

TOWN OF WENTWORTH NEW HAMPSHIRE
OFFICE OF THE SELECTMEN

Minutes of Meeting September 03, 2013

Present: Randy Morrison, Steve Davis, Francis Muzzey and Catherine Stover

Also Present: Chief Kevin Kay, Palmer Koelb and Kenyon Karl (recording the meeting)

Francis motioned to open the meeting at 6:01 pm, seconded by Randy and approved.

Selectmen discussed the progress of the Town Hall painting project, and believe 2 sides are now painted.

Steve requested an update to the agenda to discuss a list of items to be done by our volunteer, Bill Muzzey. Steve discussed jobs done so far including bush and hedge trimming, exterior building of Town offices, window cleaning, shed cleaning, painting of town posts, clearing shrub and brush at Old Town Hall. Steve also discussed projects that can be done such as painting the band stand in the Common. Palmer stated that he will provide the paint through monies raised by square dancing. He stated that any monies that are profit, of which there are not always, are used for the maintenance of the bandstand. Palmer also stated it would be nice to plant and replace the white pine trees that were previously removed. Steve stated that he has White Pine seedlings. Palmer stated that if the volunteer has a truck, he would be able to show him how to dig them up, transport and plant them. Steve asked for suggestions for volunteer work to be forwarded to him.

The Board reviewed Application #3 and request for payment for \$176k from AJ Coleman for the Evans Bridge project. The Board discussed an anticipated Change Order, which the Town has not yet received. Francis motioned that Randy sign on behalf of the Board, seconded by Steve and approved.

Francis stated that he attended the Evans Bridge site meeting which was held August 29th, and it appeared to him that Evans and the Dubois & King agreed that something was to be done, and when the final deal was done, it was not done as promised. Steve asked what it was they felt they would have done. Francis stated that they were to get a raised driveway. Steve asked if it was in writing. Francis stated that they led him to believe a culvert would be installed, and when the final work was done, this had all been changed. Francis stated he believes it is a repeat of what happened on the Silver Bridge.

The Administrative Assistant offered to contact Dubois & King to invite them to a Selectmen's Meeting so the Board could ask questions. The Board said yes, and also asked that I contact the Evans as well.

The Board reviewed and signed payroll and vendor checks, Current Use Application for Toothaker, and a Land Use Current Use Tax billing for Huckins and Glass. Steve requested to move the volunteer supplies purchased from the Park and Rec account to the Selectmen's budget.

Chief Kay gave a brief department status review. The Cruiser is back from Meredith Ford but still has issues, and he will need to return it to Meredith Ford. The Department is trying to get caught up, they are very busy. The Race Track went well last weekend, and there were no issues.

The Board reviewed a request from previous property owners to repurchase land previously taken by Deed by the Town. Steve made a motion to sign the repurchase notice, seconded by Randy and approved.

The Board reviewed a letter received from the DOT regarding a Preliminary Estimated for Bridge Aid for the replacement of Frescoln Road Bridge. The State has approved the Town's request to have this Road entered into the Municipal Bridge Aid program. The total project is estimated and approved by the DOT in the amount of \$770,000.00. The Town's 20% share of this project is estimated to be \$154,000.00.

Steve requested the office contact Jeff Ames, and request the expenses involved in the Fire Departments assistance regarding the downed Fairpoint pole which occurred a couple of weeks ago, and requested the item be listed under the new business on next week's Agenda.

Francis made a motion at 7:03 pm, to go into a Non- Public Meeting, seconded by Randy and approved, per **RSA 91-A:3, II(c)** – Matters which, if discussed in public, would likely affect adversely the reputation of any person, other than a member of the body or agency itself, unless such person requests an open meeting. This exemption shall extend to any application for assistance or tax abatement or waiver of a fee, fine, or other levy, if based on inability to pay or poverty of the applicant. George Morrill discussed with the Selectmen an issue related to a Lien Redemption. A motion was made by Steve to come out of the meeting at 7:15, seconded by Randy and approved. Selectmen approved the redemption notice, and George will file the notice at the Grafton Registry of Deeds.

Selectmen discussed the Bridge meeting again, and Francis stated that he had spoken with Jeff Cantara Thursday in the morning prior to the meeting, regarding an issue they were having with their 2-way radios. Francis stated that in the course of the call, Jeff was made aware of the fact that there was a meeting at the Evans Bridge, and that Jeff did attend the meeting and spent about an hour or so there, and that John Emery also showed up and spent about 20 min. Francis stated that it was his fault for not deterring Jeff from attending. Steve stated that he believes that Jeff, as the Highway Road agent should attend such meetings. Francis stated that in the past they have had departments state out of these types of things. Steve again stated that he was happy that Jeff attended, as it is a Town maintained bridge. Randy made a motion at 7:23 pm to come out of the Non-Public meeting, seconded by Steve and approved.

Randy made a motion to adjourn the public meeting at 7:42 pm, seconded by Steve and approved.

Respectfully submitted,
Catherine Stover

Minutes accepted by

TOWN OF WENTWORTH NEW HAMPSHIRE
OFFICE OF THE SELECTMEN
Non-Public Meeting Minutes (1) of September 03, 2013

Present: Randy Morrison, Steve Davis, Francis Muzzey and Catherine Stover

Also Present: George Morrill

Francis made a motion at 7:03 pm, to go into a Non- Public Meeting, seconded by Randy and approved, per RSA 91-A:3, II(c) – Matters which, if discussed in public, would likely affect adversely the reputation of any person, other than a member of the body or agency itself, unless such person requests an open meeting. This exemption shall extend to any application for assistance or tax abatement or waiver of a fee, fine, or other levy, if based on inability to pay or poverty of the applicant.

George Morrill discussed with the Selectmen an issue related to a Lien Redemption. Selectmen approved the redemption notice, and George will file the notice at the Grafton Registry of Deeds.

A motion was made by Steve to come out of the meeting at 7:15, seconded by Randy and approved.

Respectfully submitted by Catherine Stover

Minutes accepted by

TOWN OF WENTWORTH NEW HAMPSHIRE
OFFICE OF THE SELECTMEN
Minutes of Meeting September 10, 2013

Present: Steve Davis, Francis Muzzey and Catherine Stover

Also Present: Chief Kevin Kay, Peter Holden, Matt Belden, Jeff Cantara, Palmer Koelb, Ellie Murray, Paul Durcharme and Kenyon Karl (recording the meeting)

Steve motioned to open the meeting at 6:00 pm, seconded by Francis and approved.

Steve and Francis discussed a work log of activities for Bill Muzzey, who is doing some volunteer work for the Town. Francis stated to Steve that he wanted to state that the costs of Cemetery work should not come from the municipal budget. Steve stated that the list already shows that it will fall under the Cemeteries.

Francis stated he had a question for Jeff Cantara. Francis asked about a quote from Weaver Brothers to assist in moving the burn pile at the Transfer Station. Francis stated he prefers to do it "in-house". Jeff stated the Town does not have the equipment. Palmer suggested waiting until Noel King comes by and could possibly do it. Chief Kay said they (Weaver Brothers) are using a pretty big excavator. Francis stated he likes Palmer idea. Palmer said that as Chief Kay pointed out, if Weaver Brothers are already at the location, they may be able to get it done much faster. They discussed Weaver Brother's quoted cost of \$150.00/ hr for 2 – 2.5 hrs. Francis asked Palmer what he felt they should do, and Palmer said to ask the Road Agent. Francis then asked Jeff for his advice and Jeff stated the rental price ranges \$800 – \$1,000. Steve motioned to approve using Weaver Brothers to assist, seconded by Francis and approved.

Steve stated he had several vouchers yet to sign and one of them was to him for reimbursement of the lawn mower and trimmer he purchased for the volunteer work currently being done. Francis stated he prefers the equipment be stored in the outdoor Town Office shed, Steve said that was fine. Francis and Steve approved and signed the check.

The Board discussed with Jeff a requisition and \$1,600.00 invoice received for stay pak from John Lester Builders. Francis said he hadn't signed the check as he wanted to know why we went to John Lester. Steve stated that we tend to want to put these out to bid and asked Jeff why he decided to do this. Jeff stated that the Board had previously signed a requisition authorizing the purchase. Steve asked if Jeff had obtained other prices as well, and Jeff stated that he had, and he had the price sheets in his office. Jeff also stated that John Lester donated a load to the Town, so that we could finish the project and to prevent the Town from going over budget. The Board signed the voucher.

Peter Holden (Holden Engineering) and Matt Belden (Daniel's Construction) were in attendance and discussed with the board the schedule of events for the Dufour Bridge. Francis made a motion that Steve be authorized to sign the contract with Daniels' Construction on behalf of the Board. Peter stated that they will be scheduling a Bridge Meeting soon. Francis asked how many abutters there were and what time frame the bridge will be closed for crossing. Mr. Holden said there were 3 abutters, and Mr. Belden stated the Bridge will be closed for about 3 weeks, and is currently scheduled from October 21 – November 8. Mr. Holden stated that he is trying to schedule a bridge meeting. The Board thanked Peter Holden and Matt Belden for attending and they left the meeting.

Jeff Cantara submitted his resignation to the Board and stated he wanted the public to know that any Board, any Town or any State should be fair, prudent, and use just cause. He stated that any municipality should follow a progressive disciplinary program. Jeff stated that he has never had any rules, policies, procedures or guidelines. Steve stated that he has not had any disciplinary problems.

Jeff stated the letter he received was disciplinary enough, that overtime is not a budgetary issue, as the Highway Department is currently way under budget. Jeff stated that he felt Steve was "swimming upstream" against the other Board members. Steve and Francis stated they weren't going to accept Jeff's resignation. Jeff stated that he's had a previous employer from 7 years ago contact him and request him to come back to work for more money and less headache, which he stated says something about his character. Steve stated they hired him to manage the Highway Department, and that he tried to give him that leeway. Jeff stated that it has been nothing but repeated asking on his behalf for rules, guidelines, procedures, and every time he'd hear a procedure, the following week it would change, from whether to do or not do requisitions, the daily spending limit etc. Steve asked if it was true that the majority of this Board has supported him with whatever he wanted to do. Jeff said it was off and on, but that he would not go on record as agreeing. Francis stated he has supported Jeff in everything except financial. Jeff stated he has returned a Highway Department book that he was ready to pay for himself; \$40.00. Steve said he thought the letter they gave him said that he just needed to give them a heads up on the overtime, and stated that he trusted Jeff explicitly. Steve also said that if the reason he was leaving was because he had a better offer, then fine, leave it at that. Jeff stated it wasn't. Steve stated that the majority of the Board has not done anything but support him. Jeff stated that most employers place the disciplinary action in the employee's file, and when the 90 day review comes up, it is discussed. Steve told Jeff that he would approve right away a \$2.00 an hour raise, and asked Jeff how that sounded. Jeff said it was not all about the money. Steve stated he accepts the resignation. Francis stated that he came and spoke to him and thought it was a favorable encounter. Steve asked when he was going to leave. Jeff stated tonight. Steve asked if he was not going give them at least a week's notice, Jeff said no. Jeff began to say that the Board could have called him in to discuss the matter, and Steve interrupted and told Jeff he could leave now. Jeff left the meeting.

Chief Kay inquired about overtime allowed of the interim Road agent this summer. Francis said no. Chief Kay said yes that he did work overtime. Francis asked who did. Chief Kay repeated that he was speaking about the interim road agent, and questioned if they had any problem with overtime worked. Francis stated he wasn't aware. Chief Kay stated he knew that he had, but was never spoken to, was never an issue, and now they have a problem. Chief Kay stated that a good road agent has just walked out the door because Francis has an issue, and that he is unbelievable with his nickel and dime stuff. Francis stated he will be nickel and diming stuff including the Police Department.

Steve stated that although Randy was not here to back him up, that he and Randy had a conversation the other day and they were going to allow Randy and himself to manage the Highway Dept without any input from anyone else. Francis stated that would never happen. Chief Kay stated that was why they had a Road Agent, to manage the Highway Dept. Steve responded by saying that he and Randy would have interfaced and been the liaison for the Selectmen would have been Randy and he, but that was gone now.

Chief Kay gave a brief status update. He stated the cruiser needs to go back to Meredith Ford for the same issue as before, the Race Track went well, and Officer Hill is in training and will be coming on board on his own soon.

Steve left the meeting. Francis stated that he was making a motion to close the meeting by necessity at 7:37 pm.

Respectfully submitted,
Catherine Stover

Minutes accepted by

TOWN OF WENTWORTH NEW HAMPSHIRE
OFFICE OF THE SELECTMEN
Minutes of Meeting September 17, 2013

Present: Randy Morrison, Steve Davis, Francis Muzzey and Catherine Stover

Also Present: Chief Kevin Kay, Palmer Koelb, Paul Durcharme, Betty Dube, Adam Grigarauskas, Elaine Kinder, Lee Schweizer, Martha Morrill, Dan Gaffney, and Kenyon Karl (recording the meeting)

Randy motioned to open the meeting at 6:00 pm, seconded by Francis and approved.

Steve and Palmer discussed the clean-up of the Bandstand. Palmer stated that the Bandstand should be washed prior to painting, and offered to be in charge of arranging water, tools and supplies needed. Palmer stated that he believed that he could get water from a resident living across the street. He stated he has met with the volunteer, Bill Muzzey. Palmer also discussed the outhouse at the Town Hall and stated that wood has deteriorated allowing paper to blow about. He suggested Bill Muzzey assist with repair and cleanup, and Francis asked about the cost. Palmer stated it will be about \$300.00 with materials and labor. Paul Ducharme offered to help if needed. The Board approved the repair and the bandstand painting. Francis stated he approves, as did Steve. Steve reviewed the remaining work items on the volunteer list of items to be done.

Selectmen reviewed and signed payroll and vendor checks.

Steve asked if the Selectmen made any Non-Public decisions during the last week. Randy said yes, last Wednesday morning. Francis stated that Randy had called him on Wednesday morning and asked him if he would approve Allen Mello filling in, and Francis said yes. Randy said he believes it is just until the 26th. Steve asked if there was a reason they could not get a hold of him to ask him that question. Randy stated that they had Catherine email him to let him know. Francis asked if he was told, he said no. Catherine stated she did inform Steve after the fact. Steve stated, yes, after the fact he spoke with me on the phone. Steve told Randy and Francis that he was not part of the decision. Kenyon asked for clarification of who was the interim Road Agent. Francis stated it was Al Mello, who worked all summer long for us, and Randy stated until the 26th.

Steve asked Randy if there was a reason he was not here last week. Randy said yes, he wounded a Bear and was out looking for it.

Francis asked about the Transfer Station attendant booth, I told him I have not heard anything since July. Randy stated they were working on it, but did not know when it would be done. Randy asked Adam, and Adam stated the project had not yet begun.

Francis asked about the issue on the Agenda regarding the NH Electric poles in the right of way. I told him that was something that he and Jeff were going to look into. Francis asked if Chief Kay was aware enough of the poles to travel with him and identify them, and Chief Kay agreed to do so, but said it would be a week or so, as they're very busy. The Board approved Francis looking at the poles with Chief Kay.

Randy said he signed the minutes of August 26 and September 3.

The Board discussed the FairPoint downed pole incident and discussed the cost of the Fire Department's assistance. Steve asked Chief Kay what the Police Department's costs were for detail duty, and Chief Kay said \$40.00 per hour. Steve and Francis calculated 18 man-hours @ \$40.00 and gave an estimate of \$720.00. Steve asked the Administrative Assistant to draft a letter, and he would review the draft.

The Board discussed the Library's leak issue. Steve said that they were their own governing body, and if they needed emergency funds for repair, they would have to come to the Board and request and they would have to ask from the Towns people.

Francis said the letter they just signed is a Notice to Proceed regarding the Dufour Bridge.

Francis stated that after last week's meeting David Evans met with Bob Durfee and discussed the issues with the road leading to his driveway. At the final construction meeting, which was held on Monday, neither of the Evans' showed up, but Francis stated that he believes that they were satisfied. Steve summarized by stating that a meeting was held on Monday, in which only Francis showed up. Randy stated that Kenyon was also there and Kenyon stated that he had filmed the meeting. Steve requested that Francis document that a meeting was held, the only one that attended was Francis, and that it's Francis' opinion that they are satisfied. Steve asked that the minutes also reflect this: that Selectmen Muzzey attended, no one else attended, the reason no one else attended was because no one cared, so therefore the issue is settled. Francis they did care, but the reason they did not attend was that they were satisfied.

Francis spoke of 2 documents the Board reviewed and signed related to the Evans Bridge Project: A Change Order and a Substantial Notice of Completion. Francis mentioned a few items that are remaining to be done in the spring such as removal of 16 poles holding up some trees and silt fencing. Francis made a motion that Randy be authorized to sign the documents, seconded by Steve and approved.

Steve asked Adam if he wanted to give any input. Adam stated that he was just here to talk about the burn pile at the Transfer Station, which has now been moved by Weaver Brothers. Adam stated that he spoke with Jeff Ames, and if we have any rain he can burn beginning on Friday.

Randy stated the International has a recall issue – due to a visor.

Steve asked to have a public discussion about what we are going to do about going forward with Road Agent. Steve noted that Dan Gaffney is scheduled on the agenda, and asked if he could be moved up on the agenda. The Board agreed.

Dan Gaffney stated he was here to ask permission to do maintenance - to mow, plow, ditch and gravel Old Orford Road. Randy stated that Dan came in a couple of years ago, and that the Board had given him permission. Steve stated that he didn't believe that he needed permission. Steve stated that he thinks he would need permission to close it, but as far as maintaining it... Francis says he's done a good job already. Kenyon stated that he thought in the past people have asked permission to do maintenance to a class 6 road. Randy said they do usually ask permission. Francis stated that once its discontinued they have to have permission. Steve motioned to grant Mr. Gaffney permission, seconded by Randy and approved. Mr. Gaffney stated he has heard it needs to be in writing, Francis stated as long as the minutes stated that he had the Board's permission. Steve asked the Administrative Assistant to give him a copy of the minutes when completed.

Steve asked what we are going to do going forward regarding the road agent. Randy stated that we have a Non-Public meeting scheduled. Steve asked if we are going to replace the Road Agent, and where the process for it was. Steve summarized by stating that the Selectmen's goal is to replace the Road Agent we just lost, go through a deliberative process where they look at applications and choose a candidate. He asked what we're going to do to avoid doing what we did last time, which is to have Francis completely, and totally destroy any prospects they may have. Francis said it isn't going to happen here. Steve stated he was going to talk about it publicly. Steve said that the Board had agreed on a Road Agent, and that Francis went down and destroyed him. Francis disagreed. Steve stated that on John's very first day, Francis attacked him. Francis disagreed. Steve stated that Francis cannot act on his own, that they are a 3 person board. Francis stated he had an

amicable conversation with Jeff. Steve asked what could be done to keep him out of the personnel, as he felt Francis wants to micro-manage everything. Francis said that Steve's term of micro-managing is an excuse to not do anything that you are supposed to do when elected to an office. Steve stated his term of micro-managing is that when they hire people, you trust them to do a good job, and unless there is extraneous proof that they didn't do that, then we need to leave them alone. Francis stated that if you check past minutes, you will find where he stated that Jeff had done a good job. Steve stated we have lost 2 Road Agents in less than a year, because they can't deal with Francis because he blows them over. Francis disagreed. Francis stated that Steve had signed the letter as well, and Steve stated he wished he hadn't and he would not be willing in the future to sign anything to the Road or Town employees, because Francis' thinking is wrong. Steve stated he apologized to Jeff, Catherine, everyone they've ever written a letter to, including Janet. He stated that they need to stop doing this, that Francis needed to stay out of it, and if he did not agree to do so, his recommendation would be to outsource it to a Company to plow the roads. Francis stated there is an application they will look at, and that's what the Non-Public is about.

Chief Kay gave a status update. He said there is one more Race Track this weekend and then they are done for the season. He said George was with him last weekend, and should soon be off on his now. They are still looking to find time to get the cruiser to Meredith Ford. But with the colder weather, the cruiser is not making the noise anymore. Paperwork wise they are buried in cases. They have had to replace a computer, he stated Plymouth State University donated a computer to them, and he is in the process of setting it up.

Steve motioned to go into a Non-Public Meeting at 6:42 pm, per **RSA 91-A:3, II(d)** – Consideration of the acquisition, sale or lease of real or personal property which, if discussed in public, would likely benefit a party or parties whose interests are adverse to those of the general community, seconded by Francis and approved. The Board reviewed and accepted an offer made to sign a Quitclaim Deed with consideration given, in regards to a Town Deeded property. Randy motioned to come out of the Non-Public Meeting, at 6:55 pm, seconded by Francis and approved.

Randy motioned to go into a Non-Public Meeting at 6:55 pm, per **RSA 91-A:3, II(b)** – The hiring of any person as a public employee, seconded by Francis and approved. The Board discussed a request received from a previous Highway Department applicant inquiring if a position were open, and a request to review and consider his application again. The Board decided to set the application review aside until next week, as they wish to meet with John Emery first. The Board asked the Administrative Assistant to contact Mr. Emery and invite him to the Selectmen's Meeting next week at 5 pm. Randy motioned to come out of the Non-Public Meeting, at 7:05 pm, seconded by Francis and approved.

Steve discussed placing more trust in employees, and asked the Board why employees are required to use a time clock for punching in. Steve spoke of the need to place trust in employees and give them some dignity, stating very few places have punch clocks. Francis stated that if they remember, he was originally against time clocks, due to the cost of purchasing the time punch machine. Steve said then let's get rid of them. Francis said that he felt that now that we have spent the money, he prefers to continue using them. Steve asked that the issue be placed on the agenda for next week.

Randy motioned to adjourn the meeting at 7:10 pm, seconded by Steve and approved.

Respectfully submitted, Catherine Stover

Minutes accepted by

TOWN OF WENTWORTH NEW HAMPSHIRE
OFFICE OF THE SELECTMEN
Non-Public Meeting Minutes (1) of September 17, 2013

Present: Randy Morrison, Steve Davis, Francis Muzzey and Catherine Stover

Steve motioned to go into a Non-Public Meeting at 6:42 pm, per RSA 91-A:3, II(d) – Consideration of the acquisition, sale or lease of real or personal property which, if discussed in public, would likely benefit a party or parties whose interests are adverse to those of the general community, seconded by Francis and approved.

The Board reviewed and accepted an offer made to sign a Quitclaim Deed with consideration given, in regards to a Town Deeded property.

Randy motioned to come out of the Non-Public Meeting, at 6:55 pm, seconded by Francis and approved.

Respectfully submitted by Catherine Stover

Minutes accepted by

TOWN OF WENTWORTH NEW HAMPSHIRE
OFFICE OF THE SELECTMEN
Non-Public Meeting Minutes (2) of September 17, 2013

Present: Randy Morrison, Steve Davis, Francis Muzzey and Catherine Stover

Randy motioned to go into a Non-Public Meeting at 6:55 pm, per RSA 91-A:3, II(b) – The hiring of any person as a public employee, seconded by Francis and approved.

The Board discussed a request received from a previous Highway Department applicant inquiring if a position were open, and a request to review and consider his application again. The Board decided to set the application review aside until next week, as they wish to meet with John Emery first. The Board asked the Administrative Assistant to contact Mr. Emery and invite him to the Selectmen's Meeting next week at 5 pm.

Randy motioned to come out of the Non-Public Meeting, at 7:05 pm, seconded by Francis and approved.

Respectfully submitted by Catherine Stover

Minutes accepted by

TOWN OF WENTWORTH NEW HAMPSHIRE
OFFICE OF THE SELECTMEN
Minutes of Meeting September 24, 2013

Present: Randy Morrison, Steve Davis, Francis Muzzey and Catherine Stover

Also Present: Chief Kevin Kay, Ellie Murray, John Emery, Barbara Emery, Deb and Meghan Gelsi, Palmer Koelb, and Kenyon Karl (recording the meeting)

Randy motioned to open the meeting at 5:09 pm, seconded by Francis and approved.

Randy stated they are in the process of reviewing and making recommendations of policies and would have them in a week or so. He asked John if he had any recommendations. John stated he had written letter, which he read to the Board.

John stated the he is qualified and capable to handle all aspects of the Road Agent position, as his resume and application he submitted in August indicates. He requests to be compensated from this time on at a rate of \$20.00 per hour, which is the current pay the part time employee is making, who was asked on a whim to come back to work after Jeff left, with no posted meeting notice to the public. He stated pay should be retroactive to Sept. 11, due in part to the fact that John took on responsibilities of the Road Agent.

Steve joined the meeting at 5:15.

John stated that it concerns him that neither he nor Al Mello (whose last day is Sept. 26) were notified of their positions in the Highway Department. He stated that in the short time that he's been here in the Town, he has witnessed constant micromanaging, and continuous decisions being made by individual members of the Board and per RSA these decisions are to be made at a posted public meeting by the Board as a whole. These are some of the reasons he does not wish to apply to or fill in as Road Agent at this time, but will continue to serve the residents to the best of his abilities. He stated that he feels the Highway Department is in dire need of 2 more full time experienced Highway employees, who without direction need to be capable to set up plows, wings, and sanders on trucks for snow removal, as well as maintain and run heavy equipment before winter sets in for public safety and travel. Steve asked if he could read the statement John read, and John handed Steve a copy to read.

Francis stated he thought this was going to be a Non-Public Meeting, but that John does have the right to declare it a public meeting. John stated that he did ask for it to be public.

Deb Gelsi asked why we are now asking if he wants it public or non-public when we did not give Jeff that same opportunity. Randy stated that when they finished with John, they will at that time ask the public for their input.

Steve asked about John's request for \$20.00, stating this is more than what Jeff got. John stated that the part time Highway employee is making this amount and has been for quite a while. Steve stated again that it is more than what Jeff was getting, John stated that that is what Jeff agreed to. Steve asked what John agreed to when hired. John stated that he agreed to \$15.00 per hour, because he would be able to step into Jeff's shoes if needed. Steve asked if John can run a grader and whether he is certified. John stated he does have certification included in his resume, and has taken training that includes classroom and hands on training. The Board reviewed John's certifications from his file. Steve asked if he had Master Level Training. John said does not, but would be willing to take training, which Steve said the Town would support and pay for. Francis stated that the only thing he was still balking at was the \$20.00 per hour. Randy stated that he was ok with that, but questioned the need for 2 additional full time employees. Randy said he could see it

in the winter, but would want to discuss it. John stated that several people that were asked if they could be counted on to plow in the winter have stated they want nothing to do with it. Steve asked again what John's current rate of pay is, and stated that he would be willing to go to \$17.00 with a 90 day review, stating that this would get him up to Jeff's level. Steve stated that he has an opportunity here and could get up to \$20.00 an hour. Steve stated that they would pay him to get his master's Road Agent like Jeff did, and this would be an enhancement to his resume. Steve stated he sees a lot of good things in John, John thanked him. John stated that Master level takes 8-10 years to achieve. Steve said that he doesn't have to get to Master's Level, just take courses that will get him something less than Master Level.

Francis asked what John expected from the Town for insurance. John stated he was not sure what the Town has to offer. Francis asked if he was expecting insurance, and John stated that, yes, he was thinking about it. Francis stated the Town's insurance pays for the employee, and if the employee wants additional insurance, they must pay that portion themselves.

John discussed the request of having 2 additional employees, that it is mainly a safety issue. Steve stated that we have to stay within our budget, and until we go back in March, and justify having a 3rd employee, we do not have the budget for it, and at this time cannot support giving him more than what Jeff was getting. John stated at this time, he must decline being the Road Agent, and will stay on as an employee. Steve made a motion to increase John's wages to \$17.00 per hour. Randy then made a motion to give him \$20.00 per hour and make him the Road Agent. Steve stated he would retract his motion. Francis seconded Randy's motion, and Steve stated it was unanimous. Francis asked John if he would reconsider, and John stated he would.

John asked when Medical Insurance begins. The Administrative Assistant stated it was a 90 day probationary period, a brief discussion followed regarding whether his probationary period could begin on his date of hire in August. The office will look into it.

The Board agreed that John's increase in pay go back retro to the beginning of this last pay period, including last week and this week.

Steve stated that it be his request, that John has his home and office numbers and that if he feels that he is in any way being harassed by this Board, he wants John to call him immediately.

Francis offered that he is also willing to assist in the shuttle of vehicles to work site, if he is available. John stated that he believes it could be a Town liability.

John reiterated that his concern right now is that he needs help and Steve stated that they were going to do that. Francis stated that the first thing they wanted to do was speak with him, and then go forward. Steve stated that he is asking that the Road Agent be included in the interview process. The Board discussed issues related to sharing resumes and applications. Steve stated that he should at least be able to review their qualifications.

John stated that they finished Cheever Road today, and the 1 Ton has broken down again. He stated that Jeff Ames just replaced 2 new batteries and the issue this time may be a ground cable and/or starter. John stated he will bring it back to Jeff in the morning. He stated he will have Rowentown, Frescoln and Cross Roads done. Steve asked if the roller work will be done by next Friday, and John said yes.

Francis stated he is making a comment to Chief Kay, regarding the NH Electric poles. He asked if John would like to advise them, he probably knows more than they do. John agreed that he has seen some of them out in the right of way. Chief Kay said most are doubled poled. Francis stated they were going to get the pole numbers to contact NH Elec. Co. and ask them to remove them. Francis asked John that if he sees any, please let them know. John said he would.

Randy asked John what other issues he wanted to discuss, such as requisitions and daily spending limit. John said he currently has one requisition in for a hydraulic hose; the cheapest he found was at Bond Auto, for a 55 gallon barrel. Francis motioned to authorize the requisition, seconded by Randy and approved. John asked the Board to set a spending limit. The Board stated the limit is \$100.00 per day. Randy said if it goes over \$500.00, they need 3 quotes.

The Board reviewed and discussed with John the request to have dead trees on North Dorchester Road removed. Randy asked John if he was going to get a couple of quotes, and the Board discussed contacting TLC tree service.

Francis stated that he spoke with Randy and Steve to get permission to replace missing clap boards on the Town Hall.

The Board reviewed and signed a driveway permit for Menfi, M/L 13-04-04.

John said the next issue is time clocks. Francis stated that he was originally against them due to initial purchase costs. John also discussed with the Board having to punch out for lunch breaks, that in the past, he has been paid for lunch breaks. Both Randy and Francis stated that due to an RSA they are required to allow a lunch break. Deb Gelsi stated that it has to be unpaid, personal time, that employees cannot write their own time cards, they must be signed off by their supervisors. Chief Kay asked if there could be a medium, wherein if they are at the shop and can punch in they do so, but if they are on the road, they not be required to go back to the garage for punching in. Francis stated the office will look into it and John stated he will look into it as well.

John asked about taking equipment such as the plow home. Francis stated he was against it because of the gas spent. Steve made a motion that in an anticipated snow storm that John be allowed to take home the snow equipment. Randy says he will wait until all the matters come before the board at once. Steve agreed to wait.

Randy asked John about the need for a part time mechanically inclined person for plowing and mechanical stuff. John agreed that this would be useful. Chief Kay asked Randy if based on his experience this summer, is it worthwhile to have someone down there doing machinery and mechanical – Randy stated not at \$50.00 per hour, but there were others just as qualified as him at \$15-20.00/her.

Deb Gelsi asked permission to use the Town Hall for a Halloween party. Randy said he was alright with it and asked if she has filled out an Event request. Deb said no, but she would do that next week. They discussed the date – the Saturday prior to Halloween, as Halloween falls on a school night.

John also discussed the pager that Jeff had been using. After discussing the benefits of using vs. not using, John agreed to use it during the day, and will leave it at the Highway Department on off hours.

John also inquired about overtime. He asked the Board what hours they wanted him to do. Steve said that stuff will come up. If they are working on a road for example, and it takes additional time to close it, to make sure they understand why. Steve stated he has to do what he has to do; if they are working on a road, if he needs extra time, he says finish and close it up. Steve stated they have a duty to the Town to make sure they know what he's doing, and not to second guess, they don't want any surprises at the Selectmen's meetings, and that if he does that due diligence, there won't be a single issue. John agreed, thanked the Selectmen and left the meeting.

Randy stated they have received the Wetlands and Shorelands Application from the State regarding the Dufour Bridge. Steve approved Randy to sign on behalf of the Board, seconded by Francis.

Chief Kay gave a status update and said they are trying to complete training to get Officer Hill to be on his own. They are trying to get caught up on caseloads, but more is coming in, burglaries, arrest warrants etc. The Track is done for the season, the last race was on Sunday. Not sure what it might look like next year in terms of crowd size. Steve asked how their dog control budget was and wondered if they will have surplus. He stated that possibly if there is any left, the animal control officer could do some PD data entry work. Chief Kay said he will talk to Officer Godfrey and see if he is interested. Chief Kay stated there was a dog bite incident last weekend, and it was well handled. The Chief said the cruiser issue has not been resolved, he is taking it to Meredith Ford tomorrow. Says they should be able to locate and figure out what's going on.

Francis gave a written notice from Bill Muzzey addressed to Steve Davis stating that he is no longer doing any volunteer work for the Town, and returned the key to the outdoor shed. Steve signed the key out to himself and asked if I would contact the program, and tell them Wentworth would be more than happy to have another volunteer.

The Board approved Ray Welch to drain the Freon from the refrigerators at the Transfer Station.

Francis stated that he and Randy Rugar attended Solid Waste recertification classes last weekend in Concord.

The Board discussed reviewing the Personnel Policy. Randy stated he was able to meet next week at 5 for a working meeting to review, but Steve stated he would check his schedule but thought he would not be available the first week in October, and requested I send him an email.

The Board reviewed and signed a Notice to Vacate regarding a Deeded Property.

The Board reviewed and signed a letter to FairPoint Communications requesting reimbursement for the downed pole incident in which the Fire Department assisted.

Palmer stated he would like to note in public that Francis is put in a lot of hours of his own working on the outhouse at the Town Hall, and stated he wanted to give credit where credit was due. Francis said thank you. Francis stated he called Randy and Steve regarding replacing missing/damaged clapboards on the Town Hall.

Randy motioned, seconded by Steve and approved to move forward with responding to the State regarding Frescoln Road/bridge repair.

Francis motioned to adjourn the meeting at 6:45 pm, seconded by Steve and approved.

Respectfully submitted, Catherine Stover

Minutes accepted by
