



TOWN OF DEERING

Board of Selectmen

762 Deering Center Road
Deering, NH 03244

Meeting Minutes

May 2, 2018

Selectmen present: Aaron Gill, Allen Belouin.

The meeting was called to order at 1900.

MEETING MINUTES:

Meeting Minutes – April 18th.

Mr. Gill made the motion to approve the April 18th public and non-public meeting minutes. Mr. Belouin seconded the motion. The vote was unanimous and so moved.

New Business

Department Heads

Mr. Gill provided a brief synopsis of its decision to have department heads meet with the TA on a weekly basis for regular staff meetings. The Board wanted to foster a better teamwork environment and acknowledged that monthly meetings as a group with the Board took time away from family and it is important to Board members that there be a work life balance in the workplace. Mr. Gill sought feedback from department heads about the arrangement and comments were generally supportive.

Road Agent Houghton explained that one of the seasonal winter employees had left for construction work. Mr. Houghton will be working with the paving company on finishing up East Deering Road and will also be looking at recruitment of additional staff.

The Board looked at three quotes for tire replacement for the back hoe (see below).

Sullivan Tire	\$2,189.80
GCR Tires	\$2,297.20
Mr. Gee's	\$2,400.00

Mr. Gill made the motion to accept the bid of \$2,189.80 from Sullivan Tire. Mr. Belouin seconded the motion. The vote was unanimous and so moved.

Fire Chief Gorman discussed a grant opportunity that will enable the department to receive smoke detectors for placement in single family residences without them and asked if he had the Board's permission to apply. The Board supported the initiative and urged him to apply.

Police Chief Pushee updated the Board on the status of the part-time administrative assistant noting that he had received many applications. He also provided an update to the ballistic vest grant status explaining that it was time to replace two vests for current officers.

Old Highway Truck Removal Bids

The Board reviewed two bids to remove (2) International Fire Trucks, (1) International dump truck, and (1) International truck and sander.

Stephen Kelly	\$3,000
Doug Tatro	\$2,000

Mr. Gill made the motion to approve the bid of \$3,000 from Stephen Kelly to remove the aforementioned trucks. Mr. Belouin seconded the motion. The vote was unanimous and so moved.

A good number of fire department employees were present and expressed dismay over a newspaper article they believed was written by the Town Administrator. They wanted the Board to comment on the article. Fire Chief Gorman explained that he had contacted the editor of the paper and learned that the Town Administrator did not write any article in the newspaper. Fire Chief Gorman expressed frustration over the rehashing of events that occurred at town meeting and that have since been addressed. Membership in the fire department offered several comments;

- It's a conflict of interest for the Town Administrator to take the minutes.
- The minutes reflect opinion rather than substance.
- The minutes are inaccurate.
- There's no way to ascertain the accuracy of the minutes without an audio recording.

Assistant Fire Chief Doug Connor asked if the Board had received his email concerning the newspaper article. Mr. Gill explained that he did and that because Assistant Chief Connor emailed the entire Board neither he nor Mr. Belouin could respond without creating a serial email which is in violation of the right to know law. Mr. Belouin noted that the email will now be part of the minutes and was able to be addressed in a public meeting (see attached). The TA addressed Assistant Chief Connor explaining that Mr. Connor's accusations about the TA writing a letter to the editor were simply false and that Mr. Connor's email response blaming the TA for writing such a letter before he had established his facts was irresponsible behavior. The Town's personnel policy precluded any employee from being dishonest to, or harassing another employee, and that the TA did not appreciate being on the receiving end of such behavior. More discussion / commentary ensued with Mr. Connor apologizing. The Board agreed to look into recording future minutes.

The Board provided an update to a candidate under consideration who will replace the vacancy on the Board created by Ms. Simpson's resignation. Mr. Gill explained that John Shaw, currently on the Budget Advisory Committee. Mr. Shaw has over 40 years in IT management within a manufacturing environment.

Non-Public Session - RSA 91-A:3 II (a)

Mr. Gill made the motion to enter non-public session under RSA 91-A:3 II(a) to review performance issues with the Fire Chief and to also discuss the TA's Performance Review. Mr. Belouin seconded the motion. The vote to enter non-public session was unanimous and so moved. Roll call vote: Allen Belouin, Aye; Aaron Gill, Aye.

The Board entered into non-public session at approximately 2010.

The Board reconvened in public session at approximately 2115.

Conservation Commission Appointments

The Board reviewed appointments to the Conservation Commission and sorted the appointments so that there will be staggered terms as illustrated below and approved / signed the appointment forms.

3-Year Term – Expires March 2021

Gary Samuels (Chairman)

Jonathan Stuart (Co-chairman)

Kay Hartnett

2-Year Term – Expires March 2020

Dennis Sawyer

Ben Clark

1-Year Term – Expires March 2019

Robert Welsh

Keith Johnson

Alternate members:

Jackie Sawyer expires March 2020

TO BE REVIEWED AND/OR SIGNED:

- | | |
|-------------------------|------------------------------|
| - Employee Payroll | <u>April 25th</u> |
| | \$14,410.60 |
| - Employee Payroll | <u>May 2nd</u> |
| | \$12,663.63 |
| - AP ACH XFER | <u>May 2nd</u> |
| | \$27.55 |
| - AP Manifest | <u>May 2nd</u> |
| | \$51,060.21 |
| - Abatement Application | PSNH (Eversource) Denied |

The Board reviewed the Eversource abatement application. Mr. Gill made the motion to accept the recommendation of the assessor by denying the abatement request. Mr. Belouin seconded the motion. The vote was unanimous and so moved.

- | | |
|-----------------------------|---|
| - Veterans Exemption | 225-019-000 / 228-048-001 / 229-058-001 |
| - Elderly Exemption | 232-005-000 |
| - Intent to Cut | 224-032-000 |
| - Inexpedient to Administer | \$.88 223-029-000 |
| - Yield Tax | \$ 145.71 233-003-000 |
| | \$ 91.00 228-048-000 |
| | \$ 122.39 233-009-000 |
| | \$1,642.87 229-059-000 |
| - Excavation Tax | \$ 38.49 209-011-000 |

- Charitable Exemptions	His Mansion Ministries	Granted
	The Wilds of NE	Granted
	NH Audubon	Granted
	NE Forestry Foundation	Denied

The Board reviewed the Charitable Exemption applications. Mr. Gill made the motion to approve the Assessor's recommendations as listed above. Mr. Belouin seconded the motion. The vote was unanimous and so moved.

There being no further business to come before the Board Mr. Belouin made the motion to adjourn. Mr. Gill seconded the motion. The vote was unanimous and so moved. The meeting adjourned at 2200.

Respectfully Submitted,

\s\ Russell McAllister
Town Administrator

From: Douglas Connor <dougconnor@mcttelecom.com>
Date: April 30, 2018 at 9:11:52 PM EDT
To: Aaron Gill <gilldeering@gmail.com>, <icemancooler@msn.com>
Subject: Deering Fire Department Operating in a World of its Own???

Hi Aaron and Allen, I was questioned by numerous residents in town not associated with the fire department over the weekend in reference to the very disrespectful article that our town administrator penned for the Messenger. They wanted to know if the selectmen authorized this article? I just got a chance to read it and find it quite inappropriate in regards to the actual topics of discussion at the April meeting we attended. I also find it quite malicious and borderline discriminatory against us personally and quite hurtful to the department.

For one thing, as a manager I learned a long time ago that when discussing any type of performance issues with an employee, that it needs to be discussed and resolved in-house. What was the motivation behind your approval of not only this article but also the additional opinions of the TA in the actual meeting minutes? Meeting minutes need to only pertain to the actual topics of discussion and not a platform for personal opinions.

The issue with the skid tank was totally my fault and I feel very bad about how I handled that. The outfitting of the forestry vehicle is my responsibility and Dan did have a discussion with me after town meeting regarding this subject and how I could have handled better. I was hoping that my reasoning for the additional skid tank funding and my personal apology to the board would allow us to put this behind us. This is another reason I find this article very upsetting.

After town meeting I did personally apologize to the head of the budget committee and we had a very good discussion and was supportive of the way the department was being run by Chief Gorman. It was obvious that the voting public majority is also very supportive of the current mission of the Deering Fire and Rescue Department.

Chief Gorman was faced with a huge list of deficiencies within the town and the department when he came on board. The Fire Department study thankfully allowed him to prioritize the issues and come up with a long and short term plan to remedy these issues. Our morale is up, call participation is way up, and we are very supportive of the Fire Chief's plan and each other.

As a resident, taxpayer and town employee, I have always gone out of my way to be supportive of both of you during elections and respectful to the entire board during our meetings. For this reason alone, I am quite puzzled by this recent motivation to turn against the operation of the Deering Fire and Rescue. This recent turn of events brings back some very bad memories resulting in the departure of a past chief

so can only hope that we can go back to focusing on the positives of the department that far outweigh what this article pertains to.

It would make the town look so much better if we focused on the positives that our dedicated employees continually contribute to our wonderful town. One suggestion would be to thank town resident Bob Lacz and those members of the department that put in over 120 hours of totally volunteer time to get the forestry painted and lettered in time to show the taxpayers at town meeting. Another would be to thank all the members for their continued unselfish dedication to the current mission and growth of the Deering Fire and Rescue. There are just so many positive things that can be written in regards to all of our dedicated town employees.

Regards,
Doug Connor
Resident, Taxpayer, & Dedicated Town Employee

Please sign in

Brian Hyatt

Chad Pesh

Yale Johnson

Doug Leland

Sharon Simpson

John Shaw

BB

Jeff

Dan

Dal