

Selectmen's Meeting Minutes

Tuesday, September 5, 2006

Present: Selectman Bowles, Maxfield, and Ives.

Also present: Police Chief, Code Enforcement/Compliance Officer Bob Fiske, Fire Chief Jeff Burr, Deputy Fire Chief Rick Wright, and Emergency Management Director Sigrid Little.

Chairman Bowles called the meeting to order at 6:30 PM.

- I. Selectman Ives moved to approve the Selectmen's Meeting Minutes of Tuesday, August 29, 2006 as printed. Seconded by Selectman Maxfield. All in favor. Motion carried.
- II. The Board met with Fire Chief Jeff Burr.
 - a. Chief Burr advised the Board the water source projects have been moving forward and he will inform the Selectmen when the projects are complete.
 - b. Chief Burr discussed the updating of the Emergency Operations Plan. He stated there are a few more meetings scheduled.
- III. The Board met with Police Chief, Code Enforcement/Compliance Officer Bob Fiske.
 - a. Chief Fiske stated he wanted to address last weeks Selectmen's Meeting Minutes. He stated there have been five Selectmen's Meetings relative to the Special Duty pay rate increase for Ms. Morin. Chief Fiske said in last weeks Meeting Minutes Selectman Maxfield stated, after checking around he found that starting pay for dispatchers was \$14.00 per hour. He said Ms. Morin is certainly more than a dispatcher when it comes to race weekend as well as her regular job. Chief Fiske went on to say this past weekend there was an advertisement for Hooksett not only a Police Officer but also a Dispatcher and the starting rate for both was rounded off to \$15.00. Chief Fiske discussed the statement in last weeks Meeting Minutes where Chairman Bowles said there was no compromise that both people were not subject to compromise. Chief Fiske said what he stated was he was not the one making the request; he was the one addressing the letter that was issued from Janice Morin. He said that he was not in the position of compromising because it was her letter and he did not want to talk in her stead. Chief Fiske discussed Selectman Ives comments in last weeks Meeting Minutes that "this request should be addressed in 2007," and "He would like to have Chief Fiske come to the Board and give reasons why this type of increase is deserved at this time, then he would be willing to consider it," and "the State Police were brought in and Ms. Morin has nothing

to do with the State Police.” Relative to the State Police comment Chief Fiske stated, “That is far from the truth.” “The State Police work for me, meaning the Town of Loudon, they are not over here under Bahres realm, and they are over here under our request. We dispatch them, we tell them where they are going to go, and we make radio calls, telephone calls, and requests specifically.” “They work directly for Loudon Police.” “The reason they were asked by me to work is for merely, (there is no problem with getting enough officers shy of the State Police up there) to show good faith.” “We wanted to work in harmony we hired everybody. We hired Highway Patrol, Sheriffs Department, State Police, but bear in mind they work directly for the Town of Loudon. One further point, not that it is anything to the Town of Loudon, but Bob Bahre is paying all those Troopers up there.” “Not that it has anything to do with me either, but their overhead rate is \$12.00 more than Loudon is charging. Whether that is right or wrong, that is neither here nor there. I just wanted to, just saying, not that this has anything to do with the minutes, but because of the, I’ll call it confusion, with Mr. Bahre. I personally met with him this morning and I said look, I understand, not understand, but Bob Krieger was out there and subsequently Mr. Bowles spoke, and there was a little confusion as to what, he says that’s fine with me, I have no problem paying the \$37.00 per hour, put it on the bill I will pay it. I understand and I’m not saying anything. You do a good job I want to continue the relationship end of story. I just wanted to share what he said for the record. They do in fact give Bob Bahre a bill for \$107,000.00 and that’s about it.”

- b. Chairman Bowles stated for the record that two pistol permits were submitted for signature and approval.

IV. The Board began their review of weekly correspondence.

- a. The Board received a copy of a letter from Bob Phillips regarding the Fire Department meeting.
- b. The Board was advised that the Office received a call from Dee Dee Maratea requesting a letter from the Town to her insurance company stating that she has completed all the drainage work and that the bond can be released. Chairman Bowles stated the Board would not release the bond at this time. The driveway issues need to be resolved. He stated there was a meeting at the property this morning and the Town is not in a position to release the bond at this time.
- c. The Board received copies of the ZBA notice of the decision to extend Dee Dee Maratea’s building permit on Map #58, Lot #21 for one more year until December 31, 2007. Mr. Fiske asked if that means completion or another year. The Board stated if the house is not completed by the expiration date, the permit is forfeited, and applicant must apply for a new building permit. No further extension will be granted.

- d. The Board received copies of the minutes of the Cross Brook Road and Chichester Road pre-construction meeting on August 30, 2006 from The Louis Berger Group. Chairman Bowles stated the Board met with the Contractors at each site to go over any questions before construction begins.
- e. The Board received a memo from Nancy Hendy advising that the Library Trustees have given Dale Gregory two weeks paid vacation, effective immediately. Mrs. Gregory was hired as a fulltime employee beginning February 6, 2006. The Board discussed that the Library Trustees do not follow the Town of Loudon Personnel Policy in regards to vacation time. Discussion ensued regarding fulltime personnel not being eligible to utilize their vacation time until they have successfully completed their probationary period as well as being eligible for only one week of vacation time after the first year of fulltime employment. Chairman Bowles stated for the record, that he is not personally in favor of this. He said he knows that the Library Trustees run under a different set of guidelines somehow, but they are employees through the Town and he is not in favor of this. Chairman Bowles said if there is any action that can be taken to see that Ms. Gregory works the appropriate amount of time before she gets the two weeks of vacation just like any other Town Employee, he hopes it is taken. Discussion ensued regarding the fulltime Children's Librarian position that was voted in at Town Meeting. Selectman Ives stated that he agrees with Chairman Bowles regarding the vacation time.
- f. The Board received an invitation from the Town of Canterbury regarding their 250th Anniversary party on October 7, 2006.
- g. The Board received a letter from Attorney Mayer showing that the Shaw and Pease easement deeds have been sent to be recorded for the Chichester Road Bridge project. The Board discussed the easements for Cross Brook Road Bridge project. The easements have been corrected.
- h. The Board received a request to reconsider writing off the ambulance bill for account #33693. Selectman Maxfield moved to write-off ambulance account #33693 in the amount of \$535.60. Seconded by Selectman Ives. All in favor. Motion carried.
- i. The Board received a commendation letter for the Fire Department from Major General Kenneth Clark. Chairman Bowles said it was important for the departments to continue participating in seminars and it was nice to be recognized when they do a good job.
- j. The Board received the July Cate Memorial Van Committee meeting minutes.
- k. The Board received a memo from Office Manager Jean Lee advising the new Tax Maps are in the office for the Board's review. Once they are all set, Cartographics will be advised they should move forward with printing.

- V. The Board met with Bob Phillips to discuss an issue regarding the Fire Department.
- a. Mr. Phillips advised the Board discussed the issues he has regarding the suspension letter he has received relative to the Town of Loudon Personnel Policy with the Board. He stated that the letter of suspension did not follow the procedures set forth in the Personnel Policy. Selectman Ives stated that without getting involved in the reasons for the suspension, he would agree that the suspension notice does not follow the procedures set forth in the Personnel Policy. Selectman Maxfield discussed having Chief Burr provide Mr. Phillips with a new suspension notice. Mr. Phillips stated that he feels the suspension notice he had received is invalid. Chairman Bowles stated Mr. Phillips is correct; the suspension notice that he received does not follow the Personnel Policy by giving the specifics that it calls for. He said the Selectmen need to make a decision regarding this issue. Chairman Bowles said that giving out suspensions is not a common occurrence for Department Heads and he hopes that this does not go any further. He said people need to work together and get along. Selectman Ives moved to overturn the suspension for Bob Phillips due to the lack of proper notification, not hindering any further action taken by Chief Burr, just for this one specific occurrence. Seconded by Selectman Maxfield. Selectman Maxfield stated he felt the intent of the letter was correct, but the administrative procedures were incorrect. All in favor. Motion carried. Chairman Bowles stated the Selectmen would ask Chief Burr to rescind the suspension. He said the procedures in place need to be followed.
- VI. The Board met with Fire Chief Jeff Burr and Deputy Fire Chief Rick Wright regarding personnel issues.
- a. Selectman Maxfield moved to go into executive session with Fire Chief Jeff Burr and Deputy Fire Chief Rick Wright to discuss Fire Department issues from last spring at 7:16 PM. Seconded by Selectman Ives. Roll call vote: Bowles yes, Maxfield yes, Ives yes. Motion carried. Selectman Maxfield moved to come out of executive session at 7:50 PM and to seal the minutes until September 5, 2011. Seconded by Selectman Ives. All in favor. Motion carried. Chairman Bowles stated the results of the executive session were discussion of Fire Department personnel issues and ongoing interviews within the Department.
- VII. Chairman Bowles stated he feels the Board needs to research and review information further in the future when they have situations like the one where they rescinded the suspension letter.

Selectman Maxfield moved to adjourn the meeting at 7:52 PM. Seconded by Selectman Ives. All in favor. Meeting adjourned.

THE LOUDON BOARD OF SELECTMEN

Dustin J. Bowles, Chairman

Roger A. Maxfield, Selectman

Steven R. Ives, Selectman