should read the Compensation Policy and tell her where it protects. She had concerns of not being paid time off. She felt the Town Clerk could be voted in each year. She felt she was protecting the position through COVID, the Election, and reminded all of a report that was to be generated that Finance was to track. T.A. Collins noted the report can be emailed on a quarterly basis. Chief Rataj cited a state statute on salary and indicated there is a reason why it is structured this way limiting what you can and can't do. After further discussion it was asked what she wants: to become a Town Employee, and not elected, and work under the Town Administrator. Julie felt the Town Clerk position is a lot of work and if the part time person quits, it is all on the Town Clerk. Selectman Johnson added that he agrees there should be another person who knows how to do the job if necessary. T.A. Collins noted that legislation repeatedly gets voted down; and this most likely will stay an elected position. There is no unemployment insurance for elected officials and this has to do with RSAs and not the Town. Differences in elected officials and town employees were discussed further and again pointed out that town employees can be dismissed and elected officials cannot. Julie noted the differences of other Town employees being closed to the public during COVID and she felt the need to please everyone or deal with FB comments. Selectman Johnson noted other states are closing and requiring processing all via mail. T.A. Collins asked for reasons. Julie is looking to get paid as a salaried elected official. T.A. Collins asked for specific changes in the Compensation Policy that Julie would like to see. Selectmen agreed to give her an extra week last year. Sick time was discussed as it relates to Town Employees. Chair Diorio noted that this won't be resolved tonight. Julie will tell the Board what she wants to do and it will be up to the Selectmen if they put in a Warrant Article or it goes in by Petition.

Citizen Comments:

Police Chief Rataj updated the Board on his budget, indicating it should be \$30,000 for the computer line and he will correct that. He noted there are about a half a dozen dogs overdue on registrations and the probably don't have rabies vaccines. They are working on that. He also noted that the Range building is complete.

Fire Chief Zavorotny noted that they would still like to continue with the Children's Christmas Party Tradition by having a one-way drive up this year on School Street on Sunday, December 13th for about four hours. He also updated T.A. Collins on the truck delivery.

Public portion of the meeting ended. Chair Diorio informed everyone the Board will be going into a non-public meeting with Chief Rataj.

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

7:54 p.m. Regular meeting reconvened and Chief Rataj left.

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

7:55 p.m. Selectman Kondrat made a **motion to enter into non-public** under RSA 91-A:3, II (c) reputation, second by Carrier. The vote is as follows: Diorio-I; Rideout-I; Carrier-I; Kondrat-I; and Johnson-I; Motion passes unanimously.

8:12 p.m. Regular meeting reconvened.

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

8:13 p.m. Selectman Kondrat made a **motion to enter into non-public** under RSA 91-A:3, II (a) personnel, second by Carrier. The vote is as follows: Diorio-I; Rideout-I; Carrier-I; Kondrat-I; and Johnson-I; Motion passes unanimously.

8:49 p.m. Regular meeting reconvened.

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

8:50 p.m. Selectman Kondrat a **motion to adjourn**, second by Carrier. Motion passes unanimously.

Respectfully Submitted,

Kim P. Worden
Secretary