

Campton Board of Selectmen's Meeting

Minutes

October 17, 2022

The Campton Board of Selectmen met at 5:30 pm Monday, October 17, 2022. Chair Sharon Davis, Selectman Dan Boynton, Selectman Mort Donahue, Selectman Craig Engel and Selectman Nik Coates were present. Also present were Campton Town Administrator Corey Davenport, Police Chief Kevin Foss, Fire Chief Dan Defosses, and Minutes Recorder Natasha Egger

Call to Order: Chair Davis called the meeting to order at 5:30 pm

Selectman Engel motioned to go into a second non-public session in accordance with RSA 91-A:3 II (C) at 5:32 pm. Selectman Boynton seconded the motion and with a roll call vote: Selectman Davis, aye; Selectman Engel, aye; Selectman Donahue, aye; Selectman Coates, aye; and Selectman Boynton, aye.

The Board came out of non-public at 5:56 pm.

Selectmen's Work Session

Approval of minutes- The Selectmen reviewed public and non-public minutes from the Meeting of October 3, 2022. Selectman Boynton motioned to approve the minutes from 10/3/2022 along with the two non-public meeting minutes for 10/3/2022. Selectman Engel seconded the motion. All were in favor.

Town Administrator

General Updates- Corey explained to the Board that cash on hand was at 1.6 million.

Correspondence & Other Items- Corey wanted to let the Board know that the Planning Board lost an alternate member. Glen Rummler gave his resignation last week. After a bit of discussion, the Board agreed that the Planning Board did not need any additional alternates. They currently have two alternate members.

Next on the agenda, Corey and Desiree Mahurin, Acting Town Administrator of Thornton, discussed department head budgets. Thornton has requested that Campton allow the Fire Chief to attend the Thornton budget process. In return, the Thornton Board will allow the Transfer Station Manager to attend a Campton budget meeting. With the information provided, the Board agreed to allow the Fire Chief to attend the Thornton budget meetings. The Board instructed Corey to schedule a time for the Transfer Station Manager. Corey also told the Board that the Town Administrators agreed to communicate each town's thoughts on the budgets instead of department heads having to relay messages.

Corey also brought up Thornton's request to be part of Campton's Heating Fuel Bid. Thornton reached out to Pemi Fuels, and Pemi Fuels agreed to do all separate billing and administrative items if they can get the account for Thornton at Campton's fuel rate. The Board unanimously agreed to allow Thornton

to use Campton's fuel rate, stipulating that there would be no additional cost to Campton or administrative tasks.

The Road Agent, Ron Farnsworth, and the Town Administrator discussed the winter sand request for proposal (RFP). The Road Agent indicated that due to the additional grant money that was received, the Highway Department was able to stockpile winter sand. Corey and Ron Farnsworth agree that the Highway Department accumulated enough sand that an RFP was unnecessary. Some sand might need to be purchased at the end of the season, but the amount was too small to send out to bid. The Board agreed that RFP was unnecessary because there was not enough sand to request.

The last piece of correspondence was an update from the Climate Action Committee (CAC). Corey met with the Climate Action Committee on 10/12/22, where they discussed the merits of solar power for the Town buildings. The CAC will research the matter and bring several proposals from some solar companies for the Select Board to review.

Proposed 2023 Budget Work Session

Fire Department- Chief Defosses went over budget with the Board. Chief Defosses indicated that not much changed besides the salary lines and utility increases. First, the Chief went over the call log stats. There were a total of 791 so far in 2022, which is more than the previous years at this time. Second, Chief Defosses explained that during Columbus Day Weekend, Plymouth State University asked for assistance throughout the Town. The Fire Department was down there the majority of the weekend. Chief Defosses will attempt to submit a bill to the PSU to see if they will cover the cost for the Fire Department. Third, Chief Defosses has had a third firefighter give his notice. However, Chief Defosses said that there is an internal employee interested but they will have to go through some training first. The Board had no major questions about the Fire Department budget.

Police Department- Chief Foss went over the budget with the Board. There was discussion about the increases to salaries as well as utility costs. Chief Foss told the Board he had increased fuel costs to account for any increases we might see over the next year. The Chief talked about the inclusion of the body-worn camera line which was approved at the 2022 Town Meeting. He is now accounting for the costs in his budget. Chief informed the Board there is still unused grant money that he will use over the next few years to offset costs. Finally, he discussed using his office line to offset other costs in his budget. The new copier the police department is getting will be taken out of a new line under the General Government section of the budget. The Board had no additional questions about the Police Department budget.

Acceptance of Unanticipated Revenue Public Hearing

Selectmen Boynton motioned to go into a public hearing at 6:35 pm. Selectman Donahue seconded that motion and with a roll call vote: Selectman Davis, aye; Selectman Engel, aye; Selectman Donahue, aye; Selectman Coates, aye; and Selectman Boynton, aye. Corey explained to the Board that the State of NH has changed the procedure for the Highway Safety Department grants. They now require that the Town formally accept the equipment and patrol grants we are awarded every year. No one from the public was present during this public meeting and no one from the public was on zoom during the public meeting. Selectman Boynton proposed a motion to accept the unanticipated revenue and Selectman Engel seconded that motion. The Board voted unanimously in favor.

Selectman Boynton motioned to close the public hearing at 6:40 pm. Seconded by Selectman Engel and the vote was as follows: Selectman Donahue, Aye, Chair Davis, Aye, Selectman Coates, Aye, Selectman Engel, Aye, and Selectman Boynton, Aye.

New Business

Pay Rate Discussion- Corey included a spreadsheet that shows each employee's current rate and the proposed COLA adjustments. Chair Davis stated that nationally it is over 8%. Corey had the department head's budget for COLA at 6%. Corey did explain that the Social Security Administration is paying out COLA at 8.7%. There was a discussion about the COLA rate. The Board was concerned that the Town wages have finally started to catch up with the market. They wanted to make sure we did not fall behind. Selectman Boynton motioned to vote for 8% COLA for January 1, 2023. Selectman Engel seconded that motion. The votes were as follows: Chair Davis, Aye; Selectman Boynton, Aye; Selectman Engel, Aye; Selectman Coates, Aye; and Selectman Donahue, Aye.

Wellness Days Policy Review- Corey presented to the Board a Wellness days policy that the HR Committee has reviewed and recommended. This policy allows a town employee to be able to have three days available throughout the year to be charged as sick time. Selectman Coates suggested it be called an Administrative Day, just adding this as a separate category and leaving sick time alone. The Board liked the new idea and asked Corey to update the policy to reflect the suggestion. The Board will revisit this topic in the next meeting to discuss it further with the updates.

Step Program Proposal- This proposal is still being shaped, but the HR Committee wanted to bring this to the rest of the Board's attention. This system would be based on annual employee evaluations. Corey was looking at a 50-cent increase based on employee performance. Selectman Coates offered to look at a percentage-based program so it would be proportional to the employee's salary. This program will be reviewed in 2023 and will be slated to start in 2024.

Board Concerns, Committee Updates & Directives

Corey explained that the Planning Board had a meeting with Gale Associates. There were a few services offered to the Planning Board. Gale Associates offered to be "On Call" for any questions they may have or need any help or advice regarding subdivision and site plan applications. Corey let the Board know they are looking at pricing and will get back to them with proposals.

Selectman Engel mentioned again that HEB would be in Campton on Wednesday, October 19, 2022, to do test pits. Selectman Engel noted that CCDC met for the first time and went well, and member Lee Williams is eager to start.

Selectman Coates requested a non-public session. The Board agreed that they would entertain a motion. Selectman Coates motioned to go into a non-public session in correspondence to RSA 91-A:3 II (C) at 7:08 pm. Selectman Boynton seconded the motion and with a roll call vote: Selectman Davis, aye; Selectman Engel, aye; Selectman Donahue, aye; Selectman Coates, aye; and Selectman Boynton, aye.

The Board came out of a non-public session at 7:19 pm.

Selectman Engel motioned for the non-public minutes to be sealed. Selectman Donahue seconded the motion. A roll call vote was as follows: Selectman Davis, aye; Selectman Engel, aye; Selectman Donahue,

aye; Selectman Coates, aye; and Selectman Boynton, aye. The non-public minutes were sealed at 7:20 pm.

Selectman Davis adjourned the meeting at 7:21 pm

Respectfully Submitted,

Natasha Egger
Minutes Recorder