

**TOWN OF DEERFIELD
BOARD OF SELECTMEN
December 11, 2017
MINUTES**

Call to Order

5:30 pm – 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

Presentations – Gary Clark and Paul Smith

Chairman Barry stated that as a regular point of business, we usually recognize employees who have passed their five, ten, and even sometimes reaching their twenty-year mark.

But a couple of gentlemen are here tonight who have served this community for pretty much lifetimes in their volunteer capacity. Both of them, I hesitate to identify both of them as firemen. I would rather identify them as firemen and general, all around, good citizens. People who have done more than just volunteer, did the fire department, done other things.

They're members of this community and the kind of examples that have always amazed me not being a native, you know the people who really put themselves into their community and shine, without any fanfare, do what they have to do.

So first I want to call Mr. Paul Smith forward.

Paul has been a fire fighter for sixty years. Just a hair longer than I have been on this earth and he's retired this year and the Board of Selectmen would like to honor his service to the community and say thank you Paul for everything that you do. And it's a lot more than just being a volunteer fireman. Member of this community and you're always there to help anybody who need it. And we say thank you.

And Mr. Gary Clark, would you come forward sir. Gary, forty-seven years of service to the Deerfield Fire Department. The Assistant Chief and I know you would rather still be doing it, but you know what, you did quite a bit, and we thank you very much for everything that you've given to the town, the fire department and everywhere else. And I think your father would be damn proud of you.

Chairman Barry stated that he would like to note for the record, that we have a longevity award also for Mr. Kevin Barry, the current town clerk/tax collector for ten years of service to this community. Mr. Barry can't be here right now because he's still working down the hallway. But I would like to say on behalf of the Board of Selectmen, thank you for the ten years that you have given us and again he's not just the town clerk/tax collector for the Town of Deerfield, he's a million different things.

But, December 31st is his last day and we would like to thank him for his service.

Selectman Robertson stated that he thinks that he is going to move to Florida.

Regular Business:

Review of Outstanding Minutes for 11/27/2017

Motion: Selectman Robertson moves to approve the minutes of 11/27/2017 as written

Second: Vice Chairman Pitman

Discussion: Chairman Barry asked if anyone had any comments. Selectman McGarry was recognized by the Chair.

Selectman McGarry stated that he had a few.

Page 4, Line 1, it reads Mr. Tibbetts stated the snow blower ask to has

Line 6, toward the end of the line insert in parenthesis (the snow blower)

Page 5, Line 3, almost at the very end, insert "be"

Page 6, Line 13, funds we change "us" to "use"

Line 47, add "has" after group

Page 7, Line 48, toward the very end of the line, was to we have

Page 8, Line 26, insert "be" happy before to amend

Line 28, states that there was a motion but there was not a second and I think we had a motion in for 10 and we amended it for 12.

Line 37, inset "bill" after December

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

Account Payable Manifest - \$599,184.93 of which about \$554,000.00 is for the county

Motion: Vice Chairman Pitman moves to approve the Account Payable Manifest

Second: Selectman Robertson

Discussion: Vice Chairman Pitman asked if this was one a year for the county to which Chairman Barry replied yes

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

Request to Collect the Land Use Change from Christopher Teabert – for a parcel on Mt. Delight Road in the amount of \$110.00

Motion: Selectman Robertson moved that we collect the Land Use Tax Change fee

Second: Selectman Shute

Discussion: Chairman Barry asked if there were any questions.

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

Request from the Town Clerk/Tax Collector requesting an abatement in the amount of \$126.81 for Victoria Gayheart – due to a confusion with her latest tax bill. She attempted to pay the taxes but she had never received the July, 2017 bill and previously had never been late paying her taxes.

Motion: Vice Chairman Pitman moves to abate the refund

Second: Selectman McGarry

Discussion:

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

Chairman Barry stated that he had a request from the Trustees of the Philbrick-James Library that the Board appoint Emily Oxnard as a member of the, as a Trustee of the Philbrick-James Library to a two-year term expiring March, 2019.

Motion: Selectman Robertson moves to appoint Ms. Oxnard

Second: Selectman Shute

Discussion:

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

Chairman Barry stated that he had a letter here to send to the Chairman of the Northwood Board of Selectmen which reads:

The Deerfield Board of Selectmen have agreed to undertake the improvements on Gulf Road off Route 107 which runs along the northern shore of Pleasant Lake.

The road begins in Deerfield and terminates in Northwood.

As this road is shared not only by Deerfield residents but Northwood residents as well, we are hoping that the Northwood Board of Selectmen would consider cost sharing for road signage improvements requested by the Pleasant Lake Preservation Association.

The PLPA has suggested that a good number of the current signs are either missing or are in need of replacement as well as requesting some additional new signage to be installed to better control the flow of traffic and parking of vehicles

The suggested cost to replace or enhance signage is \$739.87.

The request from Deerfield would be to share the cost, \$369.94 each.

The signs include biking, pedestrian, share the road, no parking and yield signage.

If you have questions, they can be directed to the town administrator, John Harrington,

We appreciate your consideration of this request.

Chairman Barry asked the Board's permission to sign this letter and send it on.

Motion: Selectman Roberson moves to authorize the Chair to sign the letter he just read and send it along to the Northwood Board of Selectmen

Second: Selectman McGarry

Discussion: None

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

Notice of Intent to Cut Wood/Timber – Nancy Mates, Raymond Road

Notice of Intent to Cut Wood/Timber – Nicholas Shartar, Griffin Road

Notice of Intent to Cut Wood/Timber – Pamela and Mark LaMontagne, Haynes Road

Chairman Barry stated that he had the 2017 Joint Loss Management Committee Report and recommendations. He stated that he would like everybody to try and take a look at it this week and we can accept this report at our next meeting if that's okay with everybody.

Chairman Barry stated, kind of shutting the barn door after the cow has left. The American Legion Hogue-Bachelor Post Unit #103.

The Deerfield American Legion Auxiliary is holding their Cookie Walk last Saturday. They would like us to waive the rental fee.

Selectman Robertson stated that we always have.

Vice Chairman Pitman asked who we could talk to for shutting lights off. They were still on this morning from Saturday.

Chairman Barry stated that usually Mark goes in and shuts everything down.

Vice Chairman Pitman stated that that's his job.

Chairman Barry stated that yes it would be.

Chairman Barry recognizes Selectman Robertson.

Steve, I know that we already have a specific agenda here and I am assuming that Nick might be with us for the long haul but I'm noticing the Librarian is here and I think she has a rather quick budget question that she would like to ask us.

Chairman Barry asked Ms. Howell if that was so to which she replied yes.

Ms. Howell got up to speak stating so I'm here tonight because I made an adjustment our budget for 2018. I've increased the Contracts line by \$500.00. I already presented it to the MBC and it was approved so I just wanted to let you know why I am doing this because I want to automate the library and the software will be \$500.00 in Contracts which is actually a savings because right now we're spending for a shelf-less card is \$1.00 a card.

If we buy approximately 800 books a year, save \$800.00 right off the bat so it's actually cheaper.

Chairman Barry recognizes Selectman Robertson.

I think that the information that you gave for the Municipal Budget Committee was instrumental in swaying them. I believe that we are only one of two libraries in the state that is not automated.

Ms. Howell stated that we are one of two in the state and also every other software package that I looked at in excess of \$25,000.00.

Chairman Barry stated so this basically computerizes the catalog to which Ms. Howell agreed.

Selectman Robertson stated that he thought it was fine for the Budget Committee to vote on it because we haven't actually approved the entire budget so we rolled with it Saturday.

Chairman Barry asked if anyone had a problem with it. No one did.

Chairman Barry recognized Nick Lawrence and asked if he was just visiting or did he have something to pass on to us.

Mr. Lawrence stated that he was at the meeting for support for the person for the Assistant Director's position for Parks and Rec.

Chairman Barry thanked Mr. Lawrence.

Chairman Barry had Chief Duquette step up to the microphone and apologized for not seeing him in the back of the room.

Chief Duquette stated that's okay.

Just a follow up to the whole mobile data terminal replacement that he had come to the Board about and then I told you later down the road that I would probably be mentioning something about the in-car cameras that don't work anymore and you know that we got a small grant, Highway Safety Grant.

I was going to wait and encumber these funds. The laptops are all sitting in the PD right now unusable, cameras are out of the cars so we're basically out of all this equipment right now.

So, what I am looking to do, what I am asking for tonight, I've got the money in my current 2017 budget because we have been running so short-handedly and was looking for permission to go ahead and just do this project now.

Chairman Barry asked if Chief Duquette could give him a number to which he replied \$34,503.00 for everything, cameras, computers, installation and training done on-site here. They come to us. And when it's done, I submit the paperwork and recoup \$6,000.00 back from the grant.

Chairman Barry recognized Selectman Robertson who stated that he would be strongly in favor of this. We've had spotty cameras in unworkable shape in cruisers for a number of years now.

Chairman Barry stated to Selectman Robertson that doesn't it feel like we just bought these things.

Selectman Robertson stated like 17 years ago.

But particularly coming into the holiday season, these guys will likely be busy with roadside types of things and I think if we can get them sooner rather than later, and we're going to do it anyway, we might as well do it.

Vice Chairman Pitman asked the Chief when can they do it. (installation).

Chief Duquette replied that he didn't know. I've been waiting for approval but no word yet. I have all the quotes and everything so I'm just basically waiting for approval tonight and I'll order them tomorrow and then I would know what I am looking at for a time frame.

Chairman Barry asked the Board if they had any objection. None was raised.

Town Administrator's Report:

Mr. Harrington stated he had a couple of items.

One is getting back to Andy Robertson who had a question on paving projects. I would assume at this point whatever remaining paving will wait until spring according to the highway agent.

The job openings for the part-time fire fighter/EMT positions have been posted. They're listed that they are open until filled.

They are on the town's postings on the webpage, Facebook, NH Municipal Association and the NH Fire Standards and Training Academy and EMS website.

He stated that he also included in your folders, a draft Board of Selectmen meeting schedule. You can look at it and make a decision between now and the end of the month so we can get that posted for folks so they can see what meetings are coming in January.

Chairman Barry asked if there were any questions for the town administrator.

Unfinished Business:

As Andy mentioned, we have not finalized the budget. I believe that we need to make a selection on both Health and Dental Insurance. Are we ready to do that?

Selectman Robertson stated that he would certainly be but I don't know if John was able to talk with Bill Bald further to ascertain if he was comfortable with potential change.

Mr. Harrington stated that he had no other information that he could offer except what he sent us.

Selectman Robertson stated for the record, I did talk with Bill a little bit and he assured me that there would be no gaps in network that this is exactly the same network as we have now. There would be no danger of losing doctors or losing facilities by making the switch.

Chairman Barry asked Mr. Robertson if he would be willing to make a recommendation.

Selectman Robertson stated that he would make a recommendation that we accept the recommendation of Bill Bald and move from the Anthem Blue Cross/Blue Shield/HealthTrust with the Municipal Association to the Tufts Health Freedom Plan specifically the Granite Advantage GPO 3,000., I believe.

Chairman Barry asked what kind of cost...

Vice Chairman asked Selectman Robertson which one was it. Mr. Harrington stated that it was the third column, the highlighted one.

Selectman Robertson stated that it wasn't highlighted on their copy but it's the third column.

The GPO 3000 which would save us close to \$25,000.00 a year on our health insurance premium over what we're looking at.

Mr. Harrington stated something to also mention, these figures were based on the current applicant structure that staff has. This is without the possible full-time fire fighter positions if approved. So, what I would be doing is adding those to the budget now that the Municipal Budget Committee has looked at it. Those positions are currently in and I would be adding two family plans to this number.

Vice Chairman Pitman asked how do you know that they would be family plans?

Mr. Harrington stated that we have to budget for the highest.

Vice Chairman Pitman stated that that is what he is getting at. So, you would budget for it but you might ...

Mr. Harrington stated that we might end up with ...

Vice Chairman wondered if the town administrator knew something that the Board did not in this regard to which Mr. Harrington stated no.

Chairman Barry stated that Selectman Robertson has made the suggestion, could I get a motion to approve it.

Motion: Selectman Robertson move to approve the recommendation of Bill Bald and move from the Anthem Blue Cross/Blue Shield/HealthTrust with the Municipal Association to the Tufts Health Freedom Plan specifically the Granite Advantage GPO3000

Second: Vice Chairman Pitman

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

Chairman Barry brought up Dental Insurance next.

Selectman Robertson stated that he didn't talk about dental insurance with anybody.

Chairman Barry stated that they also had a recommendation from Bill that shows the comparison which is right behind the health.

Vice Chairman Pitman asked the town administrator what we have now?

Mr. Harrington stated that the first column is 2018 HealthTrust who we currently have now.

Vice Chairman Pitman asked if that was on there if we stay with them.

Mr. Harrington stated that the three following columns, columns, 2, 3, and 4 are also proposed. Those are ones that you could change over to. We also could stay with HealthTrust. We just need to resign the contract for another year.

Selectman Robertson stated that he thought that the benefits under HealthTrust are significantly better and the really only price difference would be under the family plan or significant. I'm not familiar with the dental plans like I am with the health plans but if the town administrator is comfortable where we are, I would certainly be okay with staying the same.

Mr. Harrington stated that he would recommend staying with HealthTrust for dental.

Motion: Vice Chairman Pitman moves to stay with the 2018 HealthTrust figures that are on the comparison

Second: Selectman McGarry

Discussion:

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

Chairman Barry stated that the other thing that we haven't talked about yet is salaries. Mr. Harrington has provided the Board with a potential salary increase page. What we could expect to spend based on deciding whether or not to give raises for next year.

Chairman Barry asked Mr. Harrington if he had any recommendations?

Mr. Harrington stated that he did not at this time but I would like to clarify that if the Board is looking at making a change to the salaries, I would prefer that the town administrator not be considered in the mix this year and I have not included that line.

Vice Chairman Pitman asked if this was something that we could look at this week and vote on next Monday?

Chairman Barry stated that we have basically been dragging our feet. The budget should have been approved probably around the time that we handed it to the MBC.

Selectman Robertson would say that as an aside, the budget committee is going to be fulling focused on the school budget for the next couple of meetings though if the board does want to take a little more time, I don't think that will upset the budget committee.

Chairman Barry stated that he was pretty sure that it wouldn't but I

Vice Chairman Pitman stated that he didn't need more time, I'm just curious on when the road agent came in and asked about his three.

Chairman Barry stated that the road agent asked for a \$1.00 raise an hour for his guys.

Selectman Robertson stated that Mr. Young asked me before the budget committee if the Board of Selectmen had looked into that further or was ready to act on that and he told him that more than likely be discussing it at this meeting.

Chairman Barry stated that we are going to exclude the police department because they have gotten a raise this year, wage scale adjustment actually.

The road agent came in and asked for a \$1.00 an hour for all of his guys. In the past, we have discussed wage scale increases as a whole or specific people.

Selectman Robertson stated that he thought that what we need to decide is, I have no idea what the wage scale is right now for our highway department workers. And I think that we can look at this, one of two ways, you can treat the highway department similarly to the police department and take a look at the wage scale and see if it needs to be adjusted or we could say that the wage scale is fine and we're going to give, do cost of living adjustments or we're not.

Vice Chairman stated, so if you took these figures you would have to divide by 2,000 to get an hourly rate? Is that what this is saying for the year.

Chairman Barry stated that their per hour rate is on the left and

Vice Chairman Pitman stated if you go to the 3% column, pick a number, wouldn't you have to divide by...

Chairman Barry stated that I am just going to use Kevin Barry at \$22.00 an hour which is a regular salary of \$1,760.00 which is \$45,760.00 a year. You would add \$457.00 for 1%, 668.40 for 2%, yeah you would have to do some figuring...

Vice Chairman Pitman stated that when the road agent was asking for \$1.00, are we even close. Usually it's based on 2000...

Chairman Barry stated that a 1 percent raise for the highest paid highway person which I believe is Carl, \$22.32, is 22 cents which is 1%. 3% would be 66 cents.

Vice Chairman Pitman stated that's what I was getting to that we aren't even close to what and do we need to do what Andy referred to as a wage scale adjustment.

Chairman Barry stated a wage scale adjustment to see whether or not. Have we got that.

Chairman Barry stated that we do not have that information.

Selectman McGarry stated if we had a step setup for wage scale for the highway department?

Mr. Harrington stated that that doesn't exist and I haven't had an opportunity to do the research to get that together.

Chairman Barry stated, so basically what I would like to say, is we need to decide whether or not we're going to offer a cost of living raise to the employees of the town at this time in the budget. If there is reason to believe that we should go to look at the wage scale for highway department personnel, we need to put together as you mentioned other towns in similar situations what they're paying their people.

But the one thing that I would like to get decided is are we going to give the employees a raise or not.

Selectman McGarry asked when was the last cost of living raise we given the town employees.

Mr. Harrington stated that he thought it was 2015. I would have to go thorough all the files.

Selectman McGarry stated that he would just like to compare the cost of living change over that three-year period.

Mr. Harrington stated and then on top of that there's been indiscriminate raises for individuals in addition to the cost of living raises. So, I've been trying to put data together but it would take quite a bit of time.

Vice Chairman Pitman asked so is there or is there not somewhere when they get their longevity award like after ten years, is there something where they take a step at that point having got nothing to do with cost of living.

Chairman Barry stated no and Mr. Harrington stated that it is a one-time payment.

Selectman Robertson stated that he believes that we have salary ranges for all the positions. Chairman Barry stated yes.

But Selectman Robertson continued that we don't have a stepping track or any other matrix formula based on years and take a look at this, I would be comfortable looking at a wage scale adjustment for the highway guys. I'm looking at \$17.85 an hour, \$18.31 an hour. I don't know what level of operator those two gentlemen are in terms of heavy equipment but that seems really low for an equipment operator.

Vice Chairman Pitman stated that he thought that is why he brought it up after watching, being out in that storm and watching those guys all Saturday night it is was, there's a lot more to it than cutting brush with what they're doing.

Selectman Shute asked what the Cost of Living percentage is to which Selectman Robertson stated currently around 1.5 percent depending on which one you use.

Vice Chairman Pitman stated that he thought that the Board owed something back to the road agent and these guys are waiting so we have to make a decision whether they get adjusted to pre-to this increase or...

Chairman Barry stated that the road agent has made a recommendation that we give them a dollar an hour. My concern is that without comparative wage scales we don't know. And while the guys do a fantastic job, they do as well as every other employee in this place.

If we can get a wage scale thing going together and then see that our highway department employees are under the scale, I would be more than willing to take care of that. But at this time...

Chairman Barry calls on Selectman Robertson

I think that I would be willing to treat them like the police. I would be happy to take a look at the wage scale to see if we need to adjust it based on particularly on how the employees are doing, who's a certified loader operator, who's a grader operator, who's got a CDL, who doesn't. I assume they all have CDL's. But the lower hourly rate does seem to me especially Matt and Paul, seem to be really low for somebody with a CDL and some equipment operating skill and I think that if we look at wage scales, we're not going to have too much trouble coming up with something and having said that, if we did a wage scale adjustment and increased those wages we would do as we did to the police and pull them from any potential COLA after we adjusted them. I don't see doing a wage scale adjustment kicking it up and then throwing a COLA on top of that.

Vice Chairman Pitman stated that Mark asked for that and then all of a sudden, we have this for everybody.

Chairman Barry asked what Vice Chairman Pitman meant.

Vice Chairman Pitman stated that if he hadn't asked for that for his three men to have that, would we be getting this tonight?

Chairman Barry stated that every year we talk about whether or not we're going to give the employees a raise. John put that together because I wanted to try to get the budget together and finished. That's the reason we have it. It's something new, we talk about it every year. What are we going to do for the employees?

Chairman Barry called on Selectman Shute who stated a buck an hour to those two guys would put them just about at a 2% raise.

Vice Chairman Pitman stated that you aren't even close.

Chairman Barry stated that 5 would take it. 5%.

Vice Chairman Pitman stated that that is why he thought that they should be adjusted separately.

Chairman Barry called on Selectman Robertson.

Two reasons they need to be adjusted separately. One the scientific data behind the dollar an hour is just not going to click when we recommend what we recommend and I think that we need to take a look at what comparable hourly wage is for gentlemen in their position with CDL's, operating heavy equipment and make a separate decision with regard as to whether we want to give a COLA to the rest of the employee base.

All agreed with Selectman Robertson.

Selectman Robertson went on to say that he didn't know how soon they could get some wage information but I know that there is state DOT actually I think has some information as to when you submit for project costs, what you might expect to pay for labor, that sort of thing.

Chairman Barry stated that he was sure that the highway agent can access that information.

Mr. Harrington stated that what he would do is work with the highway agent for the next meeting to see what we can pull together.

Vice Chairman Pitman stated that it's been a month now, we need to get it decided.

Selectman Robertson stated that if you look at surrounding communities, it's just going to be all over the place. There are a number of stipend operations where the highway agent just gets a flat stipend and gets the hired guys outside, that sort of thing. It's not going to do us much good to check Candia, Chester, Allenstown and try to figure.

Chairman Barry stated that for the next week's we'll try and come up with the numbers and make a decision.

Vice Chairman Pitman stated that if you could get anything you come up with out to us ahead of time that would be great.

Selectman Robertson stated that he could also try to check some of the larger towns like Raymond and Allenstown for example must have sizable staffs with published lists of wage scales.

Selectman Shute stated that you can look on the state website. They have it all listed, highway maintainers, equipment operators.

Chairman Barry stated good and that the information is out there. I would prefer when a department head comes in and says that he wants a raise for his employees, I would prefer if that information came with it, that would be easier for us to make that decision.

Vice Chairman Pitman stated like the police chief did.

Chairman Barry asked if there was any other budget information that we need to talk about.

Chairman Barry calls on Mr. Robertson.

I would just note that the budget committee passed with slight adjustments, they went after a \$1,000.00 that Nick had proposed for Parks and Recreation budget and there were a couple other small changes, but other than that the budget passed largely intact.

Chairman Barry asked when the public hearing was. Did that go into February?

Selectmen Robertson stated that he didn't know at this point.

Chairman Barry stated that is the final thing that we have to worry about. We need to finalize our budget and deal with the budget committee as it comes.

Chairman Barry asked if anyone had other unfinished business.

Chairman Barry called on Selectman McGarry.

With regard to the noise ordinance,

Chairman Barry stated that he was going to bring that up next and Selectman McGarry stated that he would let him do that. That was right on my, I saw that in my folder here.

Once again, we've discussed this and we were supposed to come to some sort of agreement on the wording of the ordinance. So are we ready to do so or...

Vice Chairman stated that he was confused with it. Is it something that we do or something that gets voted on.

Chairman Barry stated that it has to go on as a warrant article so based on ...

Vice Chairman Pitman stated that we are looking for wording now.

Selectman Robertson asked if, I don't want to delay it, but hold off for at least another week on that so to go through it. I think that we have until January 9th, I believe it is. Mr. Harrington agreed.

Chairman Barry agreed to hold off for a week.

Chairman Barry stated that he just wanted to mention that this has been on our radar for a little bit of time. We'll work for next week.

Chairman Barry stated that everyone should have a copy of proposed warrant articles.

Selectman Robertson asked if it was list of usual suspects.

Chairman Barry stated that he had John take what was expected. Added the elevator in here as we had done last year.

We have the fire apparatus equipment capital reserve. I am recommending that we ask \$50,000.00 again. That is what we did last year.

\$25,000.00 for the winter road maintenance expendable trust

\$25,000.00 for the previously established municipal government building and infrastructure expendable trust

\$10,000.00 for the fire department vehicle and equipment expendable trust

\$10,000.00 for the rescue vehicle capital reserve fund.

\$8,000.00 to the Northwood Lake Watershed Association to control the milfoil

\$2,500.00 to the Pleasant Lake Preservation Association

And a warrant article from the Town Clerk/Tax Collector's Office to authorize the municipality to accept electronic payments, debit or credit card.

Selectman Robertson stated that he thought that it was really important and I know I have clarified it to the budget committee, too if people ask, that the fees associated with credit card processing or debit card processing are above and beyond your actual fees the town collects so we're not giving up 2.7%.

Chairman Barry stated that if someone pays \$2,500.00, they have to pay a fee to the credit card company to convert it and a processing fee on top of that which they are made aware of at the time of purchase.

I think we've outlined the warrant articles, the best as possible. I'm just looking to see if everyone is in agreement with the ones that we have here as draft and also does anybody have any.

Vice Chairman Pitman stated that he would look through it this week.

Chairman Barry asked that everyone get it back next week.

Anyone else with unfinished?

No one.

New or Other Business:

Selectman Robertson stated that he would note that weather pending, I will be appearing before the SEC Committee, the Northern Pass hearings tomorrow from 1:00 p.m. to 6:00 p.m. or sometime in that range. Tomorrow if it's cancelled for snow, it will be Thursday.

My written testimony that went in for the Board, essentially referencing the two warrant articles in 2013. It does not reference a lot of other concerns. In fact, I believe, the first question about economic detriment to the community, we had said essentially that other than real estate sales, we didn't think there would be significant economic impact just because we don't have a lot of businesses that would be impacted by it.

Our other concern that was listed on those written comments was potential damage to road ways from heavy construction vehicles or movement of equipment on our roads which this is not section that I get to present.

Apparently, it's a cross examination session with seven members of the SEC and their attorneys. I don't know exactly what they're going to ask me but those are the tenets that I will stick to.

Chairman Barry thanked Selectman Robertson for doing that.

Any other new or other business.

Chairman Barry stated that he would like to note that they are going to need to go into three different non-public sessions here at the end.

Chairman Barry stated why don't we have Citizen's Comments now.

Chairman Barry stated that the Board is going to go into non-public session at least three times and may or may not take any action when we come out.

Is there anyone that would like to make a Citizen's Comment now?

Selectman Robertson was wondering since Nick's here if he wants to talk to us about at least one of these either after.

Chairman Barry stated to Mr. Lawrence that if he sticks around, he'll have the opportunity to speak.

Selectman Robertson didn't know if we were going to come out between each of the non-public sessions.

Chairman Barry stated that he believed that the Board was.

Selectman Robertson asked if the Chairman wanted to start with (b) then (l)

Motion: Vice Chairman Pitman moves to go into non-public session RSA-91-A:3, II (b), the hiring of any person as a public employee

Second: Selectman Robertson

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

Chairman Barry wanted to note for the record that no action was taken in the Non-Public session. Could I get a motion to seal the minutes?

Motion: Vice Chairman Pitman moves to seal the minutes of the non-public session

Second: Selectman Robertson

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

Chairman Barry asked Mr. Lawrence if he would like to make a recommendation in regards to the Assistant Recreation director?

Mr. Lawrence stated yes sir. I really would.

Mr. Lawrence stated that he would like to recommend Kevin Hill for the position of Assistant Recreation Director. I'll keep things very brief. Obviously very confident in his abilities to perform the duties of the position. He has a wealth of experience in sports, working with the youth in general and camps and coaching and other fashions.

(not able to transcribe, tape very muffled) and facilities maintenance as well, I believe that they are core pieces of the position that he needed to be successful in it. Mr. Lawrence states that he thought that he possesses all of that.

I also think that Kevin is passionate about his craft and really enthusiastic for the opportunity to step into this role so with that said, I would like to recommend Kevin for the position and to answer any questions that you might have.

It has been recommended to the Board to hire Kevin Hill at an annual salary of \$37,400.00 as the Assistant Parks and Recreation Director

Motion: Selectman McGarry moves to hire Kevin Hill at an annual salary of \$37,400.00 as the Assistant Parks and Recreation Director and the Chairman signing the personnel request form.

Second: Selectman Shute

Discussion:

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

It is also recommended that we hire Randy Long as the Administrative Assistant for \$15.00 an hour.

Motion: Selectman Robertson moves to hire Randy Long as the Administrative Assistant for \$15.00 hourly rate

Second: Selectman Shute

Discussion:

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

It is also recommended that we hire Raymond Ellis to the position of Building Supervisor at \$20.00 an hour. John have you figured out, he's going to start Thursday, correct.

Mr. Harrington stated yes.

Chairman Barry stated, if we hire him so that he will have some idea what is going on before December 31st.

Mr. Harrington stated that we have two weeks to work with him with the current building supervisor.

Motion: Vice Chairman Pitman moves to hire Raymond as a part-time employee

Second: Selectman McGarry

Discussion:

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

Chairman Barry stated that he would like a motion to go into Non-Public Session under (I)

Motion: Vice Chairman Pitman moves to go into non-public session RSA-91-A:3, II (I) consideration of legal advice provided by legal counsel either in writing or orally to one or more members of the public body even when legal counsel is not present

Second: Selectman Robertson

Discussion:

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

Chairman Barry wanted to note for the record that no action was taken in the Non-Public session. Could I get a motion to seal the minutes of the non-public?

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 stated that:

The Board has received a request from Mrs. Cady to unseal two sets of Non-Public meeting minutes. How would the Board respond?

Selectman Robertson stated, Mr. Chairman, I would make a motion that we not unseal the minutes reasoning that the divulgence of information would likely affect adversely the reputation of any person other than the member for the body itself.

Motion: Selectman Robertson moves that we not unseal the minutes reasoning that the divulgence of information would likely affect adversely the reputation of any person other than the member for the body itself.

Second: Vice Chairman Pitman

Discussion:

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

Motion: Vice Chairman Pitman moves to go into non-public session RSA-91-A:3, II (a) the dismissal or promotion or conversation with any public employee or the disciplining of such employee

Second: Selectman Robertson

Discussion:

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

Chairman Barry wanted to note for the record that no action was taken in the Non-Public session. Could I get a motion to seal the minutes of the non-public?

Motion: Vice Chairman Pitman moves to seal the minutes of the non-public session

Second: Selectman Shute

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

Selectman McGarry stated that he got a quote through Mark Young in regards to striping on Church Street and the rest of the board members should get a copy of it so we can decide if we want to do anything with it.

Motion: Vice Chairman Pitman

Second: Selectman Robertson

Discussion:

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

Next Meeting: Monday, December 18, 2017 at 5:30 pm

*The Minutes were transcribed and respectfully submitted by Dianne L. Kimball, Recording Secretary
Pending approval by the Board of Selectmen*