**Selectmen’s Meeting Minutes**

**April 11, 2022**

**7:00 PM** Meeting called to order by Selectboard Chairman, John Quinlan, Jr. Also in attendance were Selectmen Howard Brown and John Esposito and minute taker, Laurie Brown.

Quinlan led the meeting in the pledge of allegiance.

Board reviewed the minutes of 03/28/22. H. Brown motioned, seconded by Esposito to accept the minutes of March 28, 2022 as written. Two in favor; Quinlan abstained.

Board reviewed the minutes of 04/04/22. Esposito motioned, seconded by Quinlan to accept the minutes of April 4, 2022. H. Brown asked about the discussion regarding the Barn Tax Exemption, and if it puts any onus on the Board. He also asked if the tax relief comes from the Town or the State.

Esposito said that the reduction in taxes collected would have to be made up by the remaining tax payers. Quinlan and Esposito voted to approve the minutes as written; H. Brown abstained.

Peter Ecklund said that he wanted to discuss the Supervisors of the Checklist’s files and laptops, and that he had hoped that the Town Clerk would be here tonight.

Quinlan asked if Ecklund would like to be on the agenda for next week with the Town Clerk. He answered in the affirmative.

Ecklund wanted the Board to know that, even though the Supervisors would like to keep the laptops at their homes, they are still are very secure with the fail-safes that are in place to get into the State website to change anything.

Esposito stated that he feels that the Town property should be stored on Town property.

H. Brown stated that he has no problem with the laptops going home with the Supervisors. If we can rectify this, Ecklund may stay on as a Supervisor. (He had previously tendered his resignation.)

Ecklund said that there is no room for the Supervisors to hold meetings and store records in the Town Clerk’s office. Everything has been working very well since we have had our files locked up here at the Town Hall.

Esposito said that he feels that the computers should remain under the Town Clerk’s purview.

**7:12 PM** DPW Director, Ben Crosby, came before the Board to address the issue of attrition in the department; they are down to the Director and one employee. He has one new candidate that intends to start work May 2.

H. Brown asked who will be winding the clock?

Crosby said that he and Butcher will be going up there tomorrow, and if he is not comfortable doing it, Crosby will do it himself until the new guy starts.

Crosby asked the Board to reconsider the starting wage, as he is having trouble filling positions.

Quinlan asked what our rate is now.

L. Brown said that it is $19.50 with a CDL and $19.00 without.

H. Brown asked who pays for the employee to get their CDL.

Crosby said that the Town has been paying for it, but the State rules have changed.

Quinlan asked where Crosby thought we need to be for a starting rate.

Crosby suggested $20 - $21/hr. He asked who would be assigned to train employees for their CDL, and where the money will come from. The Fire Department would also need to certify people.

Brown asked if the new hire already has a CDL, and was told “yes”.

Quinlan asked Crosby if he is qualified to instruct.

Crosby said “no”, and that he would have to attend classes in order to be certified. The candidates will take the written test through the State, and then must go through training, or school to complete the process. He asked if he could post the job openings on the NHMA website at $18 - $22 depending on experience.

H. Brown said that the comparison that he did shows that we are low – to – comparable in wages.

Esposito stated that the fact that we pay 100% for health insurance adds at least $5.00/hr to their compensation.

Quinlan said that he feels that we should be up around $21.00 to $24.00. He asked Crosby to coordinate with Chief Wilson to find the best way to get the training done.

Crosby said that the Board needs to think about a stipend for the trainer.

**7:35 PM** The Board went over the Boards, Commission and Committee reappointments:

Quinlan motioned, seconded by Esposito to appoint Rebecca Schwarz as an alternate, reappoint Chip Spalding as a full member with a term ending 2025, and John Quinlan as the Selectmen’s Representative to the Planning Board. All in favor.

Quinlan motioned, seconded by Esposito to reappoint Charles Schuessler as a full member to the ZBA with a term ending in 2025. All in favor.

Quinlan motioned, seconded by H. Brown to reappoint Jay Wilson, Mary Jean MacGillivary, and Karen Drum as full members of the Conservation Commission with terms ending in 2025. All in favor.

H. Brown motioned, seconded by Quinlan to reappoint Doug Irvine as a full member of the Historic District Commission with a term ending in 2025.

Quinlan motioned, seconded by Esposito to reappoint Jessica Pomeroy as a full member of the Garden and Beautification Committee with a term ending in 2025. All in favor.

Quinlan asked what the make-up of the Lamson Farm Commission needs to be.

L. Brown said that she had checked on term dates, as asked, but that she does not have the charter for the Lamson Farm Commission at her fingertips.

Quinlan refused to do any appointments until he has that information in hand.

L. Brown will have that for him at the next meeting.

Quinlan motioned, seconded by Esposito to appoint Howard Brown as the Selectmen’s Rep., and Brian Billow as full members of the Heritage Commission with terms expiring in 2025. All in favor.

Esposito motioned to appoint Tim Berry as an alternate on the Heritage Commission. There was no second. Motion failed.

Esposito asked what Quinlan and H. Brown’s objection to Berry is.

Schwarz also questioned Quinlan and H. Brown’s decision, as she feels that Berry has been a valuable member of the Commission for the last 3 years. She stated that she would abide by the Board’s decision, but wonders what is driving that decision.

Quinlan said that he has his reasons, but cannot discuss them in public session.

Esposito feels the decision is disgraceful; that Berry has done a lot of good work for this Town. He also reminded the Board that when 2 of the 3 Board members have discussions or conversations, it must be made public 24 hours in advance. He doesn’t believe what the other 2 Board members are doing is right.

Resident, Eileen Nabor, asked about the progress on getting the meetings broadcasted.

H. Brown said that he has just returned from vacation, and will be working on that right away.

**8:00 PM** H. Brown motioned, seconded by Esposito to go into non-public session to discuss a personnel issue. All in favor.

Quinlan asked L. Brown when her last day is.

L. Brown said that her last day of work will be Thursday, June 30, 2022.

Quinlan said that, while Laurie leaving is a blow to the Town, it is also an opportunity to change things for the better. We can hire a full-time Town Administrator in March of 2023.

Esposito said that the addition of a Town Administrator does not need to go before Town Meeting, only a Town Manager does.

H. Brown explained that having a Town Manager would take away responsibility from the Selectmen.

Quinlan said that they could give authority to them to deal with the department heads directly. It would be good to have someone in authority over personnel. Going on “as is” would not be effective. We have 2 months to get someone trained.

Esposito feels that we have had a very successful operation without micromanaging our employees. I don’t feel we should start now. It doesn’t even need to be a full-time position. The job was always 30 hours per week. We only brought it up to 35 to satisfy NHRS.

Quinlan stressed that he feels a Town Administrator or Town Manager is vitally important to move the Town forward. He feels that having the Town well run will save the Town money in the long run.

Quinlan asked Cleary what job she wants to have going forward.

Cleary said that there are many tasks that she has never done.

Quinlan asked if she could learn them.

Cleary figures that she could.

H. Brown suggested hiring someone, and having both the new hire and Cleary learn L. Brown’s job. In March of 2023, we can make the decision of who does what jobs.

Esposito said that he would like to hire from within.

H. Brown said that we still have to post it.

Quinlan asked if he would post a full or part time job. He then asked L. Brown to come up with a posting.

L. Brown said that she would do her best, but is still unclear if you are looking for an applicant with accounting training, or for general office tasks.

**8:35 PM** H. Brown said that he wanted to discuss what Tim Berry did at Town meeting: he stood up and lied about my wife. He said that he would never support Berry for anything.

Quinlan said that he was in the audience that night. It is a point of honor; he lied for 20 minutes straight.

Esposito said that he didn’t see it that way.

Quinlan said that he was welcomed to disagree with him, but he heard the lies that kept coming.

H. Brown said that his wife, Cindy Raspiller, said that Berry was lying about what happened at meetings she was at.

Esposito asked what, specifically he was lying about.

Quinlan replied that he was lying about what happened with the access road modifications. He was supposed to be in charge of that. He got up and lied about it to cover up that he didn’t do his job. I can’t accept that behavior.

Esposito said that he didn’t see it that way; he thought that Berry was stating his own opinion, not lying.

**8:45 PM** Quinlan motioned, seconded by H. Brown motioned to come out of non-public session. All in favor. No votes were taken. The non-public minutes were not sealed by the Selectmen and thus are included in the regular minutes of 4/11/22.

**8:55 PM** Quinlan motioned, seconded by Esposito to adjourn. All in favor.

Respectfully submitted,

Laurie Brown