

BOARD OF SELECTMEN MEETING

Oct, 12 2021

MINUTES

PRESENT: Jason Somero and Bert Hamill Selectmen
Jim Coffey, Town Administrator; Susan Mallett

Open Meeting in the Town Office with the Pledge of Allegiance at 5:00

It was noted that Shawn Talbot, Chair will be absent this evening

Selectman Somero read off the agenda items

Employee Handbook: Bert discussed giving raises versus bonuses and how it works. Jason noted some towns have a set wage schedule, but what is that based on. Some things to consider according to Bert were Step Program, Merit based program, Earnings based program, and basically what you think the person is worth.

Jim feels between a step and cost of living and maybe even modest bonuses is a good focus. But we won't fix it right now, so go ahead and release the handbook.

Bert noted there are some part time employees who are consistently working more than the 32 hours that is the cutover for full time employee. Jim feels we are obligated to consider them full time if it is consistent and not just to cover for another employee or for a project. Bert mentioned the Fair Labor Standards of 2014, which notes part-timer may not receive benefits. If they are consistently working full-time, employer is obligated to pay benefits or overtime. There is a gray area between the 32 and 40 hours worked what benefits may apply. Bert reviewed 3 sources and they all read differently.

Jason MOTIONED to accept the amended employee handbook, Bert SECONDED the motion, and all were in favor.

OLD NEW BUSINESS

Administrators Update:

Jim noted he was taking off on Wednesday.

Building 2, effectively running for \$2.14 a month. The Board of Assessors previously notified the Board of Selectmen if they rent to an outside party, taxes are due and payable. The agreement for \$1K states that it includes taxes. No one gave a copy of the lease to the Board of Assessors so they did not put back on the tax rolls. This most definitely needs to be rectified. The Assessors will fill out a MS-1 form, a new lease, with terms for 1 year at a time, ok to have extend options for 1 year terms.

A private party purchased the old covenant and they want to house Afghan women and children in transition while they get resettled. Bert noted his concern whether it meets fire codes, and Jim let him know we will send this to Meredith to review the request and get back to the Board of Selectmen.

As a note, the Sisters did the same when they were occupying the building, so it is already set up, and would be business as usual, just a different owner. The new owner is also aware, the tax exempt status will be removed now that the church doesn't own it.

Jim spoke with Ollie Niemi regarding Cemetery Trustees, and noted they are elected during general election, and if needed appointed by the Board of Selectmen outside of that time.

Appointments were then discussed. ZBA and Conservation appointments. They make nominations, the Board of Selectmen make the appointments. Planning Board is allowed to make their own appointments. A list of nominations from the Conservation meeting will be provided to the Selectmen. Jason discussed the Heritage commission and its purpose, and noted that he and Debbie Deaton were looking into getting it started up again.

The Trustees of Trust will be meeting to write up warrants to dissolve buckets of money and move to the general fund.

Jim let the Board know he has a boiler plate ready to go for the tax deeded properties.

Selectman Hamill Updates:

Selectman Hamill received an email regarding police weapons, and the Police liaison, Selectman Somero will follow-up with Chief Abel.

Selectman Hamill sent out an email regarding the Freedom act and got a canned response. Jim will draft the letter from the Board of Selectmen. Jason mused about writing more letters, it was decided to keep the letters from the Board related to things that affect Town Matters only.

Selectman Somero Updates:

A resident approached Jason and asked if it would be possible to have a dedicated park and ride spot, kind of like what happens in the front corner of NeWest Mall. Some potential locations were discussed, it was decided due to logistics, plowing, maintenance, traffic and liability that the Town would not move on this at this point in time.

Temple Road house has not been boarded up as of yet. (Note: it was boarded up post meeting)

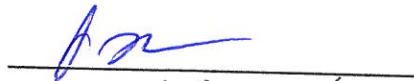
A MOTION to adjourn was made by Selectman Somero, Selectman Hamill **SECONDED**. All were in favor.

Respectfully submitted, Susan Mallett, Land Admin

Minutes approved by BOARD OF SELECTMEN

Shawn Talbot, Chairman: _____ Absent _____

Jason Somero:



Bert Hamill:

