**Selectmen’s Public Meeting Minutes**

**September 26, 2022**

**7:00 PM Quinlan** called the meeting to order and recited the Pledge of Allegiance.

 Eileen Naber questioned the library’s page on the website. The Library Trustee’s meeting minutes are not on the town website library page. **Brown** stated that Cindy Raspiller has plans to meet with Rebecca Schwarz to integrate their pages so that when you go to the library page, you can read the Trustee’s minutes as well. Susan King Ecklund asked the time frame for posting minutes. It was explained that the RSA states you have 5 days to make minutes available.

Zoe Fimbel spoke to the Board about getting the stone wall builder paid in full. The Trustees of Trust Funds supposedly sent him $1,500. They had asked for $3,256 but the Trustees said they could only put $1,500 towards the War Memorial. The Patriotic Committee scrutinized their budget and came up with another $600. That leaves a balance of $1,156; at this point she is prepared to pay it herself just to be done with it. She is asking is there any chance that she would not have to take the money out of her own pocket. **Esposito** asked why he went so far over his original estimate of $3,424; his final bill was $6680. She responded that inexperience played a huge part; he estimated wrong. She put about 100 hours of her own time into the project. Also, all the rocks were kept at the transfer station, which made for a lot of back-and-forth time. **Esposito** does not feel that the money should come out of Zoe’s pocket. He doesn’t feel it’s her responsibility to pay for an error that the builder made. That’s an awful lot of money; he doesn’t know where the town could come up with an extra $1,156. This is part of the business end of things when people make mistakes; you’ve got to eat what you do sometimes. He asked if the Trustee’s had sufficient funds in their account to cover this? Zoe said yes, they did. Eileen Naber stated that having been a Trustee, it could have been that they know of other requests coming in that they have set funds aside for. **Quinlan** noted that the total bill amount was a gross difference from the initial estimate. He questioned if at any point they were notified that he was going way over the initial estimate. **Brown** noted that in the real word, if you have a contractor that’s going to go grossly over, they are going to contact you. He is young, he did a great job on the wall; he’s not really sure what to do here. Zoe said the Trustees had suggested to her that he may have to learn the hard way and wait until the end of the fiscal year to see if there’s any money left over. She feels if someone does a job, they should get paid for it. Eileen Naber suggested sending him a letter saying that because he was so far over the estimate, he has to wait until next calendar year to get paid the balance. Zoe made a check payable to the town for $1,156. At the end of the year, we will try to reimburse her; if not, we will increase the next budget line for the Patriotic Committee so that she can be reimbursed. The Board went over Attorney Quinn’s letter re Riley/Crosby Road. The Board agreed with Quinn that we should accept as a town road and maintain it without taking deed to it. We will have to hold a public hearing; Joan will set the date.

The Board reviewed the minutes from 9/19/22. **Esposito** motioned to accept the minutes of 9/19/22 as written seconded by **Brown.** All in favor. The Heritage Commission requests permission to enter the Town Hall after hours to take internal photos/videos to publish/post to social media for fundraising purposes. The Board agreed.

The Highway Dept. is going back to their regular schedule of five 8-hour days on Monday. They would like to work from 6:00-2:30 instead of 6:30-3:00. The Board feels that it will be dark; how can they be productive at that time of day. **Quinlan** will speak with Ben.

**Quinlan** brought up modernizing/revamping employee evaluations. **Brown** feels we need to look at the spread sheet we use for the budget and add a column to explain the increase or decrease on budget lines. That way people can see why it’s up or down so they don’t have to come back and ask us every time. He thinks we need to make sure that we have a description of each job the town has and have it in the town handbook. He wants to see more transparency there. **Quinlan** noted that we have never done evaluations on our people. All the major positions should have a paragraph description of what they are and what’s expected of that person. We need to start having periodic evaluations of our employees. We need to start treating people as individuals; we have some people with some very serious responsibilities. The Police Dept. and Highway Dept. have big budgets and quite a handful of people that they have to handle. We have never developed a regular set of policies. The Selectboard should operate more like a Board of Directors instead of running the whole show. The town should run itself for the most part for the Town Administrator. The BOS would evaluate the Dept Heads; the Dept Heads would evaluate their own people.It creates a paper trail for everybody; if you want to reward somebody who has exceeded what was expected of them there is a written trail. And the opposite is true; if there are deficiencies, what do we have to do to fix them. **Esposito** stated that if they do deserve rewards for performance, it still has to be done through the budgetary process. What was recently done with the library people was out of the budget. That should come at Town Meeting budget time. That’s when people get rewarded for their performance, promotions etc. **Brown** feels that we need to set up and look at a pay structure that is statewide comparing what each position pays in different towns so if we have a new position open, we know right away what the pay structure would be. **Esposito** firmly believes we should pay our employees at or above the minimum standard for the state but it should be done through the budgetary process at Town Meeting. **Quinlan** feels we need to create a formal personnel system; right now, it’s very informal. We need to get away from giving everyone a 3% raise. The people who do very well should get rewarded; others who may not, not so much. We need to behave like most other organizations do. We need to make a few institutional changes starting with describing what people’s jobs are so they know themselves. A good system should benefit everybody.

**Esposito** mentioned looking at our elderly exemption. He’s contacted several towns in the area and also got a printout from the DRA of all the towns in Hillsborough. We are below what the average is by a lot. Within a week or two he’ll have a report of where we stand compared to the other towns in the area. The trailer at the Transfer Station needs to be looked at; it’s in bad shape. He would like to hold off doing anything until next year if possible; we’re going to be getting the new pads put in for the new compactor.

**8:00 PM** As there was no further business before the Board **Esposito** motioned to adjourn seconded by **Brown.** All in favor.

Respectfully submitted,

Joan Cleary