

Board of Selectmen  
Minutes June 7, 2011

Convened: 6:00 pm

Present: Andrew Artimovich, Chairman  
Jane Byrne  
Jeffrey Bryan  
David Menter  
Michael Hubbard

The Board met and reviewed payroll, accounts payable and signed the register. The Selectmen reviewed and signed the recreation register.

Overtime for police department 4 hours, fire department was a half hour, and highway had no overtime for this pay period.

Jonathan Ellis was in to present the weekly Treasurer's report.

Building Inspector Gil Tuck was in to have the following permits signed:

- David Sheltra, 59 Crawley Falls Road, Finish front porch and build back deck: signed by Board

Bryan made a motion, 2<sup>nd</sup> by Menter to approve the public minutes of 05/31/11. All were in favor; Hubbard abstained as he was not present at that meeting.

Don Tilbe from Emergency Management was in to discuss an invoice from 2 Way Communications for moving the radios and equipment from Seabrook to the new fire station. Tilbe has confirmed that this invoice remains outstanding and has submitted the appropriate paperwork for reimbursement from the state. Bryan made a motion, 2<sup>nd</sup> by Byrne to pay the invoice and wait for reimbursement. All were in favor.

Chief Lemoine would like to move the shed from the old fire station to the new building. He wants to put the shed out back behind the building. Wayne said he could lay down some dirt to make a driveway to access the shed. Lemoine would also like to create a training area for the department. Bryan cautioned Lemoine regarding the new OSHA law that became effective 6/1 requiring harnesses for anything over 6 feet. The Board agreed to have the shed moved as it won't cost the Town any money.

Lemoine also wanted to discuss the hiring of a full time firefighter. The State CPAT is to be administered in June and results should be released in July. Lemoine would like more information regarding wage and salary as well as benefits. Bryan recommended that Lemoine hold off until next year due to the budget. The electricity and heat is running over budget as those figures were estimates for the new building. The Board would like to reevaluate the budget adjusting the wages to account for a firefighter out on disability and the cost associated with covering those shifts. Hubbard asked Lemoine if he could go without and wait on hiring a full time firefighter. Lemoine said yes for now. The Board would like Lemoine to continue to cover the available shifts with call force members and review this again in the fall for a hire date in January to ensure they stay within the budget. They also want to be sure that they will be able to utilize the eligible firefighters from the CPAT this June. Menter questioned the requirement for FF2 or pass a written test. If you pass FF2, not all towns require the written test.

Planet Aid requested to put a box in the parking lot of the new fire station. Byrne made a motion, 2<sup>nd</sup> by Artimovich to deny this request as Planet Aid is a for profit organization. All were in favor.

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Bob Gilbert, Don Petterson, Tracy Waldron, and Joyce Miller were in to discuss the hiring of a new librarian as Marilyn Morehead will be retiring at the end of the year. Gilbert reviewed numbers of borrowers and circulation. Marilyn is paid hourly and works 34 hours per week. She is not eligible for NHRS and has single coverage for benefits. The trustees would like to increase the hours worked to 40 and make the position a salaried one. This would make the employee eligible for NHRS and they estimated the cost of benefits based on 2 person coverage. This would increase the budget by \$15,000 annually. The Library Trustees are asking the Board for their support for this increase come budget time based on circulation and salaries of other librarian's in towns with comparable populations. Byrne asked why the starting pay would be comparable to Marilyn's as she was an employee for over 20 years. Gilbert stated the pay is way below the pay scale. Bryan mentioned this will be a tough budget season with the fire house, SB3, and many town employees having not received increases. Gilbert said the pay is much lower than surrounding towns with comparable populations. The board would like to review the data as well as a salary review and asked the trustees be placed on the agenda for the 21<sup>st</sup>. The wage and salary review should include salary, circulation, and support staff for towns comparable in size.

Chief Robinson said that the new cruiser is on the road. He is also going to follow up with PSNH about the trees in front of the library as he thinks it's a public service issue not the Town's. Bryan mentioned some shoulder work that needs to be done on South, Lake, and Pickpocket roads. Wayne also mentioned the crack sealing on Pine Road was all set.

When Prina resigned from being a full time firefighter, he asked the Board if he would be able to remain on the call force. The Board asked him to submit a letter of resignation and include that he would like to remain on the call force. Now, 3 weeks later Prina contacted Lemoine. Lemoine said the force could use him as a driver. He would not be required to wear an air pack or go into buildings. Artimovich expressed concerns regarding Prina's health and patient care. Bryan and Hubbard stated that once you leave a company, it is generally not good business practice to rehire those employees. Menter asked if Prina would be eligible to fill in shifts; Lemoine said no as you are required to go on the engine and ambulance. Byrne asked Prina why he didn't follow through with a resignation letter. He stated that he didn't submit a letter of resignation because he thought he was only supposed to if he wasn't able to stay on call. Artimovich suggested that Prina stay focused on getting healthy and to reapply at a later date. The Board agreed and Artimovich offered a letter of recommendation as needed.

Hubbard asked Lemoine why he wanted to take Prina back. Lemoine stated that he needs the help. Lemoine was willing to take a risk for the help. Hubbard said that Lemoine should have made the decision to not allow Prina back and this should not have been a Board decision.

The Board reviewed the notes:

- iPower6 is an energy supplier that provides rates 10-30% lower than PSNH. The Board would like to see a quote. Clement also to follow up with the County to see who their vendor is.
- 20 Peabody Drive asked for leniency on the 3 times permit fee as REP Landscaping is scheduled to make all of the final repairs on the 8<sup>th</sup>. Bryan would like the final repairs to be made and Cummings final inspection complete before making a decision.

Hubbard would like Prina removed from the website and the Board's summer hours to be posted on the Announcement page. He also mentioned replacing the picture of the table with a picture the board members.

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Hubbard also wanted to follow up on a previous discussion regarding performance reviews. That is to be discussed at the next meeting.

The meeting on 7/5/11 will be cancelled. Meetings for July will be 7/12/11 and 7/19/11 with public session beginning at 6:30 p.m. Fire Department Rules & Regulations and Job Descriptions will be on the agenda for the 7/19 meeting.

Glenn Greenwood is researching changing the ordinance to bring ash into town.

A workforce housing application on South Road has been withdrawn as it will not be a profitable rental property.

At 7:45 p.m. Menter made a motion to enter non-public session per RSA 91-A:3 II(a) regarding employee matters. Motion 2nd by Bryan; all were in favor.

Following discussion, Artimovich made a motion to come out of non-public and seal the minutes. Byrne 2<sup>nd</sup> the motion; all were in favor.

Motion to adjourn at 8:30 pm made by Bryan, 2nd by Artimovich; all were in favor.

Respectfully submitted,

Karen Clement