

Selectmen's Meeting Minutes March 18, 2019

7:00 pm Meeting called to order by acting Chair, Jack Esposito. Also in attendance were Selectmen Kim Roberge and newly elected Tim Berry. Welcome Tim.

The first order of business was to choose a chairman. Esposito put his name in, Roberge agreed and motioned to appoint John "Jack" Esposito as Chairman of the Board. Berry seconded the motion, and all were in favor.

Esposito welcomed Berry to the Board.

Esposito wanted it in the minutes that he and Kim happened to be in the office together last Thursday and they spoke about money held by the Trustees of Trust Funds for Carleton Pond/Park not leaving any money for anything else that might be needed.

Brown let the Board know that the money that was mentioned at Town Meeting as being available from the Carleton Pond/Park Capital Reserve is really in transit to the Town as a reimbursement from moneys spent in 2018 and not available for use this year. Since \$6000 was deducted from the Conservation Commission's warrant article, it gives us 3 choices: 1) Leaving the CC short \$6000 and having them not be able to accomplish the work that they put before the voters. 2) Finding the money somewhere in the operating budget or 3) Having the CC ask for \$6000 from the Fidelia Whipple Shedd Fund held by the Trustees. The latter was suggested by former Trustee Eileen Naber. The Board agreed to have CC apply for the Trust Fund money first and if they are not given the money or not given the full amount, we will look into other avenues.

Berry mentioned that the electrical work at the pond calls for an LED light on the pole, and he feels that if the Town goes to all LED streetlights, it will save a considerable amount of money in electricity and that Eversource might even pay us to switch. He will get more information on this for the Board.

Esposito brought the meeting around to commission/committee appointments for positions whose term ended at Town Meeting in 2019. Roberge motioned, seconded by Berry to appoint with a term ending 2022: Rebecca Schwarz and Chip Spalding to the Planning Board, Jay Wilson and Mary Jean MacGillivray to the Conservation Commission, Carol Keeney and Doug Irvine to the Historic District Commission, Kevin Pomeroy and Lou Springer to the Lamson Farm Commission, and Mary Jo Marely and John Morison to the Heritage Commission. All in favor.

Tim Berry will represent the Selectmen on the Planning Board and the Heritage Commission. Esposito and Roberge asked him to bring more info back to the Board. Jay Wilson will remain the Selectmen's Rep to, and on the Board of Governors for Milford Area Communications Center and Roberge will remain as the Board's liaison. Mike Fimbel will continue to be the Selectmen's Rep to the Nashua Regional Planning Commission. Esposito will remain the liaison to the Souhegan Regional Landfill District. Roberge volunteered to be liaison to the library if necessary; Board didn't think it was necessary.

Board decided to put a request for volunteers on the web site to get the Building Renovations Committee manned. Roberge will be the Selectmen's Rep, and Bill McKinney will also serve.

Berry said that he had heard mention of going to a 5-member Board sometime in the future and that many other towns had already done so.

- Board reviewed and signed checks and manifest.
- Board reviewed minutes of 3/11/19. Roberge motioned, seconded by Berry to accept the minutes of March 11, 2019 as written. All in favor.

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7:45 pm Esposito spoke of the Police Chief's contract and said that Chief Furlong said that most Police Chiefs do not have contracts and he is fine not having one.

Roberge explained that his contract was up at the end of last year and we have been discussing it and his review. I would like him to sign a 2 or 3-year contract to show him that we are invested in him and vice versa. There would be a way out for both sides.

Berry feels that there must be a certain amount of trust in these relationships.

Esposito said that he is inclined to agree.

Berry asked how the evaluation went.

Esposito said that we've never done it; we are perfectly happy with the way the department runs.

Berry He got his 3% plus a performance raise?

Esposito said yes.

Roberge stated that he asked for his raise.

Berry figured that we wouldn't have given it to him if we weren't happy with his performance.

Esposito stated that, by State Statute, the Deputy Town Clerk is not fully trained. The RSA's state that the deputy has to be fully trained to do everything the Town Clerk is charged with doing. The Board agreed and Esposito will discuss it with the Town Clerk this week.

7:55 pm Roberge told the Board that she has set some goals for herself to accomplish this year:

- Get the dump fees approved.
- Get updated factual bids for McCollom windows.
- Discuss where the septic for the Library is and if we have to replace it, what does that mean for the War Memorial project.

Brown told the Board that Eileen Naber is coming to their meeting next week to discuss this very thing.

- Get bids for the 2 failed doors on the Town Hall.
- Get ordinances online.
- Study of compensation packages for all Town employees
- Policies and procedures, ie: Our employee handbook says that we have job descriptions – we don't. The Town Administrator in New Boston, Peter Flynn and Paul Branscombe the Town Administrator in Wilton have offered to let me come over and sit with them for an afternoon to see what they have for policies and procedures. Not that we would take everything they have, but we have none.

Brown asked her to get specific.

Roberge said that, even the ones that we have, we don't follow. For instance, personal relationships in the workplace: family members working directly for each other.

Esposito said that we don't have that, and Roberge explained that we had children working in the office.

Esposito asked why she was getting involved in something that was a couple of hours of clerical work to help us out and isn't happening any more anyway.

Roberge said it was happening while the handbook was in place.

Berry said that both Wilton and New Boston have Town Administrators and we don't – they are a much bigger government - we only have the three of us, Laurie and Joan.

Esposito said that we have so many things to get done, this should be on the back burner.

Berry said the way back burner.

Roberge said that she has time right now, and will go sit with them.

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- We should ask our Department Heads to come in with a 2 – 5 year plan for their departments.

Esposito said that we may not have it written down, but we have plans.

Berry thought it was a good idea to have it in writing.

- Bonnie brought up social media; we should have a social media policy. We have departments that man their social media like MV Chatter: Fire, Recreation, Library. We need something in writing that governs a Town response rather than a personal response. When there is something put out there that is completely inaccurate, Bonnie wanted to know if the Selectmen were going to step in and correct it. We had decided that the Board would not respond to things like that. First of all, we cannot go through 200 responses on any one post to respond to everything and also, we cannot act as a Board member without discussing it first at a public meeting.

Esposito said that the worst thing you can do is throw fuel on the fire. I feel that if there is something blatantly wrong you should correct it.

Roberge feels that if you are a department head or a committee chair, there should be some thought put into it because it is read like you are responding from the Town.

Esposito said that the best thing to do is don't respond.

Esposito related that the things he wants to see this year is: getting the Heritage Commission and the Building Remodel Committee up and going, and the Selectmen's room fixed up and painted.

Berry asked what the quote was for the meeting room.

Brown said \$3020

Berry agreed that that was a great price.

Brown will set up a time in April for the job and Berry will get back to her regarding colors.

Berry asked to look at the estimate to purchase the door. Brown will forward it to him.

Esposito talked about next weeks public hearings: Cutting vegetation on Brook Road, 4 way stop signs at the intersection of Wilton, Old Wilton and Purgatory Roads, No parking on Harwood Road.

Board also discussed the dirt roads and what the mud season has brought us this year.

Roberge said that maybe we need to reprioritize the roadwork for this year.

8:30 pm As there was no further business before the Board, Roberge motioned, seconded by Berry to adjourn. All in favor.

Respectfully Submitted,
Laurie Brown