

TOWN OF BENNINGTON

BOARD OF SELECTMEN

Minutes of the Meeting – April 6, 2016

Selectmen James Cleary, Jeffrey Rose and Steven Osienski were present as well as Administrator Denise French. The meeting was called to order at 6:00 p.m.

From 6:25 p.m. until 6:52 p.m. the Selectmen met in Nonpublic Session under RSA 91-A:3II(a). Present were Selectmen Cleary, Rose and Osienski, Administrator French, Joyce Miner and Rhonda Davie. The group discussed the 2015 voter approved Warrant Article #4 which authorizes the Selectmen to fill the Treasurer position by appointment rather than election. Treasurer Joyce Miner confirmed her desire to step down from the position. The group interviewed Rhonda Davie who agreed to the appointment of Deputy Treasurer until training with Joyce has been completed. At that time Rhonda will be appointed Treasurer; Joyce has agreed to continue serving the community as Deputy Treasurer.

Fire Chief Michael Roina met with the Selectmen and discussed the following:

- The Board's continued concern that Mike's Fire Department administrative time continues to exceed the allotted sixteen hours per week. A review of the past thirteen months payroll data indicates Highway Department wages account for 51% and Fire Department wages account for 49% of Mike's salary.
- Conceptually discussed Mike's proposal of a weekly salary based upon forty-six hours. Currently Mike averages a fifty-two hour work week.
- Grant opportunities being explored.
- Mike is enrolled in a day time Inspector Class for which he will use his vacation time for.
- A request from the Fire Department membership that the newly adopted Fire Department Attendance Policy be amended to provide discretionary leniency for personal circumstances that cannot be altered. The Selectmen agreed to the proposed amendment and suggested the Chief engage his personnel when drafting the change.
- Hose testing; the Chief will speak with fellow area Fire Chiefs to determine their interest in a community hose testing event. Upon receipt of anticipated costs the Board will revisit the Chief's request.
- The unfortunate incident where the Highway Department truck slid off from a designated turn-around during Monday's snow storm. There were no personal injuries; the truck is drivable but is being evaluated by Reed's. The Selectmen will discuss ideas with the Road Agent for mitigating the re-occurrence at the Switzer Road turn-around.

From 8:15 p.m. until 8:28 p.m. the Selectmen met in Nonpublic Session under RSA 91-A:3II(c). Present were Selectmen Cleary, Rose and Osienski as well as Administrator French. The Selectmen discussed information gathered through their investigation of a citizen complaint. The Board will discuss their findings with the employee's Supervisor.

The Selectmen took action on the following matters:

- Reviewed and approved the Board's March 23<sup>rd</sup> Minutes.

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- Reviewed Minutes of the March 24 and March 31 Stantec Progress Meetings; Planning Board's March 14<sup>th</sup> meeting and the Water/Sewer Commissioners March 5, 2016 meeting. The Selectmen requested a meeting be scheduled with the Commissioners to discuss the apparent purchase of top-of-the-line water meters.
- Reviewed and approved March 30, 2016 and April 6, 2016 Payroll and Accounts Payable Registers. The Board also reviewed Expenditures for the first quarter 2016.
- Discussed Onset Road residents' concern relative to early morning noises stemming from a local business and concern about potential wear and tear of Onset Road from heavy equipment. The Administrator will research regulations that might address timber harvesting hours; research will also be done relative to heavy equipment traveling a Class VI road during logging operations.
- Agreed that the Library Trustees could install a 10' x 16' pergola at the Library; this open-sided structure will replace the 10' x 20' tent that has to be replaced multiple times during any given year.
- Agreed to amend the Town's Personnel Policies and Procedures Manual to clarify payment of overtime wages. Effective May 1<sup>st</sup>, payment of vacation hours will mirror that of sick pay. Vacation pay may not exceed the employee's regular workday and/or workweek hours. If an employee chooses to use vacation time that exceeds the forty hour workweek, payment of the additional workweek hours will be at straight time. Overtime will only be paid for all time worked in excess of forty hours in any one week.
- The following documents were reviewed and approved:
  - Intent to Excavate for M3/L1; M11/L12 and M11/L16.
  - Gravel Tax Levy for M11/L16

The meeting adjourned at 8:30 p.m.

Respectfully submitted by,

Denise French  
Administrator