

The meeting was called to order at 7:00 pm in the Selectmen's Office at the Fremont Town Hall. The Zoning Board was also meeting at 7:00 pm in the main floor meeting room. Present for the Selectmen's work session were Selectmen Neal Janvrin, Roger Barham and Gene Cordes. Joining the meeting for the first appointment is Fire Chief Butler and Deputy Chiefs Joe Nichols and Kevin Zukas.

After a brief review of recent correspondence from Town Counsel the Selectmen read aloud the correspondence which focused on Fremont Fire Rescue Department (FFRD) concerns regarding the Town's compliance with the FLSA. Some individuals in the FFRD apparently are of the opinion that they are employees and not volunteers and therefore the Town is not in compliance with the FLSA. Town Counsel is of the opinion that the FFRD members are volunteers and the Town is in compliance with FLSA. In the course of recent correspondence Town Counsel has cited statutes and case law to illustrate her points. It is apparent that there are some individuals that are in disagreement with that position and the "chiefs" are hopeful to develop some agreement or an understanding with in the membership but now feel that may not be forthcoming and the emotion around it malingering.

Cordes stated that although there may be disagreement regarding the volunteer status, the Board of Selectmen clearly understands that the volunteers are less interested in volunteering and we need to plan accordingly. He mentioned that since the group last met he mentioned to the Budget Committee that the volunteers are less interested and available to volunteer and that it was affecting the FFRD. It was further stated that Fremont, like some other communities needs to begin to take a look about how to staff our Fire and EMS departments. Cordes shared that the FFRD 2018 budget will likely reflect some transition changes in stipends and the need to hire a consultant for a planning process around identifying the Town's needs and how best to meet the needs now and foreseeable future.

With that back drop, the meeting focused on the proposed 2018 FFRD operating budget. All line items were reviewed. No votes regarding recommendation occurred. The discussion included reducing the amount requested for LOSAP to \$35,000 from what was listed at \$47,500 (same as 2017). There was discussion about reducing the Weekend Duty Officer costs to \$11,050 to include 13 weekends at \$100 stipend and 39 weekends at \$250 stipend (viewed as \$50 stipend per 12 hour period over a 60 hours weekend duty).

All other budget amounts were discussed and considered as staying as proposed. Carlson will be asked about budgeting for the details when it is clear that the detail revenue and related expense exceed budgeted amounts. Finally Carlson will be asked to double check the totals on the spread sheet of the proposed 2018 budget as it was questioned if the formula is correct. (Board members and the Chief had not received the updated copies of the budget that were left in the meeting room).

The Board let the "chiefs" know that they there has been some preliminary budgeting work around having funds available for a consultant to assist with the needs assessment of the FFRD and planning for the its future. Based on the information in hand it would seem that \$15,000 to \$20,000 should be budgeted. There was a sentiment on the Board for a \$20,000 line item for this purpose. There was discussion about whether the funds should be in the Selectmen's budget or the FFRD budget. The group was leaning toward having the funds be budgeted in the Selectmen's budget. No decisions were made.

At 7:45 pm FFRD personnel left the meeting and the meeting was joined by the Road Agent, Leon Holmes, Jr. The Board of Selectmen and Holmes reviewed his proposed 2018 budget. No recommendations were made regarding the proposed operating budget.

The biggest change in the budget is that the Road Agent is requesting that the existing 32 hour per week part time position be expanded to a full time position. This was not a surprise to the Board as this has been discussed previously and the sentiment was supportive but no recommendations were made.

Truck fuel was discussed as an \$8,000 line item and backhoe fuel was discussed as a potential \$3,000 line item. Holmes Jr is also planning to add some engineering services to the budget for assistance with project budget planning in 2018 for the 2019 department budget and potential Warrant Articles.

There was lengthy discussion about some road reconstruction and paving priorities and the pricing estimates. Holmes is planning to review the contingencies etc. and will report back, likely by 10/5. Right now Holmes is thinking about including the final wearing pavement course for North Road in his budget, and having warrant articles for reconstruction and pavement work on Beede Hill Road and perhaps a 2nd article for major work on Red Brook Road too. No other roads are being considered for major work in 2018. There are also two Warrant Articles to continue funding Capital Reserves for Bridges at \$25,000 and for Highway Equipment at \$25,000. The Board also talked with Holmes about include 2% wage increases for employees within their recommendation.

There was a discussion about Department plans for the remainder of 2017. Holmes will outline that at a future meeting. He mentioned many scopes of work he is hoping to accomplish yet this year including some hot top repair / patching work on six or seven areas on several different streets. Holmes left the meeting at about 9:10 pm.

OTHER BUSINESS

1. Relative to Building Inspection budget, Selectmen discussed information that the BI has begun to propose regarding perhaps being more available (by email) on Thursday and Friday by looking into a cell phone to check email and messages and stay more in touch with the public during those days (limited hours perhaps early mornings). This would generate some policy considerations about Town cell phone use and “remote” work for hourly employees.

2. Town Hall basement renovation updates:

- Mark Minasalli is calling the plumber to secure the water line that runs adjacent to the steel beam.
- Matt Pitkin was here today moving the wires in the stairway so that the plasterer can finish the stairway tomorrow when he returns.
- Connectivity Point was here Monday to run the remaining wires for two data boxes and six future camera locations. They will be back on Friday to try and finish up.

3. The Board also briefly discussed after thoughts on the Town Counsel’s input on the volunteer status and whether additional input may be helpful with creating a clearer understanding. No decisions were made.

4. A reminder that the Mill Road Dam informational meeting will be held at the Brentwood Community Center on Wednesday September 27, 2017 beginning at 5:30 pm. The agenda and the neighbor survey question list were provided to the Selectmen for review in anticipation of the meeting.

With no further business which may legally come before the Board, at 9:23 pm Janvrin offered a motion to adjourn. Barham seconded the motion and it was approved 3-0.

Notes taken by Gene Cordes