

**TOWN OF CHARLESTOWN
SELECTBOARD NON-PUBLIC WORKSHOP
Non Public Session per RSA 91-A: 3 II a
June 25, 2019**

Selectboard Present: Steve Neill, Chair; Albert St. Pierre, Jeffrey Lessels
Staff Present: Jessica Dennis

Mr. Joseph Dupuis from the Highway department has received a job offer from another company. Mr. Dupuis has expressed to Ms. Dennis that he enjoys working for the Town and was hoping the Selectboard may consider increasing his hourly rate to continue his employment. There was a discussion about the compensation rates for Grader Operators in the area. They are hard to come back and Mr. Dupuis' compensation is on the lower side for the work he is performing. The Selectboard discussed his current rate and if there was enough money budgeted to meet his request. The Selectboard had budgeted all year for a new employee at the Highway Department; the new hire did not start until April and was not hired at the amount budgeted. Additionally, one of the highway employees has been driving the Transfer Station truck so those hours are being charged to the Transfer Station budget. The Selectboard agreed to increase Mr. Dupuis hourly rate to \$25 per hour.

The Selectboard had a general conversation about the staffing at the Highway Department. There is an employee ^{WVD} ~~how~~ is considering retirement soon and another employee who has expressed that he may be leaving employment with the Town. The Selectboard will have a non public with Mr. Weed at their meeting on July 3rd to discuss.

Ms. Dennis explained to the Selectboard that she had made an error and overlooked that the Town was still in a contract with FirstLight Fiber when they signed the new contract with Comcast for phone and internet. The Town has been sent communications that they will charged approximately \$3,000 in termination fees, she had not previously discussed this with the Selectboard as she wanted to review the FirstLight Fiber contract. She apologized to the Selectboard for the oversight; it was a detail that she clearly overlooked. A resident was in last week and mentioned to Ms. Dennis he was aware of a \$3,000 mistake she had made, so she wanted to speak with the Selectboard about it before they heard it from a member of the public. This communication resulted in a discussion about the Town Office staff; how the new employees and changes in duties/workload was working in the Selectboard Office. Ms. Dennis expressed all employees are still experiencing a learning curve and as discussed previously in this meeting, attention to detail is something they all need to improve on, but in general the current staff, including herself, are adjusting well to the office transitions and new duties.

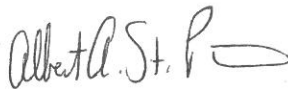
Mr. St. Pierre moved to exit the non-public session, Mr. Lessels seconded the motion. With all in favor, the meeting returned to regular session at 8:42.

Respectfully submitted,
Jessica Dennis

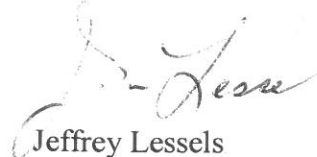
Approved,



Steven A. Neill



Albert St. Pierre



Jeffrey Lessels

(Note: These are unapproved Minutes. Corrections, if necessary, will be found in the Minutes of the July 3, 2019, Selectboard meeting.)