

**BOARD OF SELECTMEN MEETING**  
**December 14 2021**  
**MINUTES**

**PRESENT:** Shawn Talbot, Chair, Jason Somero and Bert Hamill Selectmen, Jim Coffey, Town Administrator, Jennifer Minckler

**Also attending in audience:** Emari Traffie from the Monadnock Ledger, Peter Goewey, Tom Thompson Viv Thompson, Tim Miller, Jonathan Sawyer, Stacy Sawyer, Peter Somero, Roger Somero, Cathy Somero, Mike Walker, Patrolman Marc Frederich, Police Chief Michael Abel, Kelly St Pierre, Fire Chief Meredith Lund, Ben Hatcher.

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

**Review and Discuss Employee Personnel Policy-** Chairman Shawn Talbot addressed the audience and stated that comments and questions will be taken and changes made accordingly. Police Chief Abel spoke of the current time off and his concern for his employees and those employees of the town. He feels the current benefits are competitive with those surrounding towns. He feels the proposed changes taking effect January 1, 2022 are not good for the employees, nor competitive. He researched the benefits in surrounding towns and provided the list to the Board. Chief Abel mentioned that long term employees under the proposed changes will be capped at three weeks for vacation time and feels that is not competitive. Chief Abel mentioned banking of time, which other towns offer and also include short/long term disability. The proposed changes do not provide any sick time. He read from the list of local towns, the sick time and banking hours the other Towns provide. He advised that currently town employees are able to bank 120 hours. Chairman Talbot advised that the proposal to remove sick time and put under paid time off was for flexibility- no Doctors notes etc. Chairman Talbot advised that through the years many changes have occurred to revise the handbook but not yet implemented. He apologized for not asking for input originally when this topic was being revisited by the current Board. Discussion continued among those in attendance. Several people voiced their opinions that the benefits provided will retain valued employees. Chief Abel asked if anyone opposed the opposition of retaining the current benefits. No one responded. A motion was made By Selectman Hamill not to implement the handbook for January 1, 2022 and continue with the current handbook at this time. Motion was seconded by Selectman Somero. All were in favor. Selectman Talbot stated as they go through the review, the Board will consider everyone's input. He wants the chance to make the handbook more flexible and less cumbersome. Ben Hatcher suggested the ability to share the sick time among town employees. This will be taken under advisement by the Board. Chairman Talbot has asked the Department Heads for a pay scale. He also suggested to the audience to reach out if missteps are made by the Board, who is open to all suggestions. Discussion of the handbook ended with members of the audience and most of the audience left the meeting.

Chief Abel spoke of the tower proposal to improve the infrastructure. He provided the Board with an email from Lee Lemoine of Modular Communications that contained a quote for cost. Discussion continued on upgrading to the pole or to the tower when built as well as the cost that was approved and

what will actually be needed. It was determined that the \$36000.00 approved by the Board of Selectmen will now not cover the cost. The Board of Selectmen reviewed the email and quote from Lee Lemoine. Selectman Hamill made a motion to approve the cost not to exceed \$37000.00. Selectman Somero seconded the motion. All were in favor. The amount will be taken from the Police Budget for 2021. Shawn motioned for Jim Coffey to approve the contract and Selectman Hamill seconded. All were in favor.

**Possible Purchase of fireproof file for financial records-**Roger advised Jim that there is a requirement to keep financial records retained for approximately 40 years. The Board of Selectmen suggested using money from the Administration Budget and any purchase that does not exceed \$5000.00 does not require approval from the Board. Roger has been researching file cabinets at low or no cost but may need Peter Goewey's assistance in picking it up and delivering to the town office.

**Possible two workstation replacement-** There is budgeted money from the Cadnet budget for retiring workstation replacement and both the Administrator and Roger need workstations replaced. Jim would like to look into this by the end of the year.

### **OLD NEW BUSINESS**

**Administrators Update:** As information only Jim stated he met with a man from the State Licensing Bureau who wanted to let the town know that he had a conversation with bath fitters who were doing plumbing without a licensed plumber onsite. The man from the State was just informing Jim. Jim stated that the property Sales are scheduled for January 22, 2022. The advertisement will be posted shortly. The tax maps are now online and are working but there are some database discrepancies being worked out. The maps are not yet available to the public. Jim mentioned he showed the Land Use clerk how to create an abutters list that can be put in a PDF file or Excel spreadsheet. The Abutters list defaults to a 50 foot area but can be changed as needed. It is user friendly and will be sent to the Auctioneer to complete the abutters list. Jim mentioned that the Budget/ Warrant Article hearing will be Saturday December 18, 2021 from 9:00am- 1:00pm. The deadline for Warrant Articles is Friday, January 7, 2022 for voters to petition the Select Board to include an article in the warrant proposing a bond. January 11, 2022 is the last day for voters to petition select board to include an article in the town meeting warrant. January 18, 2022 is the last date to hold a public hearing on the annual budget. Selectman Hamill requested it be put on the Agenda for January 11, 2022. Wednesday, January 19, 2022 is the first date for candidates to file declaration of candidacy with Town Clerk. The filing period ends January 28 and the Town Clerk must be open that day 3-5pm. Selectman Hamill asked when the last day is to have a public hearing on the warrant articles. Jim advised that is the budget hearing. He advised that you do not need to have a public hearing for the warrant article unless it has money in it. Jim wants to send the resumes to the Board of Selectman to review and then in a week or so have a non-public session to discuss them.

**Selectman Talbot Updates:** no updates provided.

**Selectman Somero Updates:** Selectman Somero provided an update on the first meeting of the Heritage Commission last night. He read a proposal for the Select Board to adopt, which entails no department, board or committee shall implement a covid-19 related health mandate on any resident or participant that would require a person to surrender their personal liberty outlined in the New Hampshire State Constitution. There was much discussion on this by the Board of Selectmen. Shawn advised that the School is mandating and the Town does not have authority over the building. He does not want to take further action until he speaks with the school recreation department. No motion was made at this time.

**Selectman Hamill Updates-** wanted to go over the ZBA/CC but will put off for another week. The only other thing he had was the non-public tonight.

**Non-Public Session 1:** Motion at 7:20pm to go into non-public 91-A:3, II (a) by Chairman Shawn Talbot Hamill, seconded by Selectman Bert Hamill. All in favor. Motion to come out of non-public was made by Selectman Hamill and was seconded by Jason at 8:12pm

**A MOTION** to adjourn was made by Selectman Somero, Selectman Bert Hamill seconded. All were in favor. Adjourn 8:12pm

**Respectfully submitted, Jennifer Minckler, Land Use Clerk**


**Minutes approved by BOARD OF SELECTMEN**

Shawn Talbot, Chairman:



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Jason Somero:



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Bert Hamill:



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