

Board of Selectmen  
Minutes August 17, 2021

Convened at 6:00 pm

Present: Ken Christiansen, Chair  
Robert Mantegari  
Andrew Artimovich  
Jonathon Frizzell  
Jon Morgan

Christiansen called the meeting to order.

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

Joyce Gallant was in to present the weekly Treasurer's report. Please see last page to view the report.

Kip Kaiser, Building Inspector, had the following building permits to be approved this week:

- Paul Currie, 19 Lake Road, repair existing electrical service: signed by Board.
- Christopher Cooper, 272 South Road, plumbing for new bathroom: signed by Board.
- Christopher Cooper, 272 South Road, electrical for new bathroom: signed by Board.
- Brian D'Ambrosio, 44 Fellows Road, new roof: signed by Board.
- Mario Winter, 8 Three Ponds Drive, plumbing for new basement bathroom: signed by Board.
- Mario Winter, 8 Three Ponds Drive, electrical for new basement bathroom: signed by Board.
- Mario Winter, 8 Three Ponds Drive, construct 8x8 bathroom in basement: signed by Board.
- Richard Murphy, 358 South Road, demo of wooden shed: signed by Board.
- Jacobs Bailey, 93 Deer Hill Road, renewal of permit #19173 (barn addition): signed by Board.

Mantegari made a motion, 2<sup>nd</sup> by Frizzell to approve the public minutes of 8/3/2021 as written. Morgan – abstain, Frizzell – aye, Artimovich – abstain, Mantegari – aye, Christiansen - Aye. The motion carries.

Christiansen commends Chief Wicks and Kendra Brackett and the other Officers for the successful "National Night Out" event and gives special thanks to Chief Bird for going in the dunk tank.

Notes:

- a. Kendra would like to rent the BRC. Will you approve waiving of the rental fee? She did a phenomenal job obtaining donation, raffle prizes, and setting up for National Night Out. Artimovich made an motion, 2<sup>nd</sup> by Christiansen to waive this rental for Brackett and to give all employees one free rental a year. Artimovich asked Clement to make a policy and update the handbook to state that one rental per year per employee for personal use, with septic and clean-up separately charged. All were in favor.

At 6:12pm Christiansen opened the Public Hearing to accept State funds. Clement said the total was a payment of \$236,4393.91 each year for two years. Clement said we received the first on July 1, 2021, and the second would be in July 2022.

Chief Wicks would like to request \$4340 to purchase a repeater to be installed in the PD. There is \$8952.75

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available less the \$1700 you approved last week. Christiansen asked Artimovich what a repeater is and Artimovich explained that it takes a signal and repeats it louder and over more channels to make communication clearer. Artimovich said that we are already on a repeater system with the County. He said they do not work well with other police departments that have them and he does not believe it will work very well in our police department. Artimovich stated that he is not inclined for them for our police department and Christiansen asked Clement to speak to Chief Wicks on this matter.

- 2) Three PD SOP's in the mail: Frizzell made a motion, 2<sup>nd</sup> by Artimovich to approve as written. All in favor.
- 3) Covid Illness Policy: Mantegari made a motion, 2<sup>nd</sup> by Artimovich to approve the Covid Illness Policy as amended. All in favor.
- 4) "Off" weeks 8/24 and 8/31, regular weekly meetings to resume 9/7.
  - a. Who can come and sign next week? Christiansen, Frizzell, Mantegari and Morgan all available to sign next week.
- 5) Documents to sign
  - a. MS 535. Mantegari made a motion, 2<sup>nd</sup> by Artimovich to sign the MS 535. All in favor.

Clement asked if the BOS want to pay for professional decibel readings for 88 Lake Road and explained that Kaiser did not find anything excessive on his last visit. Mantegari made a motion, 2<sup>nd</sup> by Frizzell for an extension to allow more time for the property owner to abate the issue. All in favor.

Chief Bird was present. He showed the BOS a new solid fuel burning permit for new installations of wood and pellet stoves. Artimovich made a motion, 2<sup>nd</sup> by Frizzell to approve the solid fuel burning permit. All in favor.

Chief Bird presented his "Missed calls and their explanation" report which details the call statistics and his hope to employees because of pay and Bird explained that it is for pay and the fact we do not offer a 24hr shift schedule. Frizzell asked how many per diems we have, and Bird answered 1, supposed to have 4. Mantegari asked how many applications we have had for the 3 per diem spots and Bird answered 1. Christiansen asked how we can help. Chief Bird said there are 170 open positions and only 80 people through c-pat. Frizzell said that Mass is having a tough time too. Frizzell said to offer people pay through academy and consider a hiring bonus if on for a year. Mantegari said to be like the PD – sign on to 3 years. Bird said the State needs to be running more classes, more academies so that people come out with FFI, FFII and C-Pat. Mantegari said we should bump up pay to be more competitive with other towns. Morgan asked what can we do as a Board and Bird said he would like to get 2 FT on board by the end of the year, but it will affect the budget. Alina Arida, 25 Lebreaux Street, said to put in place a program for the interested people and lock them in with monetary guideline set up – more of an incentive. Bird said the best to get someone through is 2 years. Arida asked if it has to be a NH license and Bird said he has some with ME, national registry for license, but only certain states that recognize that. Frizzell said we should market towards younger kids and send them through advanced training situation, pushed through recruitment and lock in for 3–5-year contract. Bird said he will put the numbers together. Bill Faria, 209 South Road, said more pay per hour and firefighters with 24 hour shifts as this is what everyone else is doing. Faria said that younger kids do not want to stay for more than 2-3 years. Faria said to be competitive with surrounding towns as currently our pay is not, and the shifts are not. Artimovich said we are talking about \$140k that is not budgeted. Frizzell asked how much cost per year is it to hire and do proper training and Bird replied about \$80k. Christiansen said he is not sure we have answers, and we should stop discussion for the evening. Frizzell said he would come by the FD and brainstorm. Morgan asked Bird to come to the BOS with a specific proposal and Bird said he is working on it. Bird mentioned the Explorer Program.

At 7:01pm Christiansen closed the Public Hearing. Christiansen made a motion, 2<sup>nd</sup> by Artimovich to accept the State funds. All in favor.

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At 7:03pm Mantegari made a motion, 2<sup>nd</sup> by Frizzell to go in to non-public for personnel. Morgan – aye, Frizzell – aye, Artimovich – aye, Mantegari – aye, and Christiansen – aye. The motion carries.

At 7:39 pm At 7:31 pm a motion was made by Artimovich, 2<sup>nd</sup> by Mantegari, to come out of nonpublic session and seal the minutes. Morgan – aye, Frizzell – aye, Artimovich – aye, Mantegari – aye, and Christiansen – aye. The motion carries.

At 7:39 Artimovich made a motion, 2<sup>nd</sup> by Mantegari to adjourn. All were in favor.

Respectfully submitted,

Sarah Parkhurst

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Sheet1

WEEKLY TREASURER'S REPORT

DATE: 8/17/2021

General Fund:

TD BANK

Previous Balance: 5,857,236.64

Deposits: 31,508.53

Payroll: 22,725.61

DDP: \$22,068.51

CHK: \$657.10

FICA: 5509.54

to Impact Fees

A/P: Regular 247,195.08

Swasey : \$220,265.00

CO-OP: \$


FICA Return

void checks -

Account Balance: 5,613,314.94

Interest Earned YTD: 1,129.76

Former MMA Interest Earned YTD: 1253.26

  
Joyce A. Gallant, Treasurer  
Jonathan Ellis, Deputy Treasurer