

Town of Bartlett Office of Selectmen

Meeting Minutes: 01-28-19

Attendance: Chairman Gene Chandler, David Patch, Vicki Garland

Visitors: Annette Libby, Barry Trudeau, Darlene McEnaney, Kevin McEnaney, Betsy Rand, Julia King

Reporters: None

Meeting opened at 03:30 PM.

Fire Chief L. Patrick Roberts and Fire Fighter Jeremy Gordon met with the Selectmen to discuss the following: 1.) Roberts would like an increase in pay for himself. He is salaried and doesn't receive time and a half. He has been the fire chief for 15 years and is suppose to work a 35 hour week but he averages 44 hours per week. He is on call 24/7 365 days a year. He worked 34 hours straight during tropical storm Irene and couldn't help his Dad whose house was flooded. He worked the fire at the Kearsarge Peg Mill and they saved the cell tower and smoke stack. He is responsible for everyone and had to miss his grandson's birthday party because of being on a call. He has to do everything himself and wants to get paid for the time he works. He would like to change from salary to hourly, receive time and a half as well as a stipend of \$35.00 per hour to be on call. Chairman Chandler commented that Roberts is requesting to receive \$106,000.00. Roberts stated that on an average a fire chief receives \$78,574.00 and he has been a chief for 15 years. Roberts would also like to add an additional full time fire fighter/EMT at \$45,000 plus the cost of benefits and this doesn't include time and a half or on call pay. Roberts stated that he can't keep up with the work load. Chairman Chandler did remind him that in addition to his insurance the town paid NH Retirement \$20,000.00 for only him. Roberts replied he also paid \$6,600.00 in to his retirement fund. Selectman Garland stated that she will look at everything and that she does support that he receive the balance of the amount that was voted for last year. Selectman Garland mentioned that \$86,000.00 was a lot of money and he would have to make a choice between raises or a vehicle. Roberts stated that was not fair and he has been on the department for 40 years.

2.) Roberts would like to purchase turn out gear, ladder belts, pagers, scene lighting, SCBA voice amps and cylinders, helmets, helmet lights, structural gloves, extrication gloves and mast harnesses for new equipment which will cost around \$41,900.00. 3.) Roberts would like to replace the 1953 Dodge and the 2000 Ford crew cab four wheel drive and next year tank 2 & 3. Roberts also mentioned that he is expecting delivery of the new utility fire truck that was a warrant article last year in March. 4.) The department had two fire fighters retire this year, Bruce Bennett and Roger Labbe. The department also lost their Chaplain (Bill Rose) as he has moved back to Rhode Island. It is getting hard to get people to join the department now. King inquired if things like a wage and salary survey couldn't be done by volunteer instead of taking time away from Roberts. Rand who works for Roberts as his secretary stated that she is impressed with the work Roberts does and he needs a full time person as he can't do it all.

K. McEnaney stated that the town needs a personnel policy book that outlines everything for each different job and not just shoot from the hip as a policy book is a pretty standard procedure in most industries. Rand stated that she has a job description but no handbook. Chairman Chandler commented that employees are classified as at will.

Rob Nadler of Ragged Mountain Equipment (1RT016-135-L00) had received a friendly reminder about his sign. Nadler explained that the sign is the same size one that he has had for 30 years, he just changes different images about 4 times a year. Photos were provided. He is aware that the sign isn't taught right now and looks bad. Selectman Garland requested that he tighten the sign. Nadler agreed to do that.

In response to the Selectmen's questions from her visit of 01/23/19, Bartlett Recreation Director, Annette Libby, wanted to explain that the Town is responsible for her benefits and wages. The School provides a work space and she only pays for her phone. The Bartlett Recreation Department pays for her assistant coaching stipend. Libby inquired about the \$5,000.00 in the escrow account in the detail account in the town report. Jones stated that is the infamous tennis court account that we didn't know where it was for a few years. Libby inquired about the recreation land listed in the trust and capital reserve funds. Jones explained that is the timber tax. Libby inquired if they can be combined. Chairman Chandler stated that is a question that he will have to ask the Treasurer. Libby informed the Selectmen that she is preparing a warrant article to get her a \$9,800.00 raise.

Selectman Garland informed K. McEnaney that we do have a draft of a personnel policy which Chairman Chandler has edited and she is reviewing. It will be a project reviewed after Town Meeting when there is more time allowed. The policy with changes hadn't received three votes in the past. Selectman Patch doesn't believe that an official vote was taken. K. McEnaney commented that it is a good starting point.

Police Chief Keaton (no appointment) stopped by to see if the Selectmen had any figures for him on his budget. He was informed they are working on it. Selectman Garland informed Keaton that she had received a complaint on what Corporal MacMillan put on face book concerning a recent domestic violence case. The comments section should not be allowed as people saying things like "take a gun and shoot them" is something we don't support on face book. Selectman Garland asked if comments could be blocked. Keaton will check with MacMillan. Selectman Garland inquired if maybe there should be some Starting Point training. Keaton commented that they are open to that.

The Selectmen signed checks, building permits and correspondence during the course of the meeting.

There being no further business the meeting was adjourned at 05:30 PM.

Respectfully submitted,

Brenda Medeiros, Sec.