

BOARD OF SELECTMEN MEETING
MINUTES FOR MAY 18, 2021

PRESENT: Shawn Talbot Chairman; John Veaser, Jason Somero
Town Administrator Scott Butcher

Opened the meeting at 5:00

Memorial Ceremony: Shawn reminded everyone about the Memorial Ceremonies Sunday

Discussion with Chief Carpenter regarding replacement: Chief Carpenter noted a lot of the hiring priorities relate to academy standards, and the hiring could take upwards of 4 to 5 months. The hiring timeline also depends on the number of applicants, and that they could come from other states and that has its own specific issues. For instance, they have different requirements and criteria.

Note that the interview process is one part, but that also it takes time to do the background checks. Should be an independent party that does the background check, They will also need to do Psychological test and a Polygraph should be done. Also, prior to 2001 they did not have to do physical agility test and after 2001 that would need to be done.

If candidate fails any one portion they are thrown out of the process. Chief will review the job ad and get back to the BOS with his feedback. Chief also notes that it should be impressed upon the candidates that this is a "working Chief" job.

Scott asked what the town is willing to consider for benefits to attract the best candidates. Salary, Health, Education were some of the suggestions along with short and long term disability. Sign on bonus and life insurance, 457b retirement plan on top of NH Retirement, and also shift differential and longevity pay were some others that were mentioned.

How to form the hiring committee was discussed, who should be on it, time commitment and how to compensate an outside Chief for consulting, along with who would be acting Chief after Chief Carpenter leaves.

Shawn also discussed working with Sheriff to work out something for coverage if it is needed. Chief Carpenter offered to be part of the conversation.

The Chief asked if he should go forward with the hiring of the two new candidates for patrol positions. It was noted no time to do checks in house, so will send out to be done.

John made a MOTION to proceed with hiring two full time candidates as well as the fees associated with the hiring, Jason SECONDED MOTION, all were in agreement.

Roofing Quotes for DPW Building: Based on the quotes and follow-up with the vendors, John made a MOTION to accept the Prime Roofing quote, Jason SECONDED MOTION, all were in agreement.

OLD/NEW BUSINESS:

Reviewed past minutes: Only one update was suggested on first page. Minutes are signed off and will be posted.

Employee/volunteer event: Went well, maybe have the next one on Friday evening or Saturday afternoon to grab the people who can't come in the day time. Perhaps it could be a family field day, some swimming, maybe a movie. Shoot for 3rd Saturday in July (the 17th) as a possible next date.

Fishing Derby / Funeral: Shawn asked Ollie Niemi if there would be any issue because there is a funeral scheduled at same time as the fishing derby. They fish from 9:00 to 12:00 then issue prizes so it goes until 1:00. Shawn suggested asking the family to be sure if they really wanted to have funeral at the same time. Cemetery trustees would have to vet each car to be sure they are for funeral not the derby.

Cleaning Contract: Scott sent forms for safety checks, if that works out ok start day should be early July.

Property Disposal: Scott talked to the auctioneer, we will get them the necessary information including tax cards, plot maps. Auctioneer wants to do in one location rather than go to each of the properties, rather than go to each one. They will handle the promotion of the properties for us, they charge a 10% buyers fee, and they need at least 4 to 5 week lead time.

Pool: The pool is uncovered and up and running, there was an issue with the water level and the pump. Should be ok in the next couple days and ready to go.

DPW: Gary Johnson filling in for Peter Goewey, the DPW guys are focused on Collins Rd improvements. Also the new guy started yesterday.

BOS Task list: John updated the spreadsheet tasks that the BOS has going on.

Handbook / Holiday Pay Review: Holiday pay, how to handle the employees who work alternate schedules was discussed. John feels holiday should be paid at 8 hours, just like sick and vacation days. It was discussed how this would affect other employees in similar situation.

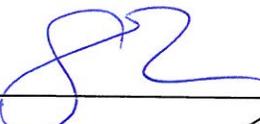
Shawn made a MOTION to pay full time employees holiday pay consistent with how it's laid out in the handbook from this point going forward. Jason SECONDED. 2 AYE, 1 NAY vote (John opposed)
Handbook to be reviewed and finalized with holiday pay update and distributed to everyone.

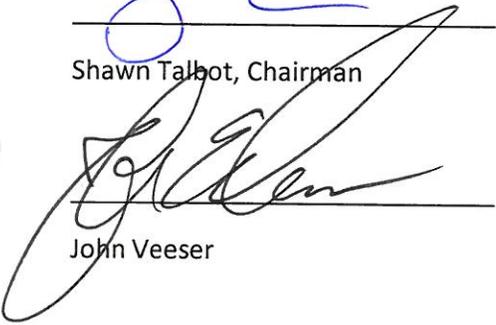
NON-PUBLIC SESSION #1:

Selectman Veesper MOTIONED to enter into a non-public session under RSA 91-A: III, Selectman Somero SECONDED the motion. The vote was unanimous.

Respectfully submitted,
Susan Mallett, Land Admin

Minutes approved by:
BOARD OF SELECTMEN



Shawn Talbot, Chairman

John Veesper

Jason Somero