

**TOWN OF DEERFIELD
BOARD OF SELECTMEN
September 28, 2022
MINUTES**

Call to Order

5:30 – Chairman McGarry called the meeting to order

Present: Fred McGarry, Chairman, Richard Pitman, Vice Chairman, Alden Dill, Cynthia McHugh and Will Huebner, Selectmen.

Pledge of Allegiance to the Flag.

Chairman McGarry: All right, we have the Deerfield Fire/Rescue, Deerfield Fair Association agreement for the items that, specifically the items that were of concern was the estimated costs. Previously was shown as to be determined and these are... doesn't say it... I assume it's not to exceed, the first aid is five nine... five thousand nine hundred fifty-six dollars (\$5,956.00). For fire coverage and inspection services, seventeen thousand three hundred and fifteen dollars (\$17,315.00) and, uh, donation to Deerfield fire/rescue of five hundred. So, estimated grand total of twenty-two thousand nine hundred twenty-three and twenty-two cent (\$22,923.22). Will the board want to take this regardless, uh....

Motion: Selectman Dill makes a motion that they sign it.

Second: Selectman Huebner

Discussion:

Selectman Dill: Do we have hours on it?

Selectwoman McHugh: Yeah.

Selectman Dill: Okay.

Selectman Huebner: Yeah, they have the hours and the estimated cost of twenty-two thousand nine hundred twenty-three hundred and twenty-two. I'll second the motion from Alden to recommend that we sign this as the final contract.

Chairman McGarry: Okay. Any discussion?

Selectwoman McHugh: Yeah. I think there was a question at the last meeting about the chief working twenty-four seven, um, and the cable TV was a question I believe.

Selectman Dill: That one I don't remember. Where's that one?

Selectman Dill: Debbie had said something... or that she wouldn't believe that there was going to be cable TV... (inaudible. Papers being shuffled).

Selectman Dill: Doesn't seem... is it in here?

Selectwoman McHugh: Yes. (Inaudible, papers being shuffled) ...elven. The wristbands they get um, parking...

Selectman Dill: Oh, cable TV in the first aid room in front room for news and weather updates.

Selectwoman McHugh: (Inaudible, papers being shuffled)

Selectman Dill: Oh, and fire duty room. Okay.

Selectman Huebner: Can't they get news and weather on their phones?

Selectwoman McHugh: Mhm.

Selectman Dill: That's what I was thinking. The only caveat it is, by Sunday, sometimes, the coverage up there gets a little overused. That would be only one. SO, that would be my only concern about just going to phones.

Selectman Huebner: Yeah, but they're just using news and weather which doesn't change that fast. They could have... even they have an hour of weather report that should be sufficient.

Selectwoman McHugh: Well, the PD has one and we have one set up and we have one set up in the first aid room so it's not like it's not in that building.

Selectman Huebner: Okay. So, you're suggesting, Cindy, that we strike this letter C?

Selectwoman McHugh: I just know that was a question at the last meeting.

Selectman Huebner: Are you suggesting that we don't need it?

Selectwoman McHugh: Yes.

Selectman Huebner: Okay.

Selectwoman McHugh: For on the fair side. I mean I...

Selectman Huebner: Okay, from the fair side they're questioning whether we need it?

Selectwoman McHugh: Yep, but I guess everything else is okay.

Selectman Dill: All except for the twenty-four-hour coverage you were questioning.

Selectman Huebner: So, should we just modify the contract to strike that?

Chairman McGarry: I guess that's in our prerogative to do so, yeah.

Selectman Dill: Do, for the fire duty room, yeah? So, I'll move that we remove the cable from the fire duty room.

Selectman Huebner: Okay and I'll amend my second to say...

Selectman Dill: Well, I know... I think that's a... we gotta make... we're making an amendment so it's a special... Yeah, so, I'll make an amendment that we get rid of C, fire duty room cable.

Chairman McGarry: Amend the motion to remove that item 11C ... (inaudible, papers being shuffled).

Selectman Dill: Now we have to vote on the amendment first, I think.

Chairman McGarry: Right. Is there a second?

Motion: Selectman Dill Makes a motion to amend the memorandum of understanding by removing item 11C, fire duty room cable.

Second: Selectman Huebner

Discussion:

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

Chairman McGarry: Dick.

Vice Chairman Pitman: I can't quite get a grip on this, I don't have the best glasses with me but, the guy put down for twenty-four hours a day, two days... (inaudible, talking very softly).

Selectman Huebner: And Don did question the, um, if he's going to be on twenty-four hours he should be at the firehouse.

Vice Chairman Pitman: (inaudible, papers being shuffled and talking very softly)

Selectman Dill: I think I hear somebody coming.

Chairman McGarry: All right.

Vice Chairman Pitman: Not being in the firehouse but across the street.

Selectman Dill: There was somebody coming. It's not who we expected.

Vice Chairman Pitman: How do you justify that?

Chairman McGarry: Three to twenty-four to twenty.

Selectman Dill: He's probably figuring Sunday he'll leave.

Selectman Huebner: I believe sixty-eight hours straight.

Vice Chairman Pitman: Yeah, plus sixteen today.

Selectwoman McHugh: ten yesterday.

Selectman Dill: You said he was coming?

John Harrington: I said it would be a good idea if he were here. (Inaudible, sounds like mic is off) ...Don was not moving and ... (inaudible, still very quiet las if mic were off). So, I said it would probably be a good idea for you to be here. (Inaudible, still very quiet las if mic were off) ...he's not getting ready to leave, I think, what's what he meant.

Selectman Huebner: So, can't this block of time that seems heavy on one person be shared by other people better?

Vice Chairman Pitman: They're already being shared.

Selectwoman McHugh: Um, I think so because he's got, uh, two chiefs on, Wednesday, Thursday. Three chiefs on Friday. Three chiefs on Saturday and three chiefs on Sunday. So, I don't see why we need three chiefs but... I don't know.

Vice Chairman Pitman: This whole ... (inaudible, speaking very quietly, very hard to make out what's being said) ...it's been a number of hours.

Selectwoman McHugh: Right. The rate isn't the problem. But I know he's having problems, um, getting people because he just took Ben Hochschwender, if you see him there, he was supposed to be working at first aid and he just asked Debbie if we could... if he could have him in fire.

Selectman Dill: For two days.

Chairman McGarry: Yeah.

Selectwoman McHugh: Well. I think that was... this is above and beyond this, I think, because... I don't know that he did this after he talked to Deb.

Selectman Dill: Well.

Selectwoman McHugh: And...

Selectman Huebner: Well, so, how can we proceed? We can either proceed to approve this but ask Matt to consider the distribution among people which you can do after we approve this and just charge the appropriate amount on the invoice, seems to me.

Chairman McGarry: Yeah.

Selectwoman McHugh: Yes, if that'll happen. If we approve this, this is what you... we're getting.

Selectman Huebner: So, one, one of us is going to have to talk to Matt about possibly redistributing to others who... breaks up the sixty-eight hours straight time that he's got on there. I don't see how he can do sixty-eight hours straight.

Chairman McGarry: Well, we've got one, two, three, four people putting in twenty-four hours a day for Saturday, Friday and Thursday.

Selectman Huebner: Yeah.

Vice Chairman Pitman: (Inaudible, talking very softly and papers being shuffled) ...you that's what's happening.

Selectman Huebner: Right. It does seem like that's, obviously, what's happening and I think the fair is objected to that.

Vice Chairman Pitman: I think that's been the whole problem from the get-go, you know?

Selectwoman McHugh: Well, and I think, to be fair about...on the fair's side too is that the four guys are sleeping in the firehouse also. So, there's four guys in the firehouse plus the chief.

Selectman Dill: Oh, okay.

Selectwoman McHugh: Yeah.

Selectman Dill: Okay.

Selectwoman McHugh: Four guys will stay, usually, normally there's usually four guys in the bunk house...

Selectman Dill: That's how some of the firefighters are there for the twenty-four hours?

Selectwoman McHugh: Yeah, if they spend the night at the fair.

Selectman Dill: At the firehouse on the fair. Gotcha. Oaky. So, those make sense but I know Don was complaining that the chief had a camper. I don't know. I just texted Matt but he hasn't responded.

Selectman Huebner: So, in light of the fact that Matt is not present and in light of the fact in the urgency to complete this, I feel like we should just make the changes that we think are necessary and then approve it. I don't know. I'm not suggesting lower hours. I'm just suggesting that Matt redistribute some of these hours better but you're saying, I think that there aren't enough people to actually do that.

Selectwoman McHugh: Yeah, that's probably the problem. He doesn't have enough people to work it. And I don't know what fire is... I mean... that truck drivers can't drive so many hours per time so, when you have, what? Forty-hours what are you doing? No, more than forty-eight hours. Fifty-six hours? Non-stop. How are you making correct decisions on...

Selectman Dill: The guy from Candia here, is on the same hours almost. The whole day, twenty-four hours Thursday, twenty-four hours Friday, twenty-four hours Saturday. Hey Matt, can I put you on speaker here? All right, so we got Matt. So, Matt, the question seems to be the twenty-four schedule for some people.

Matt Fisher: Okay.

Selectman Dill: Um, is there any way we can redistribute that, including yours? That is the main question. Um, just... why do we have so many people on twenty-four hours a day for multiple days?

Matt Fisher: So, we have six people at the firehouse from Wednesday night, Thursday night, Friday and Saturday night for the coverage.

Selectman Dill: Okay. And the other question would be, your twenty-four-hour coverage from Thursday through Sunday...

Matt Fisher: Yep.

Selectman Dill: ...was the question the board had.

Matt Fisher: Okay.

Selectman Dill: Is there any other way to redistribute those to not have the same people on twenty-four hours a day for multiple days?

Matt Fisher: Those are the ones who signed up for those shifts so we'll probably say no if other people aren't available... then actually signed up for the shifts.

Selectman Huebner: How can you be at the firehouse for sixty-eight hours in a row.

Matt Fisher: (inaudible, coming through on speaker phone, can't understand)

Selectman Huebner: Are you going to be at the firehouse on duty awake or are you going to be sleeping?

Matt Fisher: We'll be resting in the bunkroom.

Chairman McGarry: Coty of Concord has people sleeping in the firehouse and they're on duty.

Selectwoman McHugh: Yeah, that's what I said. I just don't know how many days they can work that way. I know some guys do; you know...

Selectman Huebner: As long as the fair accepts the fact that sleeping in the bunk room is on duty and paid. Don seemed to be questioning that.

Selectwoman McHugh: No, not the bunk room. He was questioning the...

Selectman Huebner: The camper.

Selectwoman McHugh: ...chief being off...

Selectman Huebner: Okay. All right. Well, if that's understood then that the bunk room of the firehouse is on duty...

Selectman Dill: And these guys are sleeping on the grounds in the bunk room, correct Matt?

Matt Fisher: Yes.

Selectman Dill: Okay. Including you?

Matt Fisher: If I'm in the bunk room in the station then I am duty, yes. If I'm in my camper I'm not on duty.

Selectman Dill: Okay. So, if you're in your camped you're not charging the fair for that, right?

Matt Fisher: Correct. I did not last year...

Selectwoman McHugh: Then why is this twenty-four-hours?

Selectman Dill: Okay. Because...

Selectman Huebner: But you got yourself here, Matt, sixty-eight hours in a row.

Matt Fisher: I'm sure I do, Will.

Selectman Huebner: Okay. So, you're going to be in the firehouse sixty-eight hours or on...

Matt Fisher: On the fairgrounds, yes.

Selectman Huebner: ...on duty. Okay. On duty at the fairgrounds, yeah.

Matt Fisher: Yep.

Selectman Huebner: Okay.

Selectman Dill: All right. Thanks, Matt. We got any other questions while we got Matt on speaker?

Chairman McGarry: We're good.

Selectman Dill: All right. Thanks Matt. See you in a bit. At least we have technology.

Selectwoman McHugh: So, I don't agree with hi because he's got twenty-four hours here.

Selectman Huebner: Yeah. It doesn't seem reasonably planned with the proper personnel but it...

Vice Chairman Pitman: (inaudible, speaking very softly)

Selectman Dill: Yes.

Vice Chairman Pitman: (Inaudible, speaking very softly)

Selectwoman McHugh: Yes, but not in your camper. I think that's what Donnie was saying ... (inaudible, lots of background noise). But he's got himself down here for twenty-four seven.

Chairman McGarry: Well, he said he's going to be twenty-four seven...

Selectman Dill: I think maybe this is the maximum...

Chairman McGarry: That's the way I'm looking at it.

Selectman Dill: Not do we... well, you can't exceed twenty-four hours but this is kind of the biggest scenario. It's the way I hope I'd look at it.

Chairman McGarry: Okay. So, we have the motion, the amended motion. Any further discussion?

Selectman Huebner: I don't think we like it but I think we ca screw around with this anymore.

Selectwoman McHugh: So, now we're gonna...

Selectman Huebner: So...

Selectman Dill: That's kind of my take on it too, Will. It might not be perfect but it's gotta... we gotta do something here and we gotta sign some sort of contract with the understanding that the chief just said, if he's not on duty he's not charging which I assume would go to all these people. So, we're going to have to take a look at it after and see if it does have twenty-four hours...

Selectman Huebner: (Inaudible, someone else talking) ...time sheet.

Selectman Dill: Exactly.

Selectman Huebner: But let's promise ourselves that next year, we don't do this again.

Selectman Dill: We do this ibn January.

Selectwoman McHugh: The fair is gonna want the contract by April next year. I'm pretty sure of it.

Chairman McGarry: Yeah. I think that's probably reasonable.

Selectman Huebner: And let's make sure we don't do this again where we have people on sixty-eight hours in a row in the plan. That doesn't make any sense to me. It's not humanly possible.

Chairman McGarry: Well, ...

Selectwoman McHugh: And, and....

Chairman McGarry: ...the city of Concord.

Selectman Huebner: Yeah, okay. What Fred is pointing out is that you can rest...

Chairman McGarry: Yeah.

Selectman Huebner: Yeah.

Selectwoman McHugh: Well, I'm not saying they can't rest. They can rest in the bunk house. I mean, I understand that too. My concern was, day after day after day. I know fire... fire... fire whoever... fire... whether they have three on two off or... they do something like that. I'm not sure what it is.

Chairman McGarry: I'm sure what it is myself.

Selectwoman McHugh: But... and... and to have three chiefs on at any... at all given times is kind of overkill too. But this is what we got and next year will be different.

Selectman Huebner: Okay. So, Alden you have a motion, I think?

Selectman Dill: Yes, I think we do.

Chairman McGarry: All right. Anything further? All right, all those in favor of the motion signify by saying aye.

Vote: Yea 3, Nay 1, Abstained 1 – Motion Carries

Selectman Dill: Just pass that pen down with it.

Selectwoman McHugh: No, we don't all sign it. Just Fred.

Selectman Dill: Okay.

Selectwoman McHugh: We don't have to put our name on it.

Chairman McGarry: Okay, we got, uh, I think you have unfinished business.

Selectman Huebner: Yeah, so, I have one item I want to bring up which is about the Public Works Director, uh, idea and position to rearrange, uh, the town and it's... it seems to me that, um, there's sentiment on the board to not support that and we have, uh, information from a candidate that we have considered for that... that we, uh, we shouldn't just aim from the... from consideration for that job and so I think we're back to wanting to hire a road agent as we were before having Mr. Ellis return to his position as facilities supervisor and so the idea of delaying this another two weeks to have a presentation, which was my suggestion in the last board meeting, I think might be ill-advised by the board and with all reference to, Alden his original idea, his foresight, I personally feel like maybe we should not do that and we should go ahead and entertain the three candidates that we have and interview for the road agent and that I don't think we should... John and I should... I don't want to say waste our time but use our time to do that presentation. Now if Alden still wants to do it in two weeks and wants us to delay, he could suggest that as well.

Selectman Dill: Which is what I was going to suggest. I'd like to still explore that option and, uh, that was my take on it. I am disappointed that... that Ray withdrew his name from it. Um, but my idea, I'd still like to look into it and I think long-term it's a good solution for the town regardless of candidate. Well, if we find the right candidate.

Chairman McGarry: Right.

Selectman Huebner: Do you think that we should go ahead and hire a road agent at this point and then look into it long-term as you said or should we actually delay the road agent hiring?

Selectman Dill: I'd rather, personally, delay the road agent hiring until we get some job descriptions down and then look at it. But again, that's me.

Chairman McGarry: Cindy.

Selectwoman McHugh: I don't... I... I'm not against the whole idea completely. I think it needs to go out to the citizens. I think it needs to be a warrant article and I don't think we should delay a road agent. Wrong time of year. I think we should... if you want to work on the, um, public director then that's fine but we need a road agent immediately. So, we can just research that after.

Selectman Huebner: And I suppose if we decide to change the structure to a public works director, we could take the existing road agent that we've just hired and redescribe their job description to be that. So, I don't think we're precluding that we could make that change just by hiring a road agent now.

Chairman McGarry: So, do we have a...

Selectman Dill: We don't have a motion. We are just discussing it.

Selectman Huebner: Just discussing it.

Chairman McGarry: No. Yeah.

Selectman Huebner: I don't want to make a motion against Alden if he has a counter motion, you know.

Chairman McGarry: Right.

Selectman Huebner: We're kind of debating whether we... which way we go here.

Chairman McGarry: I, uh, I tend to agree with... let's go out and hire somebody right now because we've got people standing in the wings but, uh, I would, uh, I would prefer to further investigate this as a possibility and how this structure would be and, uh, what the potential savings would be to the town. I like that idea. I like that approach but I realize that we've got plenty of things going on right now and that we should have somebody. Well, we have Ray standing in right now but, uh, I think we should have somebody permanent.

Selectman Dill: And it is a busy time of year.

Selectman Huebner: I think we can follow the two ideas concurrently.

Motion: Selectman Huebner makes a motion to go ahead with the hiring of a road agent and that they plan on a presentation in a couple of weeks to describe the new position structures that we could still adapt to that if we decide to go that direction.

Second: Selectwoman McHugh

Discussion:

Selectwoman McHugh: This new position doesn't need to the warrant article? We can just make up positions?

Chairman McGarry: (inaudible, vacuuming in the background) ...we can assign duties to that person.

Selectwoman McHugh: Yeah, but we're not. If we go ahead with this... I mean, I'm just if we're gonna... if you want to do a public works director and it has to go the citizens, we should put it in this year's voting.

John Harrington: It doesn't have to go in a warrant article. You can name that position whatever name you want. The warrant article that gave the board of selectman the permission to hire a road agent included language allowed extra duties to be added in. That was written into that warrant article. So, you already have the authority to add...

Selectwoman McHugh: Right, but that doesn't make them a public works director. That makes them a road agent with extra...

John Harrington: That's just a name. You have the authority to rename a position.

Selectman Dill: Better hurry up and vote.

Vote: Yea 3, Nay 2, Abstained 0 – Motion Carries

John Harrington: so, what's that, three to two?

Selectman Dill: Did Dick Vote?

(Inaudible talking, vacuum cleaner to loud)

Selectman Dill: I couldn't hear him over the vacuum cleaner.

Chairman McGarry: Any further business?

Motion: Vice Chairman Pitman makes a motion to adjourn

Second: Selectwoman McHugh

Discussion:

John Harrington: I do have one question, uh, the board did vote in the affirmative, I believe to take out 11C.

Selectman Dill: Yes.

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

Next Meeting: October 3, 2022 at 5:30 pm

*The Minutes were transcribed and respectfully submitted by Randi Long, Recording Secretary
Pending approval by the Board of Selectmen*