



Office of Board of Selectmen

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Selectmen's Meeting Minutes

Monday, October 18, 2021, 10:00 a.m.

Belmont Mill Tioga Meeting Room

Chairman Ruth Mooney called the meeting to order at 10:00 a.m. Also present were Selectman Claude Patten, Selectman Jon Pike, Town Administrator Jeanne Beaudin, Assistant Town Administrator Alicia Jipson, Craig Clairmont Director of Public Works, Fire Chief Mike Newhall, Building and Grounds Supervisor Patrick Golden, FD Admin Sarah Weeks (via Zoom), and Finance Director Katherine Davis (via Zoom).

Pledge of Allegiance

Those present stood for the Pledge of Allegiance.

Abatements, Exemptions & Credits

The appropriate abatements, exemptions, and credits were signed by all attending Board members.

Minutes

Selectman Jon Pike moved the minutes of the meeting held on October 4, 2021; as written; seconded by Selectman Claude Patten and the motion passed unanimously.

Selectman Claude Patten moved the minutes of the meeting held on October 6, 2021, as written; seconded by Selectman Jon Pike and the motion passed unanimously.

New Business

140 Sewer Line Break- TA Beaudin explained that we had a sewer line break over the weekend on Route 140 near where we had a break 30 days ago. TA Beaudin will bring the Town's questions and concerns to the WRBP meeting later this week. TA Beaudin added that she has not seen the invoicing yet for the cost of the 1st repair.

TH Toilet Repairs- TA Beaudin explained that Rowell's Septic was in this am fixing the pipes. The building has settled over the years as did the waste pipe and they readjusted the waste pipe to allow for better flow, so that we will hopefully not have any more clogging and backup issues in the restrooms.

Old Business

Acceptance of Personnel Policy- TA Beaudin explained that the new amendments to the Personnel Policy are relative to the new hire vacation and sick time allowance. The union has reviewed the policy and they were in agreement; changes in the policy will be retroactive to January 1, 2021, to give this benefit to the most recent new hires we have. Selectman Jon Pike motioned to accept the new personnel policy changes as presented; seconded by Selectman Claude Patten and the motion passed unanimously. TA Beaudin will notify the Department heads and the finance office will be making the appropriate adjustments in payroll.

Fire Department Budget 2022 Proposed- TA Beaudin explained that we are back to discuss the two new proposed new hires that Chief Newhall had presented, and any other changes related thereto. Selectman Pike asked why the request for two new employees and not one? Also, this budget seems misleading, as this only represents a small portion of the salaries for 5 or 6 months and will be much higher come a full year's budget. Fire Chief Newhall responded that in the past we have had interns from the college do a live-in internship at the FD, but the issue is every other FD is using them for extra help and we are unable to get any. Selectman Pike asked why they aren't coming here. Newhall responded that they are not coming here due to rules, we are very strict. We have a strict program, and we also do not pay our interns, other departments pay them when they go on call, we do not and have not in the past ever done that. We are responsible for them that's why we are so strict and carry a strict learning program, and the compensation was there living at the FD and not having to pay room and board at the college. Selectman Pike asked if the college students know that we offer this. Newhall responded that yes, they do, in the past there used to be only 3 or 4 surrounding departments that allowed this, now there is 10 to 15. They are choosing departments that are less strict on them with less rules so they can still live the college fun life. Selectman Mooney commented that we have a part-time call salary line, that she assumes will be fully used, but have you thought about offering a stipend to the students? Newhall responded that the problem isn't getting people to come it is getting them to show up at a call. All around it is becoming harder to keep up with our numbers, addiction and overdoses are starting to pop up again. Selectman Mooney commented that if you had come for a request for one new hire, she could have digested that easier. Chairman Mooney noted that next spring, we start with union negotiations, and we know that is not going to go down. She further inquired if you requested just one new hire, can that person become a night person? Newhall responded that he just doesn't know where to put just 1 person on the schedule. The volumes of calls are starting to wear on the crews and services will suffer, and people will have to wait depending on urgency. Selectman Pike added what it seems like is that we are doing more EMT calls also among your staff what are you looking at for future retirement? Newhall responded that we have 1 eligible right now to retire and 2 eligible next year. We have a young crew but a talented crew. TA Beaudin commented that under the existing contract if you were able to hire 1 and the Board was willing to do that could they be a 7pm to 7am on a regular basis, and we might be able to talk to the union to get that approved before the next contract. TA Beaudin noted that the proposed 8% increase in this budget does include those new hires. Selectman Pike asked what did we do for the vehicles that were requested? Newhall replied that the Board agreed to move the deputy command vehicle into capital, and you did not agree to support the purchase of a new rescue boat, and the utility vehicle needs to be addressed at some point. Selectman Mooney commented again that we are approaching union negotiations and they are all going to want an increase in salaries not a decrease, if we add 2 more guys to this and we go into negotiations then that increases the budget, and this makes me nervous. Selectman Pike added that he agrees with Selectman Patten and that he doesn't think we can take on two more employees this year. TA Beaudin commented that if you are going to consider paying the students a stipend, you will need to increase the call line. Last year we spent

\$27,800 and budgeted \$35,000. Selectman Pike commented that the training line has been increased but sees that barely any money has been spent. Newhall responded, that is due to covid and most classes getting canceled or postponed. TA Beaudin commented on removing the two positions and the effect on the proposed budget noting the reduction will be \$114,527.12 representing a 2% increase vs an 8% increase as previously proposed. Selectman Mooney responded, then we need to put in some extra money into the call line if we are going to get students, she recommended we increase the call by \$10,000. Newhall expressed that he does not recommend not hiring two new people, and expressed concerns with that decision, noting the call volume is wearing on people; less staff stretches people out thin, then they look to leave to go to a bigger department.

Emergency Management- Fire Chief Newhall commented that we have not changed this amount over the years. It is more of a place holder. In the case that we have an emergency and need to spend it. We did spend it in 2020 due to covid and that is essentially what it is intended for. Selectman Pike motioned that we accept the Emergency Management budget for 2022 as proposed; seconded by Selectman Patten and the motion passed unanimously.

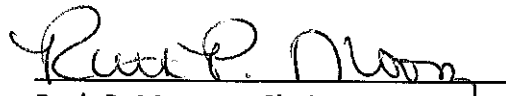
General Government Buildings- TA Beaudin explained that she has a non-public discussion related to this budget and asked if they would consider holding off on this until next Wednesday.

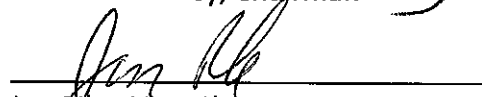
Non-Public Session


Chairman Ruth Mooney moved to enter non-public session in accordance with RSA 91-A:3 II (a &c) at 11:00 am. Roll call was taken and those present and voting were Ruth Mooney, Jon Pike and Claude Patten. Also, present were TA Beaudin, Assistant Town Administrator Alicia Jipson, TC/TC Cynthia Dero and Lori Gallentine. Building and Grounds Supervisor Patrick Golden showed up to the meeting shortly after for a Personnel discussion.

Following the conclusion of the non-public session, the Board agreed with the recommended payroll adjustment for Kyle Dodge, Building and Grounds. TA Beaudin will notify the AFSCME representative so he can advise the Town's local representative.

The meeting adjourned at 11:45 a.m.


Ruth P. Mooney, Chairman


Jon Pike, Vice-Chairman


Claude B. Patten, Jr., Selectman