

**Town of Deerfield
BOARD OF SELECTMEN
November 14, 2016
MINUTES**

Call to Order

5:30p - Chairman Barry called the meeting to order.

Present: Stephen Barry, Chairman; Richard Pitman, Vice Chairman, Fred McGarry, Andrew Robertson, and Jeff Shute, Selectmen

Pledge of Allegiance to the Flag

Chairman Barry asks all to rise and pledge allegiance to the Flag.

Scheduled Appointments

Budget Review - Draft Warrant Articles

Chairman Barry read the draft Warrant Articles as follows:

1. \$75,000 to be added to the Winter Road Maintenance Expendable Trust Fund
2. \$67,540 to install a 30,000 gallon cistern in the vicinity of 10 Church Street
3. \$50,000 to be added to the Fire Apparatus & Equipment Capital Reserve Fund
4. \$26,600 to replace the Town Hall Roof
5. \$25,000 to be added to the Municipal Government Buildings & Infrastructure Expendable Trust Fund
6. \$10,000 to be added to the Rescue Vehicles & Equipment Capital Reserve Fund
7. \$8,000 to the Northwood Lake Association (Milfoil Containment Efforts)
8. \$5,661 to install LED Light Fixtures and Fans at the GBW Building
9. \$2,500 to the Pleasant Lake Preservation Association (Lake Host Program)
10. To rescind the current Veteran's Tax Credit and re-establish the credit to include all Veterans
11. To approve the disposal of property pursuant to RSA 80:42 and RSA 80:80
12. To approve the Town's sale of three properties (278 South Rd; Map 424, Lot 67; and Map 201, Lot 15)

The Board was in support of the articles as presented. Chairman Barry suggested that if funds for the cistern at the center of Town could be identified this year he would be in favor of doing so.

Budget Review - Wages

Chairman Barry spoke that, after further review, he is in favor of proceeding with the wage adjustment for the Police Department and not moving forward with any others at this time. Selectmen Robertson and Shute agreed.

Motion: Selectman Robertson moves to approve the Police Department wage adjustments as recommended by Chief Duquette

Second: Selectman Shute

Vote: Yea 5, Nay 0, Abstained 0 - Motion Carries

Northern Pass Pre File Testimony Questions

Chairman Barry described that there were four pre-file testimony questions the Town has been presented. They include, What economic impacts the Northern Pass will have on the host community; What impacts the project will have on the Town's Historic Sites; What impacts revenue projections might

have; and What impacts the Northern Pass might have on the Town's infrastructure. It was discussed that the economic impact on tourism in Deerfield would be negligible. The Board agreed that the project would impact infrastructure in terms of wear and tear of heavy equipment on the roads and property tax valuations. There would likely be little impact on Historic sites, though Selectman McGarry noted that the Historic sites at the Town Center would be impacted visually. There was discussion on the way revenue projections were put forward, namely around the depreciation schedules that brought salvage values all the way to \$0. The Board asked that the Town Administrator compile responses to the Questions as discussed.

Regular Business

Minutes - November 7, 2016

Motion: Selectman Robertson moves to approve the minutes

Second: Selectman Shute

Vote: Yea 5, Nay 0, Abstained 0 - Motion Carries

Accounts Payable - \$506,628.58 (\$500,000 transferred to DCS)

Motion: Vice Chairman Pitman moves to approve

Second: Selectman Robertson

Vote: Yea 5, Nay 0, Abstained 0 - Motion Carries

Negotiated Settlement Agreement between Deerfield and Northern New England Telephone Operations (FairPoint) to return \$116,166

Signatures Executed

Letter to Gary Roberge re: the FairPoint Settlement

Signatures Executed

Review of Correspondence

The Board received an email from Trustee of the Trust Funds Jim Sullivan regarding the long term funding shortfalls in the Town Cemetery trusts. Mr. Sullivan was in attendance and described that, because the Town is unable to move monies between the four cemetery funds, a review of the costs incurred versus the income generated shows that Old Center Cemetery will be approaching a shortfall in approximately three year's time. Mr. Sullivan suggested the Town could propose a new Warrant Article to correct the matter of moving monies between funds. He agreed that an additional \$5,000 would cover the costs, but warned that the Town may see a similar drift in five to ten years. The Board agreed to adjust the proposed 2017 Cemetery budget from \$5,000 to \$10,000 and asked for additional investigation as to how the properties can be better managed in the coming years.

Scheduled Appointments Cont.

John Dubiansky - Fire Captain

Mr. Dubiansky spoke that he would like to address the two main themes of the concerns expressed at the last meeting regarding the Fire Chief, safety and management. He described his history on the squad since 1994 and his complete faith and trust in the Chief's ability to make decisions and command a fire. He disagreed with the three examples given at the last meeting as evidence of poorly run burns. Mr. Dubiansky volunteered to serve as an intermediary between the Public and the Department, describing himself as approachable and easy to speak with.

Regarding management style, Mr. Dubiansky noted that he cannot speak publicly to why certain people were let go, but described a chain of command within the Department where a Committee of Officers met with the departing Members. He spoke that the Board of Officers is working to improve the way the Department is run and that overall, management of the Department has come a very long way since his joining. He asked that the Board continue to allow the Chief to improve.

Selectman Robertson asked about the number of Members responding to calls in Town, Mr. Dubiansky spoke that during the day between three and five Members are available. He attributed the decline in numbers to the fact that most people are now employed outside of Town and felt that the roster shrinkage was not unique to Deerfield. At night he estimated between seven and nine Members respond to most calls. Selectman McGarry asked how Deerfield's Member roster compares to those of surrounding Towns, Selectman Robertson responded that he had data for Northwood, Nottingham and Strafford and would provide it to the Board.

Selectman Shute spoke that he was bothered by the comments around bullying within the Department and a fear of retaliation and asked how the Officers would address that sentiment? Mr. Dubiansky responded that he had not witnessed any bullying and that, in his opinion, the reason the issue has come to this point is because the first step of mediating concerns was skipped. He indicated that the Board of Officers would likely create a Grievance Policy. Selectman McGarry asked about the concern that there is a lack of enthusiasm for welcoming new members to the Department and that training schedules were a poor fit with Mr. Dubiansky agreed that the warmth of the Department has waned over the last two years as the constant scrutiny has worn on the Chief. He indicated that the training schedules are outside of the Chief's authority to adjust, these programs are offered through the State. Chairman Barry asked whether Mr. Dubiansky has seen any safety concerns exist in the Department due to the Chief's leadership. Mr. Dubiansky responded that he never felt unduly unsafe at a Fire and asked anyone with concerns to dial him directly at the phone number listed on the Town's website.

Selectman Shute spoke that one of the concerns raised during the recent Safety Complex Meeting was the parking location of the Rescue Vehicle, it was suggested the Forestry Truck swap places with Rescue. Mr. Dubiansky responded that none of the other equipment will fit into the Rescue Bay and he was unsure that a change in position would at all reduce the response time. Vice Chairman Pitman asked about the stipends for Deerfield Volunteer Firefighters, Mr. Dubiansky answered that, while dependent on the volume of calls, it is generally between \$13 and \$17/hour. His payout is approximately \$1,700 biannually. The Board thanked Mr. Dubiansky for his time.

Correspondence Cont.

The American Legion Auxiliary has requested the Town Hall Rental Fee be waived for its December 10th Cookie Walk, there were no objections.

Notice of Computer Adjustment, 38 South Rd, Amanda Gleisner, \$500 Hardship Abatement

Motion: Vice Chairman Pitman moves to approve

Second: Selectman Robertson

Vote: Yea 5, Nay 0, Abstained 0 - Motion Carries

Chairman Barry notes for the record that an additional \$1,700 has been received for the Northern Pass Defense Fund. A Public Hearing will be held November 21st to discuss accepting the donations.

Chairman Barry noted that the Lunsted Property has been returned to the tax rolls. A letter from Pat Cassier was received requesting that the Town pave a portion or all of Middle Road as Mr. Baker suggested during the last Board meeting.

Town Administrator's Report

J. Foisy reminded Members that the Supreme Court hearing would be Wednesday at 10a. The Town Offices will be closed Thursday and Friday of next week for the Thanksgiving Holiday.

Unfinished/Other/New Business

Selectman Robertson spoke that he had been approached by Robert Bruce of Nottingham Rd asking whether the Town might want to fill the Fire/Water Hole at his property. Selectman Robertson, having reviewed the area, was unsure whether there were any flow or wetland impediments to filling the hole, and has asked the Road Agent to review.

Selectman McGarry asked that the Town consider joining the New Hampshire Public Works Mutual Aid whereby mutual aid for the Road Agent and Highway Department would be available. There are currently 126 municipalities participating and the group is just \$25 to join. The Board asked that the Town Administrator and Road Agent review the suggestion with its support.

Non Public Session

Motion: Vice Chairman Pitman moves to enter into a Non Public Session under RSA 91A:3II(c)

Second: Selectman Robertson

Vote: Yea 5, Nay 0, Abstained 0 - Motion Carries

Reconvene

Chairman Barry noted for the record that no action was taken during the Non-Public Session.

Motion: Selectman McGarry moves to seal the minutes of the Non-Public Session

Second: Selectman Shute

Vote: Yea 5, Nay 0, Abstained 0 - Motion Carries

Chairman Barry asked the Town Administrator to ask the Fire Chief whether the seven items identified last fall had been completed, and if not, asked that he come to speak with the Board.

Citizens Comments

Harriet Cady asked why, when the Board enters into a Non Public Session, does the motion leave off the last section about the person's right to choose the conversation be public. Vice Chairman Pitman responded that he was only reading the underlined text of the RSA, but will adjust for future motions.

Kathy Shigo encouraged the Board to keep every water hole in Town available full.

Kevin MacDonald spoke of two instances of bullying within the Fire Department; one regarded a deer head having been removed from the wall of the Station and the Chief's insistence that all members be fingerprinted. The second example was during a March 2015 vote regarding an addition to the Fire House where Captain Dubiansky stated that anyone in disagreement with the vote need, "Keep their mouth shut."

John Dubiansky spoke that he did recall the deer head incident, but it was unclear to him. Regarding the vote on the property at 8 Church Street, Mr. Dubiansky confirmed that he did use those words, but

believed that he later clarified the intent of his statement and apologized to anyone who took his comments as bullying.

Adjourn

Motion: Vice Chairman Pitman moves to adjourn the meeting of November 14, 2016

Second: Selectman Robertson

Vote: Yea 5, Nay 0, Abstained 0 - Motion Carries

Next Meeting Monday, November 21, 2016 @ 5:30p

*The Minutes were transcribed and respectfully submitted by Katherine A. Libby, Recording Secretary.
Pending approval by the Board of Selectmen.*