

Carroll Select Board
Meeting Minutes
March 15, 2021

“These minutes of the Town of Carroll Select Board have been recorded by its Secretary. Though believed to be accurate and correct they are subject to additions, deletions and corrections by the Select Board at its next meeting when the Board votes its final approval of the minutes. They are being made available at this time to conform to the requirements of New Hampshire RSA 91-A:2.”

Due to the COVID-19/Coronavirus crisis and in accordance with Governor Sununu’s Emergency Order #12 pursuant to Executive Order 2020-04, this Board is authorized to meet electronically and did so through Zoom.

Minutes recorded by Heather Brown, Secretary

Board Members: Robert Gauthier Jr., David A. Scalley, Kenneth D. Mills

Members of the Public: Tadd Bailey, Imre Szauter, Greg Hogan, Lori Hogan, Melissa Jellison, Josh Basnar, Jeremy Oleson, Ben Jellison

The meeting was called to order at 6:00 p.m. by Chairperson Scalley

Pledge of Allegiance

Chairperson Scalley announced the approval and signing of the manifests. Chairperson Scalley and Selectperson Gauthier both acknowledged that they signed. Selectperson Mills had not yet, Selectperson Gauthier said that he would show Selectperson Mills.

APPROVAL OF MINUTES 3/10/2021 – Selectperson Mills made a motion to approve the minutes of 3/10/2021 with discussion. Selectperson Gauthier seconded. Discussion -Mills commented that there were typos, but nothing significant enough to alter the meeting minutes. Chairperson Scalley addressed comments on page 4, 3rd paragraph, “Melissa Jellison stated that she delivered the letter to Bonnie (Moroney), but noted that Select Board did not see it until March 1st.” Chairperson Scalley would like to note that people should be emailing or directly giving any letters or correspondence to the Admin to the Select Board in order to get any information to the Select Board in a timely manner. All in favor. The motion passed.

OATHS OF OFFICE – Chairperson Scalley read each of the oaths out loud.

Terry Penner – Planning Board, one-year term, 2022

Michael Finn – Planning Board, three-year term, 2024

Aaron Foti – Zoning Board of Adjustment, three-year term, 2024

Janet Nelson – Zoning Board of Adjustment, three-year term, 2024

Selectperson Mills made a motion to sign the oaths of office. Selectperson Gauthier seconded. All in favor. The motion passed.

BUDGET DISCUSSIONS – Chairperson Scalley stated that in his 7 years of reviewing the budget this is the first time it’s gone to a default budget and he believes the tax payers have spoken and wants to see a change. Chairperson Scalley feels that between department heads and the Select Board they

should honor the vote and work within the default budget moving forward. Chairperson Scalley asked the Board if they would like to discuss the budget and then have department heads review what they can and can't do with their budgets and come back to the Board at the next meeting with what they can or can't cut, evaluate their own budgets and as the Board we can evaluate as well, going line by line.

Selectperson Mills stated that he likes the idea of having the department heads evaluate their budgets, since they would know a lot better of what can be adjusted, and then everyone can get back together to review. Selectperson Mills would like to see that approach.

Chairperson Scalley noted that there are three department heads that would take care of five of the budgets and the Select Board would do the financial and a few other things. Chairperson Scalley also noted that Selectperson Mills was not present at the original presentations of the all the budgets and suggested having the department heads review their own budgets and come back with what they can/can't do, and the in the meantime the Select Board in a public meeting can discuss the other line items.

Chairperson Scalley stated that he would like to discuss one item that was on the budget that was received today, noting that the Board would have to make to a decision moving forward on line 4150.10-900 PTO buyout for \$70,450.60. Chairperson Scalley noted that there was an Employee Benefits Fund Warrant Article that was voted down this year for \$10,000 and he believes there's approx. \$18,000 in there currently

Chairperson Scalley asked the Admin. if all of the PTO buyout was taken from the PTO buyout line, the Admin. confirmed they were. Chairperson Scalley suggested that Brad Houston and Kelly Trammell's buyouts could be moved and paid out of the Employee Benefits Fund which has a current balance of \$18,855.07. Chairperson Scalley explained that they cannot use all of it because it's for the employee's benefits, noting they can use some of the money, but not all of it. Selectperson Gauthier noted that approx. \$12,000 was paid out, regarding the total for the two employees in question.

Chairperson Scalley asked the Board if this is something they want to do. Selectperson Gauthier asked if that's what this fund was established for, why wouldn't we able to use the full amount? Because it was for retirement. Chairperson Scalley explained that they can use it for Kelly and Brad, but not for the rest of the employees because it was a PTO buyout. Selectperson Gauthier explained that he believes that's what it was established for, buyouts, retirements, and paid balances of leave that were approved. Selectperson Gauthier questioned leaving the remaining \$6,000 in the account and needing that amount put in each year. Chairperson Scalley confirmed that they would not need that amount each year put in now. Chairperson Scalley stated that he would have to check to see the way it is written and how it was established. Chairperson Scalley is ok with the Board researching it and making a decision later on, it would just be moving monies.

Selectperson Mills stated that it was Article 16 that was turned down, and wanted to confirm that the Board is wanting to know about the specific line item and the relationship between that amount of money currently in that account. Chairperson Scalley confirmed. Selectperson Mills suggested designating a point of contact to do the interactions and stay with NHMA and then deliberate with the Board. Chairperson Scalley responded that the Chair usually works with the Admin. and then gets back to the Board. Selectperson Mills acknowledged. Selectperson Mills also asked that the Board lean more towards using NHMA than Town counsel, in regards to expense. Chairperson Scalley agreed and confirmed.

Chairperson Scalley confirmed with Chief Bailey that he was ok with what they discussed; department heads review their budget. Chief Baily responded that he would be happy to discuss it right now.

Ben Jellison asked the Board if that was the discussion on the PTO buyout line? Noting that it's on the agenda and just wanted to confirm the discussion. Chairperson Scalley stated that it was on the PTO buyout line of the budget agenda item. Chairperson Scalley confirmed there was more discussion later in response to Ben Jellison.

Chairperson Scalley decided to continue the discussion on the PTO buyout line, and let Ben Jellison know, since it started out as a budget discussion and morphed into PTO. The board will go back to budget discussions after.

PTO BUYOUT LINE - Ben Jellison stated that he understood using that account for the two people who left the Town, but is questioning why the Town needs to go forward with the PTO buyouts if the budget failed. He also stated that the Select Board put the extra \$60,000 in the budget, noting they amended the budget at the deliberative session to include that \$60,000. Ben Jellison questioned the Board, stating that if the budget failed then the PTO buyout would have also failed. Chairperson Scalley stated that the PTO buyout was done before the vote and was done on March 1st.

Ben Jellison questioned the thinking on that decision and spending the money before it was had. Selectperson Gauthier stated that they spent the money, knowing it was going to straighten out the employee manual, that was really what the whole buyout was and the March 1st date to do it in, that's why.

Ben Jellison questioned the March 1st date, asking if it was language in the employee manual. Selectperson Gauthier responded that it was to have a definitive date that they were going to initiate changing the employee manual, sooner rather than later, because each day, as the employee manual goes on, we were calculating it incorrectly. He further explained to fix it, the Board chose March 1st as the date and gave the 30 day notice as soon as they could to correct the issue as soon as possible.

Ben Jellison acknowledged, but further stated that it seems like to him, the Board was spending money they didn't have and noted that there is no recouping that at this point. Selectperson Gauthier stated that it was thought of, with Town meeting coming up, and they did have that discussion and they did know at some point it could be the default budget, but they felt it was important enough to go forward and get that piece of legislation, so to speak, corrected and done. Ben Jellison acknowledged the response.

Selectperson Mills said it was his understanding was that it was done in an attempt to rectify an issue that was perceived as costly vs. what the benefit was for the Town. He then asked "will that change, benefit the Town in an amount that is at least close to the \$60,000-\$70,000?" Chairperson Scalley responded no matter what that they had to pay those benefits anyways over the 12-month period, between now and December 31st. Legal strongly suggested that we buy it out now and clean it up now, because it was very difficult to fix what was already put in place. Selectperson Gauthier stated that they could have prolonged it, there were several opportunities to prolong that particular thing, but because the balance and those numbers were already there, at some point we would have ended up buying them up, even if we corrected.

Chairperson Scalley explained that they could have fixed in June, but noted that if employees got pay increases in April, the PTO buyout would have been more money. Selectperson Mills noted that the

amount was already significant and then asked, by waiting 2-3 months if it would have gone up significantly more and if the Board felt that acting now, regardless of the budget issue, if it was more appropriate time? Chairperson Scalley confirmed. Selectperson Mills noted that he was not part of the PTO buyout and is just trying to understand what happened.

Selectperson Mills asked the Board about pay raises. He explained that he understands that was also in the budget, and since it's the default budget, and pay raises are also an issue, he believes it needs to be addressed in the finances of the default budget. Chairperson Scalley responded that is for discussion tonight.

Selectperson Gauthier also responded that when buyouts were done, there was also a revisit of the original proposed pay increases and that was also addressed at the same time to kind of offset the hit, so that number will be raised. Example if it was \$70,000 total cost for the buyout, based on whatever proposed raises, the employees were spoken with and that number was actually reduced and that was going to offset some of the buyout. Chairperson Scalley further explained with an example that if the employee had a pay increase from \$20/hr to \$25/hr, they spoke with the employee and it was agreed that the employee would get \$22.50/hr. The \$2.50/hr difference added up to almost \$29,000 amongst the entire town to offset the \$70,000. He further explained that if they were to get all their raise, it would have cost the Town another \$29,000.

Selectperson Mills asked the Board who spoke with the employees and what was the basis on the revised increase. Chairperson Scalley stated that the Board came up with compensations; noting this is before Selectperson Mills was on the Board. Selectperson Gauthier stated that it was all in the previous minutes and some in non-public as well.

Chairperson Scalley asked Ben Jellison if he had any further questions. Ben Jellison responded that they talked about it at deliberative session, and further asked the Board if this plan/money idea, came from the Board? Also asking if the employees were given options and if they were talked to about the entire buyout process, prior to it happening, prior to getting to the deliberative session and upping the budget \$60,000-\$70,000? Chairperson Scalley responded that there was a meeting on Zoom and that there were discussions with employees about how the PTO package was being calculated incorrectly and what they were going to do with the buyouts. The Board put all the numbers together and addressed with the employees. Ben Jellison questioned the process, and further asking if the employees weren't part of the buyouts, that came from the Selectmen, the Selectmen said we see this is the problem and this is how we're going to fix it?

Selectperson Gauthier stated that back in November, when they first talked about it, the Board brought it to the employees, as far as giving 30 days' notice, it started off with one item, but because of that one item and the way that it was being accumulated, it became evident that it wasn't going to be that simple. The Board had to go back to drawing board and it snowballed into everything needing to be addressed, noting they had originally only discussed dealing with sick leave, but after opening that can of worms, so to speak, they had to deal with everything, holidays, personal time, and vacation time, so it became evident it what was going to have to happen. He further stated that as far as involving the employees and discussing everything with them, that started in November and it went through December, noting Select Board had a lot of discussions on compensations in non-public, and then they brought it to the employees and explained their rationale behind the decision that was made and where it was going. Ben Jellison acknowledged the response.

Ben Jellison asked if the Board made their decision based upon what they thought was best, as well as

the input from the employees of what they thought were best? Chairperson Gauthier explained that it's still evolving and there have been discussions since the institution of it. Further explaining that there are still other things evolving that he is going to bring to the Board's attention and hopefully continue to expand on them, noting the employee manual maybe getting a little bit better, especially for our emergency workers.

Ben Jellison explained that he is concerned, stating that if this process is still evolving and you guys wrote these checks to the Town employees for this money, I would think before we would go and spend this money, we would have the process locked in. The fact that you are saying it's still evolving is worrisome, is it going to cost the Town more money on top of what was already spent?

Selectperson Gauthier clarified his meaning of the term "evolving", he explained that employees come to the Board and say 'how about if we do this', it might be something we change, I think that's where I use the word evolving. What we did was pretty clear cut and decisive. Any other evolving items would be internally based on the framework established. Chairperson Scalley gave an example—explaining right now the employees have 11 holidays, some employees were talking to the Board about making some of them floating holidays, so they can use them when they want to use them, and it doesn't have to be on the holiday, because some the employees already work on the holiday, that's what is evolving. He further stated that nothing is evolving that is going to cost the tax payers any additional money.

Ben Jellison expressed that he is befuddled that the money was spent before the Town had it. Chairperson Scalley explained that there was no choice and that if it wasn't bought out, it was only going to be a compounding problem going forward, which would cost the tax payers additional monies.

Ben Jellison asked what it would cost the tax payers March 1st to April 1st, noting what one more month have cost, and if the Board had that figure? Chairperson Scalley and Selectperson Gauthier both responded that they did not have the figure. Ben Jellison, asked that moving forward he would appreciate getting that information, explaining that he has a hard time believing one more month was going to break the bank. Chairperson Scalley responded to Jellison and asked that if he said it was a \$5,000 savings between April 1st and March 1st, would that make a difference? Further noting that it's already done at this point and what is the sense of finding out what it was going to save, it's already done.

Ben Jellison stated that he is concerned that the Board spent money they didn't have. Chairperson Scalley responded that it wasn't just the Board's decision, it was also Town legal that directed them. It was costing the Town more money and this was the best route for the Town to buy it out at this rate. Ben Jellison stated that he is not disputing the buyout, he is saying it should have waited until April 1st. Chairperson Scalley and Selectperson Gauthier both stated that it would have cost more money. Chairperson Scalley further stated that it still would have costed more money and they still had to do it, no matter what, they had to do it.

Selectperson Gauthier further explained the reasoning, noting that if they approved the pay increases the buyout would have cost the Town more, never mind the miscalculated PTO accumulation and what they were trying to correct.

Selectperson Mills appreciates Jellison's input, but explained that he does not believe the purpose of the body is discussion. He believes this is meant to be a Select Board meeting input, limited with progression through the agenda. Chairperson Scalley expressed that this is a taxpayer asking a

question who doesn't understand what happened with the PTO package and why it got to this point. Chairperson Scalley offered to sit down with Ben Jellison and explain it in depth, why they did it, why they had to do it, and chose to do it. Ben Jellison responded that it's already been done and he does not see any sense in spending anymore time.

Selectperson Mills asked when this problem was identified, in reference to the PTO, accruing for some period of time and then realizing there was a problem. Chairperson Scalley responded the starting point was the day it was implemented, further stating he also approved it, with Brian Mycko and Paul Bussiere, and at that time he was the biggest opponent against it. He further explained the calculation of it, noting the PTO was being calculated incorrectly and some employees were benefitting from it and kept benefitting from it, it was a never-ending money train, and they couldn't get a handle on it. Selectperson Mills asked if would it be fair to say, given what was said that they needed to see some data from this evolution to really come to this point to see there was a problem. Chairperson Scalley stated it was last April around when Covid happened. Selectperson Mills thanked Chairperson Scalley for the clarification.

BUDGET DISCUSSIONS—Chief Bailey briefly went over some of his line items and expressed that if the budget did pass, he was still going to run into issues (trainings, staffing, OT levels). Chairperson Scalley stated that Chief Bailey originally asked for \$25,000 for OT and it was brought down to \$18,000. Chief Bailey explained that he brought that up because he is concerned with anticipation of shifts not being covered, due to the required trainings that full-timers are required to have, up to 16 hours per officer, totaling 64 hours of training. Chief Bailey verbally explained and did confirm he could get the Board a copy of his budget that he is working on.

- Made the Board aware he is upside-down with pay, he has patrol officers making more than supervisors.
- PD Bretton Woods Telephone Co. line defaulted to \$2,600, that is going to be short about \$3,580, noting that they are signed into.
- PD Gasoline line went back up to \$12,000 (it was reduced to \$10,000); that will help with the Bretton Woods Telephone Co. line—Chairperson Scalley pointed out that last year's Gasoline line, noting only \$4,532 was spent and the \$12,000 budget is heavy. Chief Bailey explained that they were also down a full-time officer for four months and a vehicle wasn't used for 40 hours a week for four months and would have come up a few thousand dollars easily. Chief Bailey stated that the extra is there to help offset the Bretton Woods Telephone line.
- PD Accurant and PD Fairpoint lines are both gone, there is \$2,550 sitting there
- PD Copier Lease line defaulted to \$0.00; line is short \$750.00 and we are locked into that.
- PD IMC line is going to be short \$171.00, at least.
- PD Equipment purchase; with default budget will be short \$200.00.

Chief Bailey stated that this was what he had gone through today and will be short roughly a little over \$5,000 and does not have a lot of wiggle room. Chief Bailey said he would have more information for meeting next week.

Discussion between Chief Bailey and the Board regarding the upside-down pay resulting from going the default budget, cost benefit to hire someone new with experience vs. training or being without an officer. Chief Bailey stated that it was adjusted accordingly if the budget had passed, but since the budget didn't pass it's inverted. Chief Bailey noted that in his budget presentation the pay rates presented were based on other similar surrounding area departments and within the average median over the past five years, and be a complete police department.

Chief Bailey also noted that when it was known the budget failed, the department has taken steps to adjust the schedule accordingly to try not to get overtime and they will continue to do so over the year.

Chief Oleson stated that he has a few variables—Maintenance wise, noting that it is pretty razor thin; can't plan emergencies, explaining that the labor lines can be difficult. He stated that on the FD Radio Repair there is \$11,000 that they could lose. Fuel depends on incidents, typically they have something left, but it is an unknown.

Chairperson Scalley explained to Selectperson Mills that all of the departments most always come in under budget, between 7-13%, noting that the departments are very conscientious.

Chief Oleson explained that the resort hotel added on more capacity and the changing of the virus, noting that it's unpredictable of the busyness and the shorthandedness.

Chief Oleson stated that he would have better information at the meeting next week and look at a trend of what was seen last year, noting it not guaranteed, but would give some type of feeling.

Chief Oleson also said there may be money in the dispatch line.

Selectperson Mills asked about last year at this time, noting when lockdown ended, and what to expect going into this year. Chief Bailey explained that it was thought with everyone in lockdown and staying home, they anticipated nothing happening; what happened in reverse, 15-20% condo occupancy that jumped to 80-100% and call numbers jumped through the roof, noting that it was one of the busiest summers as a Police Officer. Further example, just today, they did 23 calls and dread what summer is going to bring and the possibility of not properly covering shifts, response times and the effects other PD's having to handle calls, which creates three times as much work for the department to follow up on.

REVIEW OPEN POSITION WITH FIRE CHIEF INPUT – Chief Oleson stated that he has tried to get it out to a couple of people, noting that there is some interest. He further explained that it's not a typical position, 10 hours, 3-4 times a week and a difficult position to fill with people in the past and noted the schedule and the recent vote. Chief Oleson stated he had not posted yet, because he was waiting for permission from the Board. Chief Oleson also noted that the open position was the Health Officer as well. Chairperson Scalley asked if there was a way to pull two part-timers to fill the shift. Chief Oleson explained that he has been trying to coordinate that, but is having a hard time. Also noting there's limited or no training happening right now and the schedule is not ideal.

Chief Olsen confirmed that he will be posting the position.

Selectperson Mills inquired about the open position. Chief Oleson explained that the position handles quality assurance and quality improvement with ambulance calls, makes sure everything is ready for billing, organize EMS training, medication checks, taking care of the ambulances, etc.

CWW EMERGENCY PLAN – 2021 Carroll Water Works Community Public Water System Emergency Plan. Selectperson Mills made a motion to sign the CWW EMERGENCY PLAN. Selectperson Gauthier seconded. All in favor. The motion passed.

ROAD MAINTENANCE PLAN – Chairperson Scalley stated that Greg Hogan sent a preliminary

draft Road Maintenance Plan, noting that is something they don't have, and would like the Board to review and discuss implementing a policy. Selectperson Gauthier stated he had reviewed and liked the way it was written. Selectperson Mills stated that he had not had a chance to review it and would like to. The Board agreed and decided to the table and review for the next meeting and have some input.

FIRE TRUCK PAYMENT – Chairperson Scalley explained that they have the fire truck payment that was approved in the budget that was denied and now that they are working off the default budget, it's not in there. The payment is \$49,601.09, due April 5th. Chairperson Scalley explained that there was a Warrant Article done the prior year for a piece of equipment for approx. \$430,000 and \$200,000 came out of the Special Revenue Fund through the voters, no tax to the voters, and then they decided to put this payment in the budget. He explained that they already have \$200,000 invested, and noted that there is an escape clause, but it does not make financial sense. He expressed that there is a payment that needs to be made and needing to find it in the default budget. Chief Oleson pointed out there are two capital reserve funds (Fire Truck and Emergency Van), totaling approx. \$11,000. Chief Oleson noted that the money is kept there if something catastrophic ever happened. He also reminded that there is a Special Reserve Fund, the Select Board is not an agent of and would need to take a vote. Chief Oleson also reminded the Board that next item to be replaced is an ambulance.

Chairperson Scalley noted that there are options to capture some money, however at the moment there is a payment that needs to be made. The Board discussed and agreed that the check would be cut to pay the Fire Truck.

CHECKS FOR WARRANT ARTICLES – Discussions regarding cutting of the checks for warrant articles, library, etc. Chairperson Scalley suggested that the Board refrain from cutting the checks right away, unless they absolutely have to be cut, noting that they are not usually, but to wait until the Board pulls the budget together.

Discussion amongst the Board about writing letters explained that they are not paying them right away. Selectperson Gauthier asked about the benefit to hold off. The Board determined the number of warrant article checks totals approx. \$18,000. Chairperson Scalley stated that they're going to have to pay anyways. The Board agreed and decided to cut the checks for the warrant articles.

MS-232 CERTIFICATION – Selectperson Mills made a motion to sign the MS-232. Selectperson Gauthier seconded. All in favor. The motion passed.

Chairperson Scalley stated that he wanted to mention something prior to follow up to the Board and in public, he would like to ask the Board if they would like to set a time limit for meetings, 10:00 p.m. The Board agreed unanimously and felt that it was a great idea.

FOLLOW UP:

TAX DEEDED PROPERTY – ROUTE 3 NORTH – Chairperson Scalley stated that he has not had a chance to follow up but will via email.

SOUND PANELS – COMMUNITY ROOM – Chairperson Scalley confirmed with Imre that they are scheduled for Wednesday. Imre informed the Board that the trucking company has his contact information and they are going to reach out to him with a time window of when they will be delivered to the Town Hall.

WATER REPORT – Nothing new to report. Greg and Scott are waiting for more information.

RIGHT TO KNOW LAW/SOCIAL MEDIA – Chairperson Scalley stated that this was addressed last week and discussed. There were some questions of keeping social media pages, deleting them and checking with Primex about coverage. Selectperson Gauthier is worried about liability and the availability to use the Town’s website, even re-vamping if needed. Chief Bailey stated that because it’s a public page you can’t prohibit any comments, noting that there have not been any issues. Chief Bailey explained that people rely on the Facebook pages and he’s gotten feedback from some of the community members that follow/like the PD page, approx. 4,600. Chief Bailey expressed the benefits of the page. Chiefs Oleson and Bailey both confirmed that they can moderate comments, noting the admin of the page would review it before it posted to the page. Chief Bailey also pointed out the PD’s Facebook page now has a disclaimer “we reserve the right to delete any posts that are deemed to be threatening, derogatory, defamatory or discriminatory, as well as comments not related to the content of the post”.

Chief Bailey thinks the main issue with right to know stuff, is that if somebody posts something on the page and deletes it, because it was not captured originally, the Town could potentially be liable, and he is only bringing the Board up to date with 91-A, and addressing as a whole.

Chairperson Scalley confirmed the service Chief Bailey spoke about was \$250/month which would be \$3,000 a year. Selectperson Mills asked if there was any downside to not having a Facebook page, as he believes we are not obligated to have a Facebook page. Chief Bailey reviewed what the company he presented did, highlighting that they monitor the social media pages 24/7, and the moderating of the social media page would be done by the department. Chief Bailey reminded the Board that they have not had issues and was only making the Board aware.

Chief Bailey also pointed out the benefits of using the Facebook page, noting that it’s a free platform to use and gets information out. He further pointed out that people use/have a Facebook account, and it’s easier than Googling the Town’s website. He also reminded that there have been no issues and would like to keep going as is, departments monitoring the pages and if an issue arises, reevaluate at that time. Selectperson Mills reminded that cost is a consideration and with the new information Chief Bailey presented, he sees another side with the Facebook page and people being able to see what is going on and the benefits.

Selectperson Mills suggested to the Board that it predicate the decision on what the insurance company says because of liability, if we not covered, terminate Facebook pages, if we are covered keep them. Chairperson Scalley stated that he would communicate with Primex with what their response is.

REVIEW RSA 231:92 and 231:92A – Chairperson Scalley stated that he has not had a chance to fully review it. He then addressed Melissa Jellison, stating that the Board is looking at a policy for road maintenance and winter protection, including the sidewalks, to rectify the issues. He explained that once the draft is finished the Board will share with the public. Melissa Jellison asked when she could see the draft, Chairperson Scalley responded that it would be public knowledge after the Select Board approves it.

CAMPAIGN SIGNS – Chairperson Scalley asked Selectperson Gauthier if he had anything further. Selectperson Gauthier confirmed that he did not and that everything was addressed at the last meeting.

Ben Jellison explained that he is confused how the topic came out under “other” in the meeting last

week, noting that the Select Board makes the agenda. He further stated that if he knew there was going to be discussion he would have attended the meeting, but because it was slid in under “other” he feels the board wanted to pontificate on their opinion and move on.

Selectperson Mills asked for clarification because it was talked about last week and it was on the agenda this week as follow up. Ben Jellison stated that it was brought up under “other” and there was no agenda item that said campaign signs.

Chairperson Scalley stated that tonight he has four other items under “other” that he is bringing up as the meeting has been going along. He further explained that the topic got carried forward to this week after there was discussion last week that Selectperson Gauthier brought up, he then asked Ben Jellison if there was anything he wanted to elaborate on from the meeting minutes.

Ben Jellison explained that if the Board was going to have discussions like this or non-topics that affect other people in Town, they should probably warn it correctly and let people know on the agenda that it’s going to come up, so people can hear both sides of the conversation, say between two people; noting that it rubs people the wrong way when the Board does stuff like that.

Ben Jellison then informed the Board that the last time the budget failed was in 2004, noting it was an SB2 and got voted down. He went on further to point out that the Board should be focused on what is going on and it’s a direct message to the Select Board, noting that it’s moving the meeting dates, having them at different times, sliding stuff in under “other” and explained that he feels that they are going to disenfranchise the public. He further explained that they are elected to the Board, and as a tax payer it’s his job to come here and get the information and question the Board. Ben Jellison referenced earlier in the meeting that Selectperson Mills stated that it wasn’t appropriate at the time to be asking questions, in regards to talking about the PTO, and Ben stated that it was absolutely appropriate; noting that he does appreciate Chairperson Scalley stating that he wanted to make sure the record was clear.

Selectperson Mills apologized and explained that the content was not what he was intending and was speaking to individual personnel and pay and compensation, noting personnel issues are non-public, budget and manual is absolutely public, and was not trying to stifle anything and wanted to be clear about that.

Chairperson Scalley stated that he understands Ben Jellison and thinks to clarify what he thinks what Ben is trying to say is to be more transparent as a Board and if there is any “other” and it’s discussing someone that is not available or present at the meeting that it be tabled until the next meeting and put it on the agenda. Ben Jellison confirmed that would be the appropriate way to do it, noting that they are the Select Board and they do make those decisions. Jellison went on to explain that he hopes with this budget getting voted down, the Select Board figures out what is going to happen and gets focused on being transparent and how to fix this, as opposed to who puts what signs where on Election Day.

Chairperson Scalley directly asked Ben Jellison, as a Select Board person, do you feel the budget got voted down because of the Select Board members having quick meetings and not scheduled meetings on Monday’s or Tuesday’s or whenever? Ben Jellison responded that his honest opinion is, he thinks there is a lack of trust between the voters and the Selectmen and those are some of the reasons why there is a lack of trust, noting town politics 101—if the tax payers and the townspeople don’t trust what you are doing, they’re going to vote it down and it is exactly what happened. Ben Jellison stated that he thinks personally, it’s a lack of trust.

Discussion between Chairperson Scalley and Ben Jellison regarding the number of voters this year vs. last year.

Chairperson Scalley asked Ben Jellison if these voters came out this year because he (Jellison) feels that there is no trust in the Select Board, and further asked what the Select Board could do to have a better transparency for the voters in his opinion to earn better trust? Ben Jellison referenced a letter that was submitted by his wife about sidewalks, Chairperson Scalley confirmed they did receive the letter from her. Ben Jellison asked if they researched the RSA's in it, if they read it and if the Board knew what they were mandated as a Board to do? Chairperson Scalley stated, no and that they admitted that.

Selectperson Gauthier explained that they have many balls that they are juggling, but their eye is on the ball and in reference to "other" on the agenda, it brings it to the Boards attention and then it goes to follow up to have further discussion, noting that if he read the minutes, it reflects it and he felt that Ben's reasoning was sound and the Board understood it. Ben Jellison replied that he only knew about it because it was in the minutes and felt that they could have had a deeper discussion if he was available to be at the meeting when it was brought up. Selectperson Gauthier felt that it didn't have anything to do with Ben, other than it got brought up and that he brought it to Jellison's attention and thought that Jellison's reasoning was sound and brought it to the Boards attention, and whether moving forward, do we allow signs on public property. He further explained that with scheduling and availability they make adjustments and be flexible with meetings, noting that they are not trying to do a bait and switch.

Ben Jellison pointed out that Board needs to understand there are ramifications for that, and does understand scheduling for meetings because of availability, but further explained that people also work and plan to attend the meetings and when they are changed it makes it harder. He then gave an example that meetings were on Monday's at 7:00pm and everyone knew that so they could attend if they wanted to and knew it was happening that day and that time and further explained that it's hard to get the word out that the meeting has changed, noting they can go to the website, but some struggle trying to get onto Zoom, never mind getting onto the website.

Ben Jellison stated he is only trying to give the Board examples of where it is coming from, in response to Chairperson Scalley asked where this was coming from and Chairperson Scalley thanked Ben Jellison.

Imre Szauter confirmed there were 184 voters in 2020 and 291 voters in 2021.

CARD ACCESS – Imre Szauter presented follow up updates to the card access system and noted issues with the system in regards to communication, noting issues with wifi, event log and updating the panels. It was also confirmed with the Board that Annette Marquis will continue to keep her access card while working with the new treasurer and transitioning and there is no time limit designated at this time. Imre explained the connectivity issue is with Bretton Woods Telephone Company and they are working on it. Selectperson Mills brought up that there are contracts for services that are failing to provide and is asking if there is anything in the contract that we are entitled to a rebate to have the contract extended for the time there is a failure to provide. Imre would like to resolve the technical issue first, and then if they are not performing/responding to the Town, then a follow up with them and then bring to the Board.

LAND USE SECRETARY POSITION & ADVERTISEMENT – Chairperson Scalley stated that there

have been two applicants. He reached out to both today and left them messages to call. Chairperson Scalley reviewed past procedure, noting that he has met with the last few applicants and then comes back to the Board in a public or non-public meeting to discuss. Selectperson Gauthier confirmed and Selectperson Mills agreed.

Chairperson Scalley confirmed that the advertisement has stopped.

Chairperson Scalley noted that Greg Hogan was not available tonight to discuss his budget and would do on Monday.

OTHER:

Selectperson Mills asked what the Boards procedure is for non-public minutes for review, noting the votes to determine their accuracy and confirm if it was what was talked about and then properly filing. He further asked about protocols for accepting the minutes. Chairperson Scalley reviewed his research from NHMA and proper protocols, as well as information gathered from other towns on their protocols, confirming we are doing it the same way. Selectperson Mills acknowledged.

Selectperson Gauthier explained that he is getting coalition emails and would like them to go to the Admin. to be circulated to the Board and not to him directly. The Board agreed that the emails should go to the Admin to be sent to the members. Selectperson Gauthier is going to reach out to the coalition to make the change.

Chairperson Scalley expressed that he would like to try to pay vendor invoices bi-weekly, not weekly, unless it's a reimbursement, noting there have been checks for \$0.96 and \$0.86 in the past couple of weeks. He would like to try and pay off a statement if needed or bi-weekly and the normal vendors monthly, like CN Brown, Franconia Gas, Eversource, Verizon, etc. He explained that he would like to try that avenue to save time, cost and money and if it works in the Town's favor they can continue it, but noted that if the Admin. needs it to go back to the way it was, the Admin. has that option and use her discretion on how to pay the vendors. Selectperson Gauthier is ok with it, Selectperson Mills expressed that he was ok with it, as long as there was not threat of late payments.

Chairperson Scalley explained to the Board that prior to Heather coming on as the Land Use Secretary, there was no one filling that position and the Select Board asked both Planning and Zoning Chairs to pickup the slack a little bit more to help out. He further explained that Heather is doing both positions currently and without harboring the Admin. position, Chairperson Scalley would like to ask the Board to ask the two chairs to step up and do their own research and applications until the position is filled and once the position is filled it would be taken care of by the secretary again. The Board agreed.

Chairperson Scalley stated that he would like to add sale of the old fire station to the agenda next week.

Chief Bailey would like to point out the PD door is always open and encourages anyone to come check out, etc. noting the public safety in the town is changing.

Discussions regarding the date and time of the next meeting, flexibility of scheduling the meetings to accommodate with work schedules, flexibility of start time to accommodate a busy agenda and the manifests needing to be signed by Tuesday at the latest.

Chairperson Scalley announced the next meeting will be Tuesday, March 23, 2021 at 6:00 p.m.

At 8:39 p.m., Chairperson Scalley announced that the Board will be going into non-public session per RSA 91-A:3 personnel and RSA 91-A:3 legal.

At 8:39 p.m., Selectperson Mills made a motion to go into non-public session per RSA 91-A:3 personnel and RSA 91-A:3 legal. The motion was seconded by Selectperson Gauthier and polled; Gauthier – yes, Scalley – yes, Mills – yes.

At 9:57 p.m. Chairperson Scalley made a motion to return to public session and seal the minutes. The motion was seconded by Selectperson Mills and polled; Gauthier – yes, Scalley – yes, Mills – yes.

At 9:57 p.m. Chairperson Scalley made a motion to adjourn. Selectperson Gauthier seconded and the motion passed unanimously. Chairperson Scalley declared the meeting ended at 9:57 p.m.