



TOWN OF DEERING
762 Deering Center Road
Deering, NH 03244

Board of Selectmen Meeting
September 15th, 2022
Minutes
7:00pm

BoS MEETING CALL TO ORDER

Members Present: Roy Watson, Bill Whisman and Jill Smith

Pledge of Allegiance:

Motion to Approve the Consent Agenda:

- a. Minutes Sep 1st
 - b. Employee Payroll Sep 7th
 - c. Employee Payroll Sep 14th
 - d. AP Manifest Sep 15th
 - e. Hillsborough PD Appointment
- Motion to approve the minutes of September 1st, 2022 by Roy Watson, seconded by Bill Whisman. The vote is 2-1 with Jill Smith voting no. The motion passes approving the minutes of September 1st, 2022.
 - Motion to approve the consent agenda by Roy Watson, seconded by Bill Whisman. The Vote is 2-1 with Jill Smith voting no. The motion passes approving the consent agenda.

New Business:

- Bid Request: Road Reconstruction
 - The BOS opened a bid from Advanced Excavation and reviewed their proposal to repair Longwoods Road and Holton Crossing. There were no other bids for this project submitted to the Deering BOS. Seeing how there was no final cost calculations on the application, the board agreed that they would review the contents of this proposal at their next BOS meeting.
- Request for Leave
 - Bill Whisman presented a request to the board from the Finance Administrator to take vacation prior to her 12-week maternity leave. The board reviewed the request and R. Watson expressed a need to conform with FMLA standards. J. Smith thanked the Finance Administrator for organizing her vacation days to allow for Payroll and AP. Bill Whisman motioned to approve the vacation and maternity leave as requested. Seconded by Roy Watson. All in favor. The motion passes.

Old Business:

- Safety Day: October 1st. 10:00 AM until 2:00 PM
 - The board discussed Safety Day events. The list of potential vendors includes Deering Police, Fire, Highway, Marine Patrol, Eversource, Safe Kids, Statewide Disaster, Crime Line, National Guard, BOS, Apple Press, Library Trustees and Conservation Commission.
- Fire Department Public Hearing 6th of October
 - J. Peel explained that the public hearing had been posted and that all are welcome to attend to listen and ask questions about their fire department.

- GHSS Post Cane
 - B. Whisman explained that he had reached out to premier printing to copy the same plaque that Hillsborough had received. He explained that he will work with the TA and would have more information on this at the next BOS meeting.
- Town Truck- Finalize of Sale
 - J. Peel explained that the town truck that they had posted for \$3,000 had finished its bid and was finalized with a sale of \$6,200. He noted that he would work with the buyer and have the truck removed from town property.

BOS/ Administrator Comments:

- Roy Watson explained to the public that he had received a letter of resignation from J. Peel noting that his last day of employment will be October 6th.
 - Roy Watson makes a motion to accept the resignation of Julius Peel. Jill Smith seconds. The vote is 2-1 with Bill Whisman voting against the motion. The motion passes.
 - J. Peel thanked the community for allowing him to serve them as Town Administrator. He continued by explaining that the reason for submitting the letter of resignation is due to a large difference in management styles between him and the board but wishes them the best going forward.
- J. Smith explained that during the next Planning Board meeting there would be the second review of the CIP draft.
- Roy Watson opened public comment.
 - Bob Carter explained that he had worked with J. Peel while on the Planning Board and Budget. He explained that J. Peel was timely and always well prepared. B. Carter gave J. Peel 6 letters of recommendation that can be used in perpetuity.
 - Peter Kaplan expressed appreciation for the work that TA Peel had completed since his time in Deering. He noted a concern with the BOS accepting the letter of resignation prior to hearing the concerns of the public. He also noted that the board has the responsibility to govern themselves and their actions as employers.
 - Gale Lalmond explained that shameful treatment of employees and volunteers should not be allowed in this town and there will at least be three more resignations to come because of this.
 - Betsy Holmes noted that Peter Kaplan's statements agreed with many of her thoughts, but noted that since NH is a small state, how is it that the board plans on hiring for the position when the word that is travelling around is that the BOS is very difficult to work with.
 - Stephen Fogelson (Treasurer) and Thomas Copadis (Deputy Treasurer) gave letters of resignation to the board, noting the high degree of disfunction that comes from an empty town administrator role. Tom explained that this is the first time in his life that he has ever felt the need to resign due to the pressures of the acting BOS.
 - Peter Beard noted that he thinks that this board is as competent and as any of the other boards that he has worked with before.
 - Bryan Terry explained that she is disappointed that the community can't work together and people resigning isn't evidence of the town working.
 - Katherine Jenkins asked the board what the plan is to address the concern that the TA is resigning since they have had over a week to react to this. She noted that the TA is the independent body that guides and prepares the board.
 - Linda Maddox asked how is it that newcomers to town can affect the community so greatly and how can those newcomers to the board be removed? She noted that the town deserves better.
 - Geraldine Ferguson asked why is it that everyone is leaving. She noted that she has read many things that they have done wrong and many of the things that he has done right. She noted that the board is not listening to the residents that voted them in.
 - Roy Watson responded that the role of the BOS is to listen to the concerns of the

citizens and respond to the issues as presented. He noted that the process of the ballot box is the right place to address if you feel that the BOS are not reflecting the needs of the community.

- Geraldine expressed that she was happy that J. Peel was going to another town and that when you do the board members are going to have to smarten up.
- Sharon Simpson explained that Julius is not the first professional that was forced to leave the town due to the same reasons. She noted that Russ was forced to leave along with Ann. Sharon explained that the board is an employer and that they need to know what that means.
- John Shaw expressed that the board works for the town and the town is saying that J. Peel needs to stay.
 - Roy Watson stated that he is willing to explain why he is voting the way he is. He continued by noting that it is a distinction without a difference. He explained that the well is so poisoned that it would be difficult for him to stay, and that gossip has created this scenario.
- Peter Kaplan noted that there needs to be a standardized process to work between the board and employees because without it, the board is abdicating its responsibilities to serve the community. He continued by stating that a dysfunctioning board should be able to settle a plan with a single employee.
- Beth Kelly asked Roy where his backbone is and why is he letting outsiders dictate their decisions.
- Donn Mann explained that when the town lost its previous TA and assistant TA, two members of the board were not the same. He continued by explaining that he has a concern with the amount of information reaching the press and urged the board to determine the location of its leak. He ended by stating that an employer doesn't have the ability to restrict an employee from quitting, and this scenario is quitting. He concluded by stating that the town needs to come together otherwise this scenario will keep happening again.
- Michelle Johnson asked the board what had happened to its employee manual that clearly defines how the board is supposed to treat employees. She also noted that this manual that existed while she was on the board explained the correct procedures to reprimand. R. Watson explained that at no point was there a time that J. Peel was ever reprimanded. M. Johnson explained that there is a code of ethics that existed and if the board had followed that this might not have occurred. M. Johnson concluded that the creation of the budget and the annual report should be started right now, and with this role now empty, that responsibility falls on them. R. Watson explained that going forward, when the board has a plan, they will post the plan in an obvious location to ensure that the town knows what is occurring.
- Bob Carter explained if the current TA, who has been in the position for less than a year, decided to resign, that speaks volumes about the relationship between him and the board. He continued by explaining that Julius' resignation isn't because he doesn't want what is best for the town of Deering, but because he knows that he does not get the support he needs from the board.
- Elizabeth Kirby noted that she has been to every single BOS meeting and is very disappointed that there is a gang of towns people that have come to this meeting to force their opinion on the board. She explained that those people do not know how Julius has talked to the public and stated that he had personally attacked her during the public meeting.
- Sharon Simpson stated that one of her major concerns is that the town is entering budget season and the tax rate needs to be set. She asked if the board would be willing to keep the TA as a part-time employee as a temporary solution until the new TA is hired or if they will be working with MRI.
 - R. Watson explained that the board had accepted his resignation and when the plans to fill that role are finalized, they will be presented.
- Linda Maddox asked what power the people in the audience have to remove a BOS member.
- Peter Kaplan explained to Linda that there is no statute to recall a member of the BOS in the state of NH. He continued that the town has the right to form a referendum to condemn the actions of the board and their inability to see the gravity of the situation. He also noted that it

- was disrespectful for the board to not listen to the public before voting on the resignation.
- Gale Lalmond explained that she has been attending these minutes for the past 30 years. Gale noted that she has seen Selectmen demean the current TA for upwards of 20 minutes and it wasn't until Julius asked if their conversation was a reprimand that she included the other board members. Gale expressed that Jill alone is not the board and that there is no support from the board to staff or volunteers.
 - Beth Kelly explained that Peter Beard never wanted a TA because he put the screws to the town, and this is the group of people trying to get their way again.
 - Barbara Larmand noted that the TA has been the support that the cemetery trustees could rely on whenever they needed. She asked that the board understand the gap that is being made in his absence and asked how they might fill that void while he is gone.
 - Stephen Walker explained that this, "gang" referenced previously are the people that have put in hundreds of hours for the town. Stephen noted that Julius will be better off elsewhere if this is how the town is treating its citizens.
 - J. Smith explained that the board at their last BOS meeting agreed to reach out to MRI to begin the search for a new TA. Jill explained that she appreciates everyone coming out tonight and thinks this will make her a better selectman in the future. One thing that she explained is that everyone has questions and that she would like to answer them, but she is bound by HR law to not say anything negative about Julius just to avoid criticism.
 - B. Whisman apologized to Julius for those times that he did not stand up for him in a public setting when he knew that he should have. B. Whisman continued that during his time in the military he has learned the importance of protecting teammates and employees. Bill finished that he would like to see the people who resigned rescind their resignations so that the town can return to what it was when his family first arrived in the community.

Other Business:

Non-Public:

- RSA 91-A:3, II (b)
 - Motion to enter non-public at 20:26 by Roy Watson, seconded by Bill Whisman. All in favor. The motion passes entering non-public.
 - Present: Roy Watson, Bill Whisman, Jill Smith, Julius Peel and Jeff Leblanc
 - The board discussed Hiring of Per Diem employee J. Buckler.
- Motion by Bill Whisman to exit non-public at 20:31. Seconded by Roy Watson. All in favor. The motion passes.
 - Roy Watson motioned to hire J. Buckler as an EMT with the standard rate, standard track. Seconded by B. Whisman. All in favor. The motion passes.

Adjourn: Motion to adjourn at 20:32 by Bill Whisman. Seconded by Roy Watson. All in favor. The motion passes.

MEETINGS:

The next Board of Selectmen meeting will be held on October 6th, 2022

Drafted by Julius Peel



BOS Meeting Sign in Sheet

NAME	Reason for Attending
Brian Houghton	RA
Dawn Houghton	With RA
Kay Hartnett	BOS
Steph Feg Bos	BOS
Barbara Cunningham	BOS
Tom Coughlin	
John Shaw	BOS
Gale - Doug Zalmon &	
Jeff LeBice	Fire Chief
Don Ellen Begeed	
Peter Begeed	
Laura Maitnaga	
Richard Boudreau	
Mike Miller	
Kris Pareco	
Sam & Eric Ivanov	
ELIZABETH KIRBY	
Barbara Leonard	
Beth Kelly	
Estef	
Ruth Reynolds	
John Pennolds	

Sharon Simpson
Keith Johnson
Michelle Johnson
Lillian Carter

Allen Belovar
Asha Whisman
Alyandra Whisman
Pauline Laliberté
Gerri Ferguson

Dani Jarvis
Eri Jarvis

AUDREY HANNEY

Kath Lavoie
Betty Macduff
Kay Harrison
Peter Kaplan

Matthew Lotkewitz
Sarah Reid

Bryan Terry
Cynthia Krill
Marion Perreault
Robert P. Duval
Ann M. L.

~~Robert Carter~~
Karen Reid

Ralph Holmes

Elizabeth Holmes

Kather Jenke

Polly Struck

Donn Mann III

Riché Colcombe

Stephen Walker

Elizabeth (Betsy) Holmes.

Brian Load.

Una Muller

CHRIS Barber

Peter Flynn

Mike Thomas

Sue Thomas