

Approved 09/21/2017

The meeting was called to order at 7:00 pm on the main floor of the Fremont Town Hall. Present were Selectmen Roger Barham, Neal Janvrin and Gene Cordes. The primary purpose of the meeting was for a budget work session.

Immediately joining the meeting were Deputy Fire Chiefs Joe Nichols and Kevin Zukas and Fire Chief Rick Butler. The intent was to resume discussion about weekend duty officer coverage, their responsibilities and their stipend payments. This was discussed in some detail as a legal matter at the meeting on September 12, 2017.

Since the last meeting the Deputies and Chief met with the other officers to review the information presented by Town Counsel regarding current stipends and compensation relative to the FLSA. The Officer's Meeting occurred on 09/18/2017. It was reported to the Board of Selectmen that the Officers disagreed with the Town Counsel's written opinion and were fairly firm on their position that they need to be paid at least minimum wage in order for them to continue to provide Duty Officer weekend coverage as has been expected in the past.

After a lengthy discussion it was agreed that any significant change from what is expected of weekend Duty Officers and their stipends would be a major change and should not be accomplished hastily in September as part of the budgeting process for the ensuing budget year.

It was suggested that there be some changes now to the stipend while further planning got underway to better determine what was needed and how best to accomplish that in order to propose the change to the voters in a future year.

Included in the Department's initial budget request was 60 hours per weekend of minimum wage pay for Duty Officer, which was valued at \$22,620 in total gross wages. The Board of Selectmen were leaning toward maintaining the current \$100 week end stipend for the first 13 weeks (end of March 2018) and then increasing the stipend to \$250 for a 60 hour week end or \$50 for each 12 hour period from Friday at 5:00 pm to Monday at 5:00 am for 39 weeks (April through December). The effect of this was \$11,050 during 2018. There was some discussion about budgeting for \$100 a weekend for 13 weeks and then 60 hours of minimum wage for 39 weeks ends at \$435 each for a total of \$18,265. Aside from the additional money, the Board's concern is that this is a significant new direction which should be further discussed.

All agreed that there should be a study committee that begins its work soon. The Committee's purpose would be to evaluate the needs of Fremont relative to Fire and EMS services, learn what other communities have chosen to do to address similar needs and to make a recommendation or recommendations to the Department and Board of Selectmen regarding courses of action to initiate.

The FFRD officers present agreed to speak with the officers again within the next 7 days and then meet with the Board of Selectmen again, perhaps next Tuesday. Their intent is to present the ideas discussed at the meeting and get their input. They left the meeting at about 8:17 pm.

BUDGET WORK SESSION

The Board next reviewed some 2018 operating budgets.

4130 Executive - Selectmen's Office: After a brief discussion Janvrin made a motion to increase the department request for wages for Selectmen's office clerks from \$35,000 to \$35,700 (+2% from 2017) even though the current budget line is underspent. It is anticipated that the part time position will be filled soon. Barham seconded the motion and it was approved 3-0 at 8:22 pm. There was a brief discussion about the Selectmen's annual stipends totaling \$9,498 and the fact that they have remained flat for several

years. There was no expressed interest to propose any changes as a warrant article. Immediately thereafter that brief discussion Janvrin made a motion to recommend the Selectmen's office budget (cost center # 4130) of \$118,074. Barham seconded the motion and it was approved 3-0 at 8:23 pm.

4196 Insurance: After review of the proposed insurance budget line, Janvrin made a motion to recommend \$69,406 for line item # 4196. The motion was seconded by Barham and approved 3-0 at 8:24 pm.

4197 Advertising and Regional Association: After review the proposed line item # 4197, Advertising and Regional Associations, there was a motion by Barham to recommend the amount of \$8,582. The motion was seconded by Janvrin and approved 3-0.

4199 Town Report: Selectmen reviewed the of the proposed budget for line item # 4199, Other General Government, which includes the printing and mailing of the Annual Town Report. There was a motion by Barham to recommend the requested amount of \$2,500. The motion was seconded by Janvrin and approved 3-0.

4550 Library: After some discussion regarding the revised Department request of the Library, line item # 4550, there was a motion by Barham to reduce the books and media budget line request to \$15,500 down from the Department request of \$18,000. Janvrin seconded the motion and it was approved 3-0.

With that amendment Barham made a motion to recommend a budget amount of \$130,978. The motion was seconded by Janvrin and approved 3-0. This recommended budget now includes additional part time hours of 20 per week for the last nine months of the budget year (April through December 2018). The Selectmen suggested that the Trustees use some anticipated surplus funds, if any, to purchase books etc at the end of the current fiscal year to offset the reduction in the proposed budget for this purpose.

OTHER BUSINESS

1. Letters are going out to employees this week who are eligible for / receive vacation pay to notify them again of the last pay date of the 2017 year, and update them on what balance of vacation time they have remaining.
2. Selectmen discussed input from Carlson and discussed with Janvrin the interviews held last Friday with the candidates for the vacant part-time Highway Department position. There was motion by Janvrin to make a conditional offer of the part time (32 hours a week) Highway Department position for a probationary period of six months to Peter "Butch" Porter at \$18.00 per hour. The conditions include:
 - Satisfactory completion of all back ground checks prior to employment beginning.
 - Successfully obtaining a CDL driver's license within 60 days.

The motion was seconded by Barham and approved 3-0 at 8:48 pm.

With no further business Janvrin made a motion to adjourn at 8:49 pm. The motion was seconded by Barham and approved 3-0.

Notes taken by Gene Cordes