

**TOWN OF DEERFIELD
BOARD OF SELECTMEN
OCTOBER 23, 2017
MINUTES**

Call to Order

5:30 pm – Chairman Barry called the meeting to order

Present: Stephen Barry, Chairman; Richard Pitman, Vice Chairman; Fred McGarry, Andrew Robertson and Jeff Shute; Selectmen

Pledge of Allegiance to the Flag

Chairman Barry asks all to rise and pledge Allegiance to the Flag

Budget Review

Veasey Park – \$35,204.00 – increase of \$5,927.00

Travis McCoy was asked by Chairman Barry to step up to the microphone in order to go over the highlights of the proposed budget.

Mr. McCoy stated that the major difference in the budget is that they are still asking for a park guard. That is a difference of \$4,928.00. Mr. McCoy stated that he didn't think that the numbers would reflect any sort of need for a park guard for the park but we feel we need to submit for one every year. In going through the records, the life guards are spending a lot of time issuing resident decals and placing notices on cars in the parking lot without decals to see a life guard to get a decal and issuing visitor passes.

In just three patrols of the parking lot they issued 59 notices to get a decal from the life guard. That was only from three different days.

As far as visitor passes go, the life guards have issued 41 passes this year while the life guards have only issued 15 resident decals. The issue isn't about issuing the decals but policing the area to check on non-resident vehicles.

Chairman Barry asked if anyone on the Board had any questions. Vice Chairman Pitman stated that basically it is going to cost approximately \$500.00 a week to have a park guard present. Is that mostly weekends? Mr. McCoy stated that it would be mostly weekends and during peak hours and maybe even half days. They don't necessarily need to be at the park from 10:00 am to 6:00 pm.

This year Mr. McCoy stated that he had two life guards and one general employee who was a certified life guard who wasn't eligible to work for the town because of her age. She was performing these duties during the weekends, holidays and such when the need is at its peak.

Vice Chairman Pitman stated that he wasn't against the idea but he stated that the position is listed for 56 hours a week and that seems to be more than just weekends. Vice Chairman Pitman went on to say that he thought that they were going to need the extra employee more this coming year when there won't be any mooring down at the dam and more people will try to get into Veasey. Maybe Mr. McCoy could get a grip on the hours. It seems that we are spending more on the park guard than a life guard.

Mr. McCoy stated that it is 8 hours a day, 7 days a week. Vice Chairman Pitman stated there wouldn't be much need during the week. Mr. McCoy stated that he would look at the hours again. Vice Chairman Pitman stated that Mr. McCoy should look at the hours again before giving his budget to the budget committee.

Mr. McCoy stated that the rest of the payroll is right where it is needed. Vice Chairman Pitman stated that the rest looked good. Mr. McCoy hopes that they can get qualified employees next year. He stated that he knew that it was advertised all ways and they really stepped up their efforts but it was really hard finding seasonal employees this year. Mr. McCoy stated that they talked with Parks and Recs this year. He also stated that they got their current life guards back for next year so that we don't lose them to another job that they can pick up in the off season. Mr. McCoy stated that they were going to step up their efforts and start advertising for employees very, very early, right after the first of the year.

The only other thing that Mr. McCoy stated that he would like to change is the reimbursement line. The costs when he first started this was \$275.00 for the course. That was the basic life guard-water certification. It is now up to \$485.00. We also were thinking about getting some of our current life guards certified as swimming instructors. We think that it would be easier to pay for current employee's certification as they hold classes during school vacations during the winter. Mr. McCoy stated that he has added another \$500.00 to that line.

Mr. McCoy stated that before they get into anything else they are going to visit the park guard line again to present something that makes more sense.

Chairman Barry stated that Mr. McCoy is going to raise the reimbursement \$100.00 per employee for a total of \$500.00. Mr. McCoy stated that is the way it is currently written, he likes to give each guard \$200.00 and give them \$300.00 towards certification. If it were done for five life guards it would be \$1,500.00

Selectman McGarry asked if Mr. McCoy could talk about the safety compliance item.

Mr. McCoy stated that he is still trying to gather the costs from this year in regards to becoming more safety compliant. He stated that they purchased a lot of personal protective equipment, fire extinguishers, and stuff like that. Mr. McCoy stated that he just doesn't have all the numbers yet. That is something he will be getting the numbers for next year.

Selectman McGarry stated that the number went from \$1.00 to \$1,000.00.

Chairman Barry stated that Mr. McCoy will look at the park guard numbers and take care of the reimbursement and additional \$500.00. Chairman Barry asked if there were any more questions.

Selectman Shute asked when the extra \$10,000.00 is going to show up and any ideas on what they want to use it for. Mr. McCoy stated that they have been rolling ideas back and forth. There are some big things at the park that they thought that they could use it for instead of going for a warrant article. One of the things was maybe to upgrade the guard shack for a little more room or add onto the equipment shed. Mr. McCoy stated that there are a lot of different ideas. He also asked if there were any contingencies on the \$10,000.00 or if she had anything she would like it used on.

Vice Chairman Pitman stated that no there was not. Mr. McCoy stated that that is the hard part. It would be much easier if she wanted it used for something in particular.

Chairman Barry stated that the Commission didn't have to rush to make a decision. He stated to think about what project or whatever it is that you think is truly important. Take your time to think about it. It is pretty much at the Commission's discretion.

Mr. McCoy stated that they would like to have the money just sit for now so that they can think about what it can really be used best for.

Chairman Barry recognized Selectman Robertson. Selectman Robertson stated that he hoped that they used the money for some type of capital improvement or lasting improvement not for some kind of operating budget or such.

Mr. McCoy stated that the operating budget is sufficient. He went on to say that he thought that it would be best used to increase the safety of the park or as Selectman Robertson stated, some kind of capital improvement.

Revaluation of Property - \$91,963.84 – increased approximately \$3,500.00 from 2017

Selectman Robertson stated that the increase was the additional hours for the part time person. They will be increased from 20 hours to 24 hours and additional hours for data entry.

Selectman Robertson asked what year the town was in in the process of revaluation. Mr. Harrington stated that he would have to look. Chairman Barry stated that he thought that the revaluation happened in 2016.

Selectman Robertson stated that typically a quarter is done each year and then take a year off. He was asking how far away that the town was.

Selectman Robertson stated that Selectman Shute found the answer in the budget details and that the town is in the fourth of the five years and typically the town takes the fifth off.

Chairman Barry asked if there were any other questions regarding the above budget. Hearing none he went to the next item.

Town Administration - \$228,592.00 – decrease of \$39,998.00

Selectman Robertson stated that primarily the decrease is due to the shuffle in the finance department to which Mr. Harrington stated yes.

Mr. Harrington also stated that he is proposing a new part time position. Chairman Barry stated that it would be an administrative assistant.

Vice Chairman Pitman asked if the part time position was in the budget. Mr. Harrington stated yes. Chairman Barry stated that it was in the first line and in the back-up documentation.

Mr. Harrington stated that he is also proposing a new contract position.

Selectman Robertson stated that he is comfortable with the town administration budget since it is still coming in at 15% under.

Chairman Barry asked if anyone had any questions. No one did.

Legal - \$30,000.00 –

Chairman Barry stated that he is going to make a proposal. Due to the costs that the town has seen regarding Northern Pass, and no matter what happens next year, he is proposing to raise the legal line to \$100,000.00 with \$70,000.00 being directed towards the town's legal needs regarding Northern Pass events. The town has spent that much towards Northern Pass events this year

Selectman Robertson just wanted to mention that he didn't know when the wrap up would be with the SEC process at this point, he thought February. It was supposed to be September then November. Selectman Robertson stated that he didn't know how much legal representation that the town is going to need past February. It is either going to be a done deal or not.

Chairman Barry stated that he thought that there would still be legal issues that will affect the town that will need to have direction on. After seeing how quickly money was spent on Mr. Whitley and the contributions that had come in, Chairman Barry thought that the cost was up in the vicinity of \$80,000.00 to which Mr. Harrington agreed.

Selectman Robertson stated that he was against this but he thought that the town should ask Mr. Whitley if he could give the town an estimate of what would be needed. If he thinks that the town is not going to need much past February you really don't need to pay him or he may say that the town needs another \$20,000.00 before we throw the \$70,000.00 in.

Vice Chairman Pitman stated let's do some homework before putting it in. Selectman Robertson stated again that he wasn't against funding the legal line.

Chairman Barry stated okay. Mr. Harrington asked if he were to check with Mr. Whitley. The answer was yes.

Chairman Barry stated that last year the legal line was budgeted at \$43,472.00 to which to this date \$38,529.00 has been spent.

Vice Chairman Pitman asked how the \$30,000.00 amount for this year was gotten.

Chairman Barry was just looking at the budget for "us".

Vice Chairman Pitman asked if there were any back-up as to how the figure of \$30,000.00 was gotten. Was that figure pre-Northern pass?

Chairman Barry stated that prior to 2017, in 2016, the budget was \$24,000.00. Vice Chairman Pitman stated that that is what he thought.

Chairman Barry went on to say that with the costs – that the town budgeted an additional \$15,000.00 last year at the town meeting to bring the amount up to \$43,000.00. That additional amount came from the floor. The town has spent other than Northern Pass, Chairman Barry stated that he didn't think the town has spent \$10,000.00.

Chairman Barry went on to say that he was proposing \$30,000.00 and whatever number for Northern Pass. He went on to state that they would get more information from Attorney Whitley and come back to this.

Insurance - \$472,029.00 -

Mr. Harrington stated that the amount provided to the Select Board is going to change again as he had just gotten updated health and dental insurance information today and hadn't had a chance to update their paperwork. Health insurance is going down probably 6% and the dental plan is going up slightly.

Selectman Robertson stated that the current plan that the town has is going down 6% to which Mr. Harrington stated yes.

Chairman Barry stated that the current number is \$472,029.00. Mr. Harrington stated that the number provided includes potentially one more hire for the police. The police chief is currently looking for the last candidate and Mr. Harrington stated that he had to budget based on a family plan as that is the most expensive.

Selectman Robertson asked where the health insurance numbers came from. Mr. Harrington stated "HealthTrust". He stated that HealthTrust just sent a packet with the updated rates. Mr. Harrington stated that he had not heard from anyone else.

Personnel Administration - \$9,850.00

\$1,500.00 is for performance pay, FICA and Medi for the year based on current salaries. Vice Chairman Pitman asked if it this was the town's portion above and beyond what is currently taken out which is pretty much the same.

Chairman Barry asked if there were any questions. None were heard.

Any other budget questions.

Chairman Barry stated that next week would be the Library and the Highway Department.

Regular Business:

Review of Outstanding Minutes:

Motion: Selectman Robertson moves to approve the minutes of September 26, 2017

Second: Vice Chairman Pitman

Vote: Yea 5, Nay 0, Abstained 0 – Motion Carries

Chairman Barry asked if everyone had read the 10/16/2017 minutes. Not all had so Chairman Barry asked that they be put off until next week.

Accounts Payable Manifest - \$22,582,29

Motion: Selectman Robertson moves to approve
Second: Vice Chairman Pitman
Vote: Yea 5, Nay 0, Abstained 0 – Motion Carries

Payroll Manifest - \$54,307.18 (gross), 41,157.36 (net)

Motion: Selectman Robertson
Second: Selectman McGarry
Discussion: Vice Chairman asked if this was the pay period that had the police department raises in it. Mr. Harrington stated no, there is a personnel action that needs to take place.
Vote: Yea 5, Nay 0, Abstained 0 – Motion Carries

Chairman Barry stated that he has a number of police personnel action requests to read. He stated that he is going to read all of them and ask for a motion to approve by the Board and to approve and to have the Chairman sign it.

The first is for:

Lieutenant Deyermond – an increase from \$27.04 to \$28.37 per hour
Sargent Lavoie - an increase from \$26.87 to \$27.81 per hour
Officer Hughes - an increase from \$23.73 to \$24.72 per hour
Officer Malay - an increase from \$20.82 to \$22.05 per hour
Officer Newell - an increase from \$20.82 to \$21.00 per hour
Officer Bernier - an increase from \$20.00 to \$21.00 per hour
Officer St. Onge - an increase from \$18.53 to \$20.00 per hour
Glenda Smith - an increase from \$20.88 to \$21.64 per hour

Motion: Vice Chairman Pitman moves to approve the pay raises for all names that were read and to have the Chairman sign the personnel action requests.
Second: Selectman Robertson
Vote: Yea 5, Nay 0, Abstained 0 – Motion Carries

Chairman Barry asked if anyone had looked at the new proposal from Keech and Nostrom. Vice Chairman Pitman stated that he had a question when the Chair ready.

Vice Chairman Pitman asked Selectman McGarry if Keech and Nostrom should do the whole piece and not half of it. Selectman McGarry stated that he hadn't seen what was being proposed this time. Vice Chairman Pitman went on to say that if it were to be the whole piece then he thought that it should go out to bid with an amount of \$7,500.00.

Chairman Barry went on to say that Option 1 is to prepare existing conditions survey plan depicting approximate parcel boundaries as taken from plan of record, two-foot contour interval topographic survey data; existing improvements; pave way, utilities etc. within the North Road right-of-way along

the entire frontage of the site and location of jurisdictional wetlands as mapped by a town-hired certified wetlands scientist over the entire 11.5-acre site.

Option 2 is to prepare existing conditions survey plan depicting same information contemplated under Option 1 however the extent of survey would be limited to the five to six plus acres of currently relevant land area.

Vice Chairman Pitman stated that if the whole lot is not done, then the town won't know what it has. Selectman McGarry agreed.

Selectman Robertson stated that that is the difference between the \$7,500.00 and the \$4,500.00.

Chairman Barry stated that one of the problems is that the existing survey is very old and the town was trying to say can you survey the land based on the road as the boundary and never mind resurveying it. That is where they have come up with the price of \$4,500.00.

Vice Chairman Pitman stated that that was only half. Chairman Barry stated that the extent of survey would be to the five to six plus acres of currently relevant land area. Chairman Barry stated that he would assume without the wetlands area.

Chairman Barry got out a letter from Keech and read:

"pertaining to your recent request and recent communication between Mr. McGarry and myself, attached please find a modified proposal for preparation of the existing conditions survey of the subject premises on North Road. Note I have modified the proposal such as we continue to provide a proposal for the survey of the entire premises, Option 1 while also providing a second opinion that would provide an identical survey work product of that half of the overall 11.5 acres parcel that is likely to be the site of a future public safety complex at this time.

As far as wetlands delineation is concerned, if the Board of Selectmen wishes have to have us make arrangements to have that work completed by others as they don't do certified wetlands, they have no one on staff but rather relies on the services of a series of qualified sub-consultant. We can do that for the town at no additional charge to the town and ask that the selected sub-consultant bill the town directly for their services. I presume that mapping costs will prove to be something in the order of \$400.00 to \$600.00 for Option 2 and approximately double that for Option 1. Let me know if you have specific questions."

Chairman Barry stated that they will not be doing the whole area. He would only be doing the area where we proposed doing a building. Chairman Barry stated and Selectman McGarry agreed that if a survey is to be done to do the whole area.

Vice Chairman Pitman stated he didn't think that the town needed the wetlands analyzed but that we did need to know where they were. He further stated that there was nothing that was going to be done with them. He also wanted to know how anyone could talk about either a half million dollar building or two million dollar complex and not know where it would go. He further stated that if the town were to put a police station there that they would need an acre but we would definitely need to know what is beyond that. He thought that the town would be in the under-five range for the original quote. Chairman Barry agreed. Vice Chairman Pitman went on to ask how much time will the town lose putting

it out to bid. Selectman McGarry stated that it would be at least two to three weeks. Mr. Harrington stated that the rules state that going out to bid is for items that are \$10,000.00 and more. Under \$10,000.00 would be three quotes but that would be up to the Board.

Vice Chairman Pitman stated that three quotes or two quotes is fine. He stated that it is going to be double of what the Board thought that the project would be.

Chairman Barry asked if the Board wanted to put it out to bid. Selectman Robertson stated that he thought to just get three quotes as well as Vice Chairman Pitman agreed.

Chairman Barry asked if that could be done. Vice Chairman Pitman stated that if they check with some of the engineers that have been coming to the Planning Board. Mr. Harrington asked to talk with Vice Chairman Pitman or Selectman McGarry for some names of people to contact. Selectmen Robertson stated that he would defer completely to the three guys on the board that deal with site plans and buildings.

Two Petition for License for Utility Poles and Underground Conduit – Public Service of NH/dba Eversource

Mr. Harrington stated that if the Board noticed the difference in the documentation is actually an updated pole petition that includes the new language that was adopted by the Board last year. It is now being utilized. Mr. Harrington stated that he sends them back if they still contain the old language. This is the first group coming in with the new format. The road agent has looked at both of them and has approved them.

Chairman Barry stated that he sees Pole 1/22A – is there somewhere in the new format telling where it is going to be put up. Mr. Harrington stated that there is a map in the back.

Selectman Robertson stated as long as the road agent is comfortable with the new format.

Chairman Barry stated that one pole is on Pinecrest Road and the other is on South Road by Old Candia Road.

Vice Chairman Pitman asked if these had been approved before but sent back because of the old format. Mr. Harrington stated that they had not come before the Board because they were in the old format.

Motion: Selectman Robertson moves to approve the pole licenses as requested

Second: Selectman McGarry

Vote: Yea 5, Nay 0, Abstained 0 – Motion Carries

Chairman Barry stated that he had a letter from Kenneth Heckman which read into the record:

I am submitting this letter as a means to advise you that I am resigning as a member of the Parks and Recreation Commission. This will be effective on the date of acceptance by the Board of Selectman. I have enjoyed my time as a Commissioner and it has been an honor to serve the community in that role. I would gladly continue to do so as my schedule permits. Kenneth Heckman.

Motion: Selectman Robertson moves to accept the resignation and send him a letter of thanks.

Second: Selectman Shute
No vote taken on the motion

Chairman Barry stated that Eversource has sent the town a check in the amount of \$3,450.00 for the town's participation in the Lighting Rebate Program.

Town Administrator Report:

Mr. Harrington had nothing to report to the Board

Chairman Barry asked the Board if they had anything for Mr. Harrington.

Selectman Robertson stated that he had brought up a couple of weeks ago that the road sides had not been mowed. Mowing has picked up and it is looking good.

Unfinished Business:

Fire Department Merger/FT Fire Fighter/EMT

Chairman Barry asked Mr. Matt Fisher if he had anything to say. Mr. Fisher stated no unless the conversation is continuing from last week.

Chairman Barry stated that last week the Board stated that they would come to some sort of decision this week. Chairman Barry stated that he was lead to believe that Mr. Fisher wanted to speak before the decision. Mr. Fisher stated that he only wanted to speak in continuing the conversation from last week.

Chairman Barry thought that this would be the time to talk with the Board and have Mr. Fisher give his thoughts.

Mr. Fisher stated that after last week that it is completely obvious that Chief Tibbetts, Ms. McHugh and he were on three different pages and he thought that after tonight that those pages could be merged into one page and work towards something that we all think will work moving forward. Ultimately, the selectmen who represent the citizens will determine how we move forward. The information that Mr. Fisher presented last week is what he was able to come up with so far where he believed that the fire department and the rescue squad are.

Mr. Fisher stated that he has been hearing that we don't need fulltimers now but will at some point. If we aren't going to have them now, when is it going to be to the point where we need them? now and it's too late or do we try to set benchmarks of where we need to be for people to be satisfied or feel comfortable with and yes, we can justify these people.

Mr. Fisher stated Chief Tibbetts had said that inspections need to be done. When I said I would take this position, like today, I had to come back down from Vermont and he is not around to answer those calls so what procedure are we going to have in place to answer those calls. Such calls as to builders, home owners, the calls about wood stoves or furnaces. Mr. Fisher stated that he is an electrical contractor so he knows that he has to schedule with local municipalities for electrical or traffic signal inspections. He gets that. He would believe that the contractors would understand that. Mr. Fisher stated that we will

have to think of a way to move forward. He didn't think that the status quo of not doing anything is the right maneuver. Mr. Fisher stated that he thought that we have to work towards something. Yes, he would like to have two people working split shifts Monday through Friday and maybe include Saturday if we find that is warranted. If not, he feels that there are going to be some deficits Monday through Friday with the fire department. That is a concern of his. If we had a car accident during the day, if some of the fire department staff are full time fire fighters and hypothetically couldn't be around in the future, and if Chief Tibbetts isn't around, we are left with around 2, 3 or 4 people if that many are around for that car accident or that chimney fire. Yes, we have a very strong mutual aid system, especially in our area. We have to be able to go both ways. If we become that town that calls mutual aid or automatic aid all the time, are we able to return that to the communities that are helping us?

Mr. Fisher went on to say that he hoped that after tonight that we could work towards something that works for everybody and moving forward we have a consensus of okay, if we aren't doing full timers now, then when? Is it at this benchmark or what not? If we don't want to merge now are we in consensus that merging in the future is what we want to do because that was Mr. Fisher's understanding especially in the last eighteen months that was the direction that we were going. This change to a new administration would be the time for both departments to merge if this has changed, then we need to reevaluate things and figure out when we want to do it. Not just out of the blue.

Chairman Barry asked Mr. Fisher if he wanted to start with a merged department. Chairman Barry asked his personal opinion. Mr. Fisher stated yes. He has had the opinion that there is some rebuilding to do in the fire department. Some people may come back, some people may not, either mine or their decision. If we are going to rebuild or modify it, then do it once.

Chairman Barry asked Mr. Fisher if it was his personal opinion that the town hire two full timers. Mr. Fisher stated that yes, his personal opinion is that we need to look towards staff. He would like to look forward to full time regimented staff. If we go towards part time per diem, that would just create more administrative work as to when these people are going to show up and what if they don't show up. This isn't going to be their full-time job. Something may come up such as overtime shift or what not. Somebody has to plow snow on a Tuesday day shift. Could we find someone to cover the shift, yes but it brings on more administrative work for that per diem shift. Is it a possible solution? Yes, anything is a possible solution. We could have another twelve people come back onto the fire department and be very active and be there Monday through Friday. He would like to think that the town is a long road from that happening but that Mr. Fisher is looking forward to people coming back.

Selectman Robertson stated that what Mr. Fisher stated which is that the Board is going to have to make some decisions and as a selectman what the Board is looking for is exactly what Chairman Barry has asked you. What do you envision for leadership and realizing that this Board actually doesn't have a whole lot to say with the direction of the department? That is going to be the fire chief. The Board needs to be onboard so that we can figure out funding and budgeting. That is the Board's primary role. When it gets down to who is going to be on the fire department and who has the knowledge to lead us.

When the Board talked to Mr. Fisher and asked his recommendations, he gave the Board an indication of what he would want privately and now doing it publicly. Selectman Robertson continued and stated that if Mr. Fisher thinks that this is the direction that it should go then the Board needs to take heed of the advice that they are getting.

Chairman Barry agreed.

Selectman McGarry stated that with the exception of Candia, all the other communities surrounding us, Nottingham, Northwood, Epsom, obviously Allenstown, all have full time staff, at least two. Mr. Fisher stated that was correct.

Vice Chairman Pitman stated that he thought, he didn't know where to start as Chairman Barry has asked him a couple of questions and really didn't get to it.

Vice Chairman Pitman stated that he didn't think Mr. Fisher could consider combining the two, the fire department in the stage that it is or the proper word, "confused" state for sure. They are short-handed and he didn't think he could even dream of bringing the rescue squad into that. We don't even know if Mr. Fisher is going to be our chief because if we don't get two full-timers, and don't think I am picking on you, I am just going by what you have said. That got sprung on us so that was why the Board had to put this decision off until this week.

Ms. McHugh stated here that there are five new people that are in the works training which was great news but until the fire department gets straightened out and we get a new leader, Vice Chairman Pitman didn't know how Mr. Fisher could merge the two.

Mr. Fisher stated that he needed Vice Chairman Pitman to clarify why Mr. Fisher was not going to be chief. Vice Chairman Pitman stated that Mr. Fisher stated that he would not be chief if he didn't get full timers that Mr. Fisher wouldn't have time to do it.

Chairman Barry asked what information Vice Chairman Pitman was talking about? He stated the letter that was sent. Vice Chairman Pitman stated that it said that you needed two full-timers because of the amount of time that Mr. Fisher is out of town. Mr. Fisher stated yes, that is correct, that would be his recommendation. Mr. Fisher stated that he wouldn't be around so it would be up to the Board of Selectmen to decide what level of service that is to be provided to the community. Mr. Fisher stated that he foresees a deficit in the fire coverage of the town and this is a possible solution to that problem. Vice Chairman Pitman stated that he wanted coverage for the town.

Chairman Barry stated that right off the bat, when Mr. Fisher takes over, the town is missing someone that has been here for the last twenty-one years and that was the initial reason that the Board talked with Mr. Fisher and coming up with the idea of having two full-time fire fighter/EMTs during the day, split shifts during the week in order to increase the process. With the Board's discussions with Mr. Fisher, it was clear that he would not be able to do what the current chief is able to do.

Vice Chairman Pitman stated that he doesn't know how anyone could do what the current chief does. He went on to say that he just wanted to see where we are going with the fire department before combining the twodepartments. It seems to be working as it is and we need to get Mr. Fisher working and we need to know what it is going to take to make it work and get it in place. Vice Chairman Pitman stated that he didn't think that January 1 is a magic date that the rescue has to report to the fire chief not knowing at the last meeting or one of the meetings that we were running out of time to hire someone before January 1st. Is that going to be an issue?

Chairman Barry stated yes, it is going to be an issue. Selectman Robertson stated that yes, he thought that the January 1 date is going to be an issue to hire.

Selectman Robertson stated that coming back to combining the two departments, Selectman Robertson is not looking to combining the two departments because he thinks there isn't anything wrong with rescue or EMT but the practicality of the matter is that if we are going to hire people that after talking about this for ten years saying that its time but not quite yet, it's time. Selectman Robertson stated that he thought that it was time and the practicality of the matter is that we aren't going to hire just fire fighters but fire fighters/EMTs and how are we going to manage fire fighter/EMTs if the town has two distinct departments marching to different orders. With that, Selectman Robertson would be why he would be looking to combining the departments, not because he thought that anything was amiss with rescue and not because he thought the fire department couldn't use some time to gain strength. Looking at the EMTs as employees, clearly there needs to be some combination of these people to have this work.

Selectman Robertson agreed that the January 1st date is coming up way too quick to have someone coming on board as fire fighter/EMTs but in Selectman Robertson's mind maybe kick this to March 1st to let this sink in. Selectman Robertson also stated that to be clear, the combination is a good thing to work towards sooner rather than later, as fast as we can particularly in conjunction with paid employees. The town is not going to be able to have a separate fire department and a separate rescue squad with employees that are combination Firefighter/EMT. Selectman Robertson stated that he thinks that it's wonderful that the town has five new people coming on or interested in coming on to rescue but he also wondered if those five new people are employed, maybe out of town and the town is going to have more people but still have the same problem.

Selectman McGarry stated that Selectman Robertson had stolen his thoughts. If the town hires two people certainly any new hires that Selectman McGarry envisions would be fire fighter and EMTs. There is no sense to hire just fire fighters alone with fire fighter certification. Then so we would have two new people working full time but because the departments weren't combined, how would we assign two new guys. Would they be working for the fire department, how would the town then pay them, would it come out of rescue or fire?

Chairman Barry stated that this is not a new topic of conversation. There have been impediments that have prevented the town from doing this a lot earlier. Those impediments will change January 1st with Mr. Fisher as the chief who is also a certified EMT.

Vice Chairman Pitman stated that this is just a little town, little old Deerfield and he believes that if a full-time employee is sitting at South Station and they got a call for a car crash or whatever, they wouldn't take the Rescue and go no more than they would take a truck and go to a fire.

Chairman Barry asked Vice Chairman Pitman to explain his last comment.

Vice Chairman Pitman went on to explain that if the full-time people were one of the two and there was a rescue call, they wouldn't just sit there and watch the rescue van just because they were on the fire department.

Chairman Barry stated that it makes no sense to hire just a fire fighter to which Vice Chairman Pitman stated that they need to be qualified for both but he didn't see why there would be a problem whether they went to a fire or a rescue call. They are hired to do both.

Chairman Barry stated that to his understanding that nearly every other department in the State of New Hampshire is just one department under one basic leadership with different duties as prescribed. The Chairman went on to say that Deerfield is one of the last towns without a merged fire and rescue.

Vice Chairman Pitman stated that, yes, we are one of the last towns without a merged fire and rescue but we aren't ready.

Chairman Barry asked how was the town not ready. Vice Chairman Pitman stated that he thought that the new chief would need to be in place. Chairman Barry stated the new chief is in place on January 1st and one of the things that he said that specifically needed to happen is the need to merge the two departments. Vice Chairman Pitman stated that the Board has also heard tonight that we can't be ready to merge on January 1st with new hires. So how does the Board make it easier for Mr. Fisher to take this job and get it in place.

Chairman Barry stated that his understanding as to how the merger would work would be the entire command system would stay as it is except that it would be under the fire chief as it was before.

That came down to qualifications that it couldn't be done before stated Chairman Barry.

Chairman Barry stated as for the fire fighters, this is something that we have been told for years that was coming and getting to the point, if we still had a chief that could still be in town almost 24 hours a day 24/7, he wouldn't think that he would be pushing as hard as he is right now. We are clearly going to have a huge, Chairman Barry was trying to find the right word that Chief Tibbett does, which Vice Chairman Pitman stated "deficient". Chairman Barry stated that the town is going to have to find a way to replace someone that runs around doing two or three jobs at once. As far as Chairman Barry is concerned, the town has reached the point, where need to provide professional fire fighters, EMTs. Mr. Fisher's original proposal of having guys on split shifts to be available to do the inspections, be available to do whatever, to be available to make calls in addition to our volunteer crew. Right now, this town is operating on two or three people and one of those people is retiring on the 31st of December. I think that the time has come to make a decision that on January 1st, the fire and rescue squad should be merged under Mr. Fisher as new chief and number two that the town should hire two professional fire fighter/EMTs and start the process today so that maybe the town might have people in place by March.

Selectman Robertson stated that to come back to that date, he is not sure what Mr. Fisher's leeway is and that he doesn't like kicking the can down the lane any further than we have to but he believes that March 1st might be an appropriate date to use.

Vice Chairman Pitman stated that if it is sooner, it is sooner but he doesn't feel the need for a deadline.

Chairman Barry stated that he didn't feel that anything was going to magically happen. He wants to start today to which Vice Chairman Pitman stated "looking".

Selectman Robertson stated that that brings the town around to budgeting for this and that is going to bring the town around to twin departments because if the town is going to budget for employees and how to budget for which department.

Chairman Barry stated that the Board is going to have to decide and the purpose of this discussion last week, is today is whether or not the two departments are going to be merged.

Mr. Fisher spoke up and stated that he might not be the right person to ask this question of the but is the Board is that the recommendation as to fit Mr. Fisher as chief would be two full time people. One thing that Mr. Fisher made clear at the last meeting was not to put this town at risk. So, I think I hear some hesitation about hiring full timers. Vice Chairman Pitman stated, not at all.

Mr. Fisher went on to say that Chief Tibbetts' opinion is to bring on a part-time chief. That is certainly not me, Mr. Fisher stated. If the Board feels that full time staff is not the right way to go and there are other avenues to explore, there needs to be some thought given that Mr. Fisher being chief is the correct thing or that their needs to be a part time chief, we need to air this out before we proceed.

Selectman Robertson stated that he doesn't have that hesitation at all Mr. Fisher but that I can only speak for myself. The Board met with him and asked Mr. Fisher to consider taking the position, these were your recommendations then and we feel that you have gotten a positive response from some other quarters too and quite frankly last week was the first that Selectman Robertson had heard about hiring a part time chief which Selectman Robertson is not in favor of. He is in favor of the recommendations that the incoming fire chief gave the Board. Selectman Robertson's only waffling is whether it can be done by January 1st. I would waffle no further than March 1st in order to get something plugged in before then. Selectman Robertson stated that he thought that the town should merge departments and like Chairman Barry said that the command should stay as it is just under one fire and rescue. Fire and rescue is fire and rescue. It is not two distinct separate entities. He went on to say that he thought that the two full time people that Mr. Fisher has recommended is a good way to proceed. The Board has been talking about this for over a decade and right up until just a little while ago, the current fire chief was encouraging the Board to think along those lines too.

Chairman Barry called on Selectman Shute. Selectman Shute stated that he has been thinking about this issue a lot this week. He stated that he wanted to get together with people and talk about it but didn't get a chance and he apologized for that. He stated that he is 100% for Mr. Fisher and he thought when he was looking at all the information that Mr. Fisher presented and wondering while he was sitting there listening too, we are talking about two full timers. We don't even know if we will get two full timers. Is there a chance that the town could go with one full timer and see how it goes? If we get the right person, and he didn't know if we would find someone that is qualified, that will want to do it as a single person. He was also hoping and thinking that with Mr. Fisher coming on January 1st and running it for a month or so to see how it goes and we hear that a lot of people are going to come back but we don't know that. Give it a shot and see how it runs to get it back. Selectman Shute was also wondering about the budget. The town needs to have money in the budget by January 1st if we were going to hire somebody January 1st or March 1st, the money needs to be in the budget before January 1st.

Chairman Barry stated that the Board needs to start today. The Board needed to start three months ago. But if the Board doesn't put out that the Town wishes to hire up to two, professional fire fighter/EMTs and get that out there then the Board won't know what type of schedule that they are in. We may get applicants that can start right away or get applicants that can't start until March 1st but we need to start today. We need to say that the Town wishes to hire two professional fire fighter/EMTs.

Vice Chairman Pitman asked if we can do this. Chairman Barry stated yes, we can. Vice Chairman Pitman then stated that with what Selectman Shute is talking about the budget is where he is lost. Chairman Barry stated that the budget is another thing. Vice Chairman Pitman asked if someone started January 1st that the money would be there. Chairman Barry stated that if the Board budgets it and the

budget is approved. Chairman Barry stated that the Town entered into a contract and we found two people willing to work starting January 1st, the Board could enter into a contract with them and once they are employees, the money would be in the default budget. But he thinks that that move is only one of desperation. It seems to Chairman Barry that a safety issue exists. Being able to meet the needs of the people of the Town of Deerfield. If a safety issue exists then the Board needs to act.

Selectman Robertson stated that he has to come back, although I don't disagree with Chairman Barry regarding the safety issue, but he is going to come back to that the Board met with Mr. Fisher, we asked him to become fire chief, the Board asked for his recommendations, we generally agreed with Mr. Fisher's recommendations and now we are getting to brass tacks and everyone is saying wait a minute. I think as this Board, we can't do this. Vice Chairman Pitman stated that he thought that Mr. Fisher knows that the whole Board is behind him and still are. The Board just needs to work out the logistics here of can we swing two, can we make it work with one. Chairman Barry stated that in his mind he didn't think that one person would work. The best thing in Mr. Fisher's plan was to take two people and staggering through the day so that they make the length of the day. There is at least four hours or five hours that they overlap so that there are two of them and any volunteers that we have. Best case scenario is that we hire ten guys so that we have coverage 24/7 and there is always somebody there. We can't do that. The very least is two people who will have a presence during the week, during the day which is when we are the lowest to having people around.

Selectman Robertson stated that if you look at the towns surrounding us, the same size as us, which Mr. Fisher and to an extent, Selectman Robertson have done, clearly you need two people to make it work. Most of those towns in not too distant a time in bringing on two people are now moving on bringing on four which he didn't think was necessary in Deerfield as we are not running an ambulance. He thought that the town should definitely shoot for two people.

Chairman Barry stated that he thought that the Board should also shoot for having it effective as of January 1st that the fire and rescue departments be combined in order to provide the new chief with the department that he needs to lead.

Vice Chairman Pitman stated that so you would have Mr. Fisher as the chief and Ms. McHugh as a captain or as Selectman Robertson stated, a director. Vice Chairman Pitman asked what the next person would be on fire. Chairman Barry stated a deputy chief. Mr. Fisher interjected that it would be an assistant chief. Vice Chairman Pitman asked if Ms. McHugh would become an Assistant Chief in charge of Rescue, how does that work. Mr. Fisher stated that whatever title that we would come up with whether it be EMS Captain, Deputy Chief, EMS whatever everyone is comfortable with. Mr. Fisher stated that the department could create its own rate or hierarchy. The person in that job would report to the fire chief. Mr. Fisher understood that to be true. Vice Chairman Pitman just wanted this stated in public.

Selectman McGarry asked if come January 1st and we no longer have the availability that Chief Tibbetts has provided, has been mentioned he will be gone and we will have a big hole. Obviously, we will need to fill that function that he has been providing and the other issue from a safety standpoint that he didn't think that there should only be one person at the fire station from a safety standpoint. He stated that you really need two people certainly from Selectman McGarry's standpoint that the town should be looking at two. The other question and he thought that the Board had touched on it, is what is Mr. Fisher view on how the operation of the rescue squad and how that would differ than it is operating today?

Mr. Fisher stated that administratively he didn't think that there would be any change at all. He would like to see if Ms. McHugh would stay and the departments merge, something that Mr. Fisher would need help with as he won't be around to do administrative tasks. Mr. Fisher stated that he won't be around during the day so he will need someone to code the bills and so forth so someone will have to fill that role. Mr. Fisher stated that he doesn't know how the town does things, obviously he knows how it is done at his place of work. These gaps where the two departments come together, we are going to have to fill the gaps in order to keep moving.

Selectman Robertson stated that that is how the department operated previously and how virtually every other department works in the state. There is plenty of procedure and protocol for this.

Chairman Barry stated that it just comes down to the Board taking action. We need to support Mr. Fisher as the new fire chief and basically do the best that we can to give him the tools he needs to protect the town.

Vice Chairman Pitman asked if the hiring would fall on his (Mr. Fisher's) shoulders if we vote tonight.

Chairman Barry stated that the town administrator could help put together the proposals for people and put it out there and the fire chief (Mr. Fisher) could set up a committee to look at the candidates along with Ms. McHugh to see if they are qualified. Mr. Fisher would be in charge of the procedure according to Chairman Barry once the Board as stated that we would be hiring people.

Mr. Fisher stated that Northwood just went through a hiring process as well as Nottingham. Nottingham usually has a hiring process so whatever procedure that a similar community is using is something that Mr. Fisher would look to use as well.

Selectman Robertson stated that typically he thought that it (the committee) would be the fire chief, the head of rescue, maybe town administrator, you probably wouldn't want to add a selectman because the Board will be ultimately the ones that are going to sign off on the new hire.

Chairman Barry stated that between Mr. Fisher, Ms. McHugh, and Selectman Robertson added the officers that you have on either side. Mr. Fisher added that he knows in the past that Chief Tibbetts has sat in other town's hiring processes could be on the committee so bringing in another chief from another town as well as another rescue captain.

Vice Chairman Pitman stated that not to be a pain in the butt but this is where he is confused. Mr. Fisher doesn't start until January 1st. Why doesn't Mr. Fisher start as chief on November 1st if he is going to be doing the hiring and that part so that these people are in there. He didn't get it.

Chairman Barry stated that currently Mr. Fisher is a member of the fire department. He could take charge of the hiring procedure along with Chief Tibbetts and Ms. McHugh in order to move the hiring process along and do the interview process.

Selectman Robertson stated that the Board has announced Mr. Fisher as the incoming chief. He didn't think that there was any doubt protocol-wise.

Vice Chairman Pitman stated that the Chief is in the back of the room. Is he going to step aside and do this or is he going to help?

Chairman Barry called on Chief Tibbetts. Chief Tibbetts stated that he didn't have a problem if Mr. Fisher wants him to help him in this regard. He just wanted to let the Board of Selectmen know that it is quite a process to hire a full-time fire fighter in the State of New Hampshire. They have to be on the state list, they have to have their CPAT, they have to have the qualifications by the time that the application has been put out there. You will probably have quite a few applicants, you might not get many, but they have to pertain to everything that is on the list from the fire academy before you can even start them. Sometimes they don't have their CPAT, so New Hampshire only gives that once a year and some people have had to fly to Florida or somewhere else to take the CPAT test and to take this. Mr. Fisher and Chief Tibbetts have discussed this many times and it doesn't happen overnight. Raymond went through this and it took them over four months to hire someone. It does take a long time.

Chairman Barry stated that he appreciated Chief Tibbetts willingness to help. Chief Tibbetts stated anything that he could do to help.

Selectman McGarry stated that is why he thought that putting out an advertisement and expecting five applications next week isn't going to happen. Chairman Barry stated that is why it needs to start now.

Selectman Robertson stated that there is a steady number of folks coming particularly out of NHTI with certifications and background looking for jobs. There are a fair number of people looking for positions that are on the state list.

Selectman Shute stated that the Board has been talking about safety of the town but the other piece of this is inspections so when we advertise for positions are we going to advertise for someone that is qualified to do inspections? How does that work?

Mr. Fisher stated that he didn't think that either applicant that they choose won't come with the certification. There are classes for inspectors. Fire Inspector I and II which are put on several times a year by the fire academy. Mr. Fisher would perceive that they would have to go to the academy and take Fire Inspector I. Typically, it is every Tuesday he thought so it wouldn't be a five days in a row.

Vice Chairman Pitman stated that it would be no different than the police, they would go to the academy.

Mr. Fisher stated that to be hired, as Chief Tibbetts stated, a basic fire fighter 1, Mr. Fisher didn't think it was a prerequisite to be Fire Fighter II, but would have to have it within a year. A candidate would have to have their CPAT certification. So, unlike the police department, they don't have to go, police you can hire and send them to training for months on end. The firemen have to come on with the minimum qualifications whatever that would be in order to be eligible for state retirement.

Selectman Robertson asked Mr. Fisher if he knew of anyone of the department now that has taken the inspector certification that he is aware. Selectman Robertson asked Chief Tibbetts if he had the certification. He stated that he got his certification through the state when he was working for the state.

Chairman Barry stated that any comments made from the middle of the floor are not heard by the recording and therefore don't get on the minutes. He would appreciate that everyone step-up to the microphone.

Chief Tibbetts stated again that he got his certification when working for the state. He has 21 years of experience learning through the fire marshal, other chiefs, so that is where he stated he got his knowledge through experience.

Chairman Barry asked Chief Tibbetts if he had Fire Inspector I. Chief Tibbetts replied yes, through when he worked for the state.

This is something that could be made a requirement or something that needs to be obtained within a certain amount of time.

Mr. Fisher stated that he thought that was reasonable. He would defer to the Chief to see if the fire marshal office or the building inspector could assist with those duties in the interim. If we have an individual who gets certified and moves on there will be a void that we will need to bring in to help to cover those inspections.

Selectman McGarry asked if the Town should be looking for two people that are equally qualified or have should one or at least advertise for one of them be more qualifications than the other.

Mr. Fisher stated that he would like to see at least one of them be an advanced EMT. He didn't know about how much experience they would have if there were a paramedic since we don't transport but that would be a service that would really benefit the town but without a high enough call volume how proficient their skills would be unless they were getting that experience from another agency.

Chairman Barry stated that it seems to him that the town would have to look for basic or...

Mr. Fisher stated that regular EMT which is called basic EMT is the minimum.

Chairman Barry asked what this position would be called, professional fire fighter/EMT? What would their?

Mr. Fisher stated that he would defer for specific language to something surrounding towns would use. Fire fighter II/EMT something like that he has seen.

Chairman Barry stated that if the Board authorized Mr. Fisher to go forward and to hire two people and put together a job description and level of competence that you would be looking for, would you be able to work with Mr. Tibbetts and Ms. McHugh and Mr. Harrington to put forward a job proposal and get the ad out there.

Mr. Fisher stated that he thought so, yes.

Selectman Robertson stated that what the Board would be charging Mr. Fisher with specifically is going forward is to recommend two people for the Board of Selectman to hire.

Chairman Barry asked Mr. Fisher if he understood what Selectman Robertson just said. Mr. Fisher stated yes. Chairman Barry stated that basically the Board is going to charge Mr. Fisher with finding two people.

Selectman Robertson also added that they would assist in finding two people with the town administrator and whatever resources that the Board can provide.

Chairman Barry stated that he would need a motion.

Selectman Robertson started to formulate the motion when Mr. Fisher asked to be recognized.

Mr. Fisher stated that at the last meeting that the Board recognized part 6a to input. He stated that he didn't know if Chief Tibbetts or Ms. McHugh had anything else to say but before anyone makes a motion to give Matt Fisher authority to find candidates, he would certainly like to hear anyone else.

Chairman Barry asked if that was okay with the rest of the Board. Everyone agreed.

Chairman Barry asked if Ms. McHugh would like to take the microphone.

Ms. McHugh stated that she is just kind of concerned that you guys have the authority to just hire two positions. This doesn't have to go to a town vote for a warrant article to do this.

Both Chairman Barry and Selectman Robertson agreed that it didn't. They said that it could proceed with hiring.

Ms. McHugh stated that without an ambulance, although she stated that she would help Mr. Fisher with anything that he needed help to do, but without an ambulance having two guys here, none of these inspections can be done by the building inspector?

Vice Chairman Pitman stated and Chairman Barry concurred that they will probably have to be for now.

Ms. McHugh stated again that without an ambulance, she couldn't justify full time people. She stated this last week also.

Chief Tibbetts stated that first of all he couldn't believe that he is worth so much money. He went on to say that he would support anything. He will say that his phone has gone dead three times this week because he has gotten so many phone calls. The only thing that he is going to say is that he has supported the selectmen with everything they have done, but he thought that the Board needed to be careful as the town's people are aware of what's going on and to make sure that they are supportive. He wouldn't want to see town's people get in an uproar. They have talked with Chief Tibbetts. He is leaving. The town's people like to be in control and know what is going on. I support the Board 100% and am being diplomatic about it but he was not sure but maybe start the process but get the town's people approval.

Selectman Robertson stated that in coordination with what Chief Tibbetts was saying, he has antsy-ness in his stomach about making or in his attempt to make this decision. I know that people are going to be unhappy. He stated that if the Board had made this decision eight years ago people would have been unhappy, if we make it next Tuesday they will be unhappy, if we make it three years from now, there

will be people that are unhappy. He has been on the Board for 17-18 years and talking about it and ever since Jim Alexander and Joe Stone were on the Board. When Chairman Barry came on the board it was stated that it would need to be done next year and the following year is going to be the time to do this. Now a couple of decades have come upon us and he stated that he didn't think there was ever going to be a good time to do this. There are going to be people that are committed to the services that they provide committed to this town that are going to be upset. The only comfort that Selectman Robertson stated was that he has talked to other towns, small towns, in which they fought it long and hard. Northwood fought it for eight years and we have the firemen lined up and rescue lined up but boy when it happened it couldn't have been better for the town. That is the solstice that he is taking in it understanding that if we move forward that there are going to be people that are angry.

Vice Chairman Pitman wanted to thank Mr. Fisher. He thought that the discussion was healthy and a lot of things needed to get on the table before the motion was made.

Motion: Selectman Robertson moves that the Board of Selectmen authorize the incoming fire chief to begin to coordinate the hiring search for two full time fire fighter/EMT personnel with the hope to implement by January 1st and the understanding that it might get pushed back.

Second: Selectman McGarry

Discussion: Selectman Shute stated that he was torn and would probably vote against it just because he is not convinced himself and it is nothing against Mr. Fisher and he didn't do his homework, but he is not sure that having two guys sitting in the firehouse.

Chairman Barry stated that he would counter by saying that all the administrative duties, all the paperwork, and other assorted things that Chief Tibbetts currently does, they won't be sitting there doing nothing. As Chief Tibbetts has explained to the Board, he is constantly moving, he is doing fire permits, inspections, boiler looks and all kinds of paperwork within the fire house if nothing happens still has to be done for the state or local. These are all administrative tasks that these guys can also take care of when they are not on a call. He didn't believe that they would be sitting around the fire house. He went on to say that he thought there were enough things that Chief Tibbetts does now that will keep them busy between the occasional call to do what they have to do.

Vote: Yea 4, Nay 1, Abstained 0 – Motion Carries

Selectman Robertson asked to make another motion.

Motion: Selectman Robertson moves that as a Board of Selectmen determine whether the Board has the authority to combine the fire and rescue and if the Board does, that they set about doing so effective January 1st.

Second:

Discussion: Chairman Barry asked Mr. Harrington if the Board had the authority and that he thought that that had been looked into. Mr. Harrington stated that he would look into it. Chairman Barry stated that it was his understanding that the Board has the authority to merge the two departments. Selectman McGarry stated that Mr. Harrington should check with town counsel to make sure that the Board has the authority to do so.

Vice Chairman asked Mr. Fisher if he thought that the vote for merging the two departments needs to happen today. Mr. Fisher stated that to echo previous statements, if the Town is going to have paid employees then logically it would be one department, one budget or else it would be one budget providing services.

Selectman Robertson also wanted to throw out that if the Town is going to do this then they need to set a date and time. In his mind, it should be done, sooner than later.

Vice Chairman Pitman asked for clarification on the date. It was said to be January 1st.

Vote: Yea 5, Nay 0, Abstained 0 – Motion Carries

Chairman Barry stated that Mr. Harrington was going to check into whether the Board had the power to do so. He stated that Mr. Harrington will work with Mr. Fisher and give him any help that he might need in getting the job descriptions and jobs out there in any time it takes.

Chairman Barry asked if the Board could do anything else for Mr. Fisher.

Mr. Fisher stated that nothing comes to mind.

Chairman Barry reminded Mr. Fisher that the Board is there, the town administrator and any help that you feel you need, they will be there for him.

Other Unfinished Business:

Selectman McGarry stated that he is in the middle of finishing the noise ordinance using the town of Hanover as a model for that and that he has it just about completed and should have it for the Board.

Chairman Barry stated that the Town of Hanover is rather large town and well to do and not very agricultural.

Selectman McGarry stated that they do have agricultural provisions in the noise ordinance and he figured that the money that they have that the ordinance has been looked over by excellent attorneys and certainly from a legal standpoint that it has had sufficient scrutiny. Certainly, the Board can take input for the ordinance itself. There were definitely provisions regarding using “Jake” brakes on certain streets in Hanover and whether we would want to do something like that here he didn’t know.

Selectman Barry stated that he remembered some of the talk about an ordinance that the town thought was legal but it wasn’t where you couldn’t start equipment before 7:00 am and someone was starting their diesel at 3:30 in the morning and letting it warm up for two hours. We certainly want to protect the citizens that live here but also to protect the guy who lives in town that is a truck driver and has to leave to go to work at 5:00 am and has to start his truck to do so. Chairman Barry stated that he is looking forward in seeing what Selectman McGarry comes up with.

Chairman Barry asked if anyone else had any new or other business.

Selectman Shute stated that Parks and Recreations “Trunk or Treat” will be this Sunday from 1:00 pm to 3:00 pm. Some changes, the gates will close at 12:45 pm and won’t be able to get out of the space until after 3:00 pm. Last year there were people coming and going which made it dangerous.

Chairman Barry stated that it created a dangerous situation with kids running around.

Selectman Shute also stated that he has been approached in dedicating a room to Joe Manzi, maybe the playhouse playroom for the after-school program at the end of the hall. He didn't know the procedure in how to do this.

Chairman Barry stated that he thought if the Parks and Recreation Commission made a recommendation to the Board of Selectmen then we could do it.

Chairman Barry asked Mr. Harrington if the Board needed a non-public session. He stated that yes it was needed.

Motion: Vice Chairman Pitman made a motion to go into Non-public sessions RSA 91-A:3, II (B)

Second: Selectman Robertson

Vote: Yea 5, Nay 0, Abstained 0 – Motion Carries

Board returned from non-public session

Chairman Barry stated that no active was taken in the non-public session

Motion: Vice Chairman Pitman moves to seal the minutes of the non-public session

Second: Selectman Robertson

Vote: Yea 5, Nay 0, Abstained 0 – Motion Carries

Citizens Comments:

Donald Wyman

Don Wyman stated that he was confused about hiring two employees for the fire department. One we have taken a vote and listened to the debate about hiring two people but as a town citizen he hasn't heard how much we are going to pay these two people. When he was here earlier and when he heard how much we were going to pay the police department and as far as he was concerned that they were way underpaid. So, what are we going to pay the fire people?

The other question is that you are going to have volunteers coming in to work with paid employees and they are going to have to sit seat to seat with them in the truck doing the same dangerous job as the other but one is getting paid and the other is not. That runs into an issue. With Eversource, they have union people and non-union people and there is always a bickering match with that. There always has been and always will be. He didn't care what job it is, when you have a man going in there risking their life at a fire and you have one person standing there getting paid and one person there not getting paid there is animosity. In turn you are creating animosity and you are bringing in Mr. Fisher who is going to do a great job, Mr. Wyman thinks where you put him in a position of bringing in two full time people and trying to merge the fire department and the rescue squad. I would think that there should be a wait. Get the employees if that is what you are going to do.

One, Mr. Wyman thought that this all was sneaky. It should involve the town that I live in and he stated that he has lived in this town as long if not longer than some. This is something that I know you have the power to do it but I don't think it is right the way that you are doing it.

There were warrant articles in the past to break up the fire and the rescue. Now you are going against that and go in the other direction and the Board is going to bring them back together again without a warrant article. Mr. Wyman stated that he didn't think that that was right.

Mr. Wyman stated that he was just a simple man from Nottingham Road trying to use some common sense. He is not here much.

Mrs. Cady

Mrs. Cady stated that she heard something that Chairman Barry stated that upset her very much. There was a warrant article that was voted on three years ago stating that there would be no legal money spent on Northern Pass. Yet she hears that this year that even though the town hasn't spent the \$30,000 on town business, you have on Northern Pass. That warrant article stays in effect until such time as the town's people vote differently.

She is wondering if the hiring of Mr. Fisher isn't what's driving the fact that we need two full timers. Mr. Fisher is a nice guy, well qualified maybe but it seems that now after hiring him as the chief, and he can't possibility leave his full-time job to be a fire chief unless you make a job for him. So what Mrs. Cady is hearing tonight is that the Board has made it critical to have two firemen. She feels that the town is going to be in an uproar without discussing it at the town meeting when they can vote on. She realizes that people don't want to vote to spend money but the further fact is does the Board think that they can make contracts now. She further stated that the money can't be spent on a contract that starts a new line item so she thinks that there are some legal problems.

Motion: Motion made by Vice Chairman Pitman to adjourn

Second: Selectman Robertson

Vote: Yea 5, Nay 0, Abstained 0 – Motion Carries

Next Meeting: Monday, October 30, 2017 at 5:30 pm

*The Minutes were transcribed and respectfully submitted by Dianne L. Kimball, Recording Secretary
Pending approval by the Board of Selectmen*