

MINUTES
SELECTMEN'S MEETING – REGULAR MEETING
January 6, 2020

The Campton Board of Selectmen met at 5:30 pm at the Campton Municipal Building. Chairman Craig Keeney, Vice Chair Karl Kelly, Selectman Bill Cheney, Selectman Sharon Davis, and Selectman Dan Boynton were present. Town Administrator Carina Park was also present. During the work session, the Board signed the manifests and reviewed the bills.

Call to Order: Chairman Keeney called the meeting to order at 5:30 pm.

Approval of Minutes: Selectman Davis made a motion to approve both the public and nonpublic minutes from December 16, 2019 as revised. Selectman Boynton seconded the motion, and the Board voted unanimously to approve both sets of minutes.

New Business:

- **Bid Opening: Screened Sand**

The bids were as followed:

L.E. Johnston Construction – \$15.50/yard delivered, \$12.50/yard pickup

Mark Johnston Construction – \$12/yard delivered, \$8/yard pickup

Hiltz Excavating – \$12.72/yard delivered, \$8/yard pickup

Selectman Davis made a motion to accept Mark Johnston's bid at \$12/yard with delivery. Vice Chair Kelly seconded the motion. The Board voted all in favor and the motion carried.

- **Joint Meeting: Thornton and Ellsworth**

Transfer Station

Debra Shepard, the Thornton Town Administrator, presented the Transfer Station budget. The wage lines include a 2% COLA.

Selectman Davis asked if the increase in uniforms is necessary. Ms. Shepard replied that only one employee currently takes advantage of the uniform service. They were going to invest in items like sweatshirts, T-shirts, and reflective clothing. Another thought was possibly renting the jeans like the highway department does. They would like to get everyone in a uniform.

Selectman Davis also asked if we could reduce the printing. It was budgeted at \$1,200 last year, but it went up to \$3,000 for this year. She said that they wanted to get some new signage for the new building, which was her reasoning higher prices.

Selectman Davis made a motion to accept the proposed budget for the Thornton transfer station at \$252,328. Selectman Cheney seconded the motion. All voted in favor and the motion carries.

Steve Taves, Ellsworth Selectman made a motion to accept the proposed budget for the Thornton transfer station at \$252,328. Anthony Landroche seconded the motion. All voted in favor and the motion carries.

Thornton Vice-Chair Roy Sabourn made a motion to accept proposed budget for the Thornton transfer station. Joe Monti seconded the motion. All voted in favor and the motion carries.

Pemi-Baker Solid Waste

Ms. Shepard presented the Pemi-Baker Solid Waste contract through the numbers below:

\$43,240 – solid waste disposal, level funding.

\$43,250 – solid waste cleanup

\$43,260 – sewage waste cleanup – level funded at \$100.

Selectman Boynton made a motion to accept the above proposals as presented. Selectman Davis seconded the motion. All voted in favor and the motion carried.

Steve Taves, Ellsworth Selectman made a motion to accept the Pemi-Baker Solid Waste Contract. Anthony Laroche seconded the motion. All voted in favor and the motion carries.

Brad Benton, Thornton Chairman, made a motion to accept the Pemi-Baker Solid Waste Contract. Roy Sabourn seconded the motion. All voted in favor and the motion carries.

Fire Department Budget

Chief Defosses said that the biggest discussion right now is that he would like to add eight more weeks of 24-hour coverage in November and December, as those are hard months to fill. At 6 pm, the full-time staff goes off duty and it is up to whoever is on call to respond to incidents.

Selectman Cheney asked for specific statistics on employee coverage and why the Chief needs more coverage. Chief Defosses said that in both winter and summer, it is getting harder and harder to find people to respond to calls. Chairman Keeney said that when the Campton Board previously discussed this, they were against it, because they are just starting to get a handle on the budget, and adding that additional cost would make it hard to handle again. The rest of the Campton Board agreed that they would like to wait a year to implement this change. It would be about \$12,000 more for Campton's portion to add these eight weeks.

Thornton Board member Joe Monti said their Board was in unanimous support that they should support the Chief's extra eight weeks. He said if you look at the Chief's statistics, half the calls are medical calls. A 15-20 minute difference in response time is the difference between life and death.

Chief Defosses said there were 26 calls over the night shift through November and December. He is concerned that they will be unable to meet all calls. The number of calls they are doing for their mutual aid partners, such as Plymouth, are increasing as well.

Selectman Boynton said he would like to have more information and statistics so we have a plan for the direction we are going. There has not been an outlined plan we have seen.

Thornton Board member Joe Monti said that it is not just Campton that is struggling to fill calls. Woodstock and other nearby towns are experiencing the same issue.

Selectman Davis asked the other Board members if they would add the \$12,500 to their budget and get the voters to vote on it.

Chairman Keeney suggested they lower the call company line by around \$5-6,000, if those folks are not coming in anyway.

Selectman Boynton would like to ensure that for next year we have a five-year plan so we know where we are going, and have an idea of the cost in five years.

Carina explained that as the fire department has to absorb an extra pay period in 2020 due to the transition under the Town of Campton in 2019. Chief Defosses is already a week ahead of the other departments in the budget. They need to add one pay period in the wage line for 2020, a number roughly estimated at \$17,000 (gross).

The new breakdown would be as follows: Campton's share is \$475,728.32. Thornton's share is \$375,345.28. Ellsworth's share is \$21,822.40.

Selectman Davis made a motion to reduce the call company to \$40,000 and include the additional 8 weeks of 24-hour coverage which would make the total budget \$872,896 (including the estimated \$17,000). Selectman Cheney seconded the motion. The Board voted all in favor and the motion carried.

Thornton Board member Roy Sabourn made a motion to reduce the call company to \$40,000 and include the additional 8 weeks of 24-hour coverage which would make the total budget \$872,896 (including the estimated \$17,000). Selectman Monti seconded the motion. The Board voted all in favor and the motion carried.

Ellsworth Board member Steve Taves made a motion to reduce the call company to \$40,000 and include the additional 8 weeks of 24-hour coverage which would make the total budget \$872,896 (including the estimated \$17,000). Selectman Landroche seconded the motion. The Board voted all in favor and the motion carried.

Lastly, Chief Defosses said that the department is due for a cardiac machine in the Campton CIP plan, but it is not in the Thornton plan. Estimated cost would be \$24-25,000 for a refurbished one with a warranty and \$30-32,000 for a new one. He will meet with the Thornton Board to discuss this as it is already included in the Campton CIP.

Correspondence:

Carina has a memorandum from Chief Warn. This afternoon, there was a minor fender bender in the parking lot. A gentleman reversed into the SUV police cruiser. This individual was not a town employee. There is a bit of paint and a dent in the grill guard but no other damage.

The Board received a resignation from Sam Plaisted with the ZBA. This came in December 23. He thanked the Board but said he was resigning effective immediately.

Deer Run Dam Restoration project went out to bid this afternoon.

We received a letter of gratitude from John Fisk on Cook Hill Road to thank Butch for his work on the road and May Brosseau for her help with his current use.

The Board received a memo from Chief Warn and a memo from Chief Defosses, each requesting that one of their employees could roll over extra vacation time. Employees can carry over 40 hours currently, so this would be in addition to that. One would be rolling over 32 additional hours and one would be rolling over 40 additional hours.

After hearing their special circumstances, Selectman Davis made a motion to make a one-time exception to policy for these two employees and grant their time to be rolled over, with the caveat that if they have hours to roll over the following year, they will not be granted. The Board encourages their managers to ensure that their employees take their vacation time throughout the year, to the best of their ability. Selectman Boynton seconded the motion. All voted in favor, and the motion carried.

A gentleman on Cascade Rd. has reached out to Carina. The town paved the two inlets of that road this year, but decided to stop plowing the whole horseshoe as we the road is in disrepair. Now, the post office is no longer delivering his mail to him, as they will not pull into a driveway. The Board discussed plowing, but the condition of the road is such that Vice Chair Kelly said he would rather move their mailboxes to Pinnacle than plow the whole horseshoe. Butch Bain, Road Agent, expressed he felt that

we should be plowing the whole roadway due to liability issues. With feedback from the audience, they decided they should go ahead and plow the whole thing.

Privilege of the Floor:

Road Agent Butch Bain spoke up and said in the December 2 minutes, he was looking at the sand and gravel order placement. He was aware of the sand, but not the gravel. There was also some discussion about the Board wanting to get a 1 ton with a V-plow. Butch said that one of his subcontractors previously had a V-plow and it barely lasted him 2 years. He believes it would not be a good fit for the Highway Department. He has other suggestions for better plows. He also said that the Board is potentially talking about eliminating the F550 which is the only truck with central hydraulics. If we eliminate the other 6 wheel, we would add substantial time onto that route. It would greatly increase our labor and we are already running tight. He said he feels as if there was no transparency in this matter and he would have liked to be part of the spec process. He also said that we need another full-time employee, as the department is overworked. The Board decided to continue this discussion with Butch at a later time.

Board Concerns & Directives:

Selectman Cheney brought up “winging,” when plowing, because the way the roads are plowed now, people are going off the road. He expressed that the Highway Department has to change the way they wing so we don’t move the entire snowbank. Butch replied that a lot of the roads here are barely wide enough for two cars to drive past each other. Selectman Cheney said that the ditching done this summer narrowed the roads a good deal.

2020 Budget Workshop:

The Board reviewed the budget and discussed the line items with large variance from last year. Town Administrator, Carina Park is switching to the more expensive insurance plan this year, so that number is higher.

Custodial maintenance for government buildings: Selectman Davis said that the Municipal building never got power-washed and it really needs that, perhaps twice a year. She proposed that they add a couple thousand to the General Government Buildings Custodial Maintenance Rubbish fund to clean the windows and power-washing. Carina said she already asked Jake Tuck if he would be willing to do this job, and he said yes, but would like to wait until spring. Selectman Boynton asked if we could rework the numbers and again pursue hiring a part time maintenance person. It might be cheaper to hire someone to do all these things rather than hire all of them out. They decided to raise this line item to \$18,500.

Funding requests: The requests they have received for funding together with the required paperwork came from the Grafton County Senior Citizen Center (\$5,000), Tri-County Cap (\$3,800), and the Chamber

of Commerce. Mid-State Health and CADY have not sent anything back. The Board discussed reminding these organizations that may have forgotten to submit.

Solid Waste: The transfer station reduces what the town of Campton owes based on the revenues that were brought in. Because of this, the Board budgets based on the expenditures of the previous years. If we did a 64% split on what they are proposing, our budget would be much higher than what we currently budget for. Revenues were down because recycling lost its value. They will make a formal decision on this line when we received the final 2019 invoice.

Overall, we are looking at a 0.007% increase on the total budget.

Non-Public Session in Accordance with RSA 91-A:3, II (a)

In Public Session Selectman Boynton made a motion to go into Non-Public Session under RSA 91-A: 3, II (a). Selectman Cheney seconded the motion and with a roll call vote: Chairman Keeney – aye, Vice Chair Kelly – aye, Selectman Davis – aye, the Board went into Non-Public Session at 7:38 pm. The Board came out of Non-Public session at 8:11pm.

Selectman Keeney made a motion to seal the Non-Public Minutes, and Selectman Kelly seconded the motion. The Board voted in favor and the motion carried.

Board Concerns & Directives Continued:

The Board discussed the confusion amongst some employees regarding merit pay. To clarify, they expressed that all full-time, benefited employees/elected official received Merit Pay in 2019 based on their employee evaluations conducted by either the department heads or the Board of Selectmen. The Board used the same scoring system as last year for consistency. The three tiers are as follows:

Low: 30-41 = \$150.00

Middle: 42-51 = \$350.00

High: 52-70 = \$500.00

Adjournment: There being no further business, Chairman Keeney adjourned the meeting at 8:13 pm.

Respectfully submitted,

Ellyn Franklin, Recorder