

Tilton-Northfield Fire & EMS Commissioners' Meeting

Meeting called by:	Commissioners	Date, Time:	November 20, 2008 at 18:00 to 21:39
Note taker:	Janine Vary	Place:	Tilton School, Academic Bldg, Lecture Hall

Attendees: Comm. Kevin Waldron, Comm. Bob Watson, Comm. Paul Auger, Treasurer Roland Seymour, Chief Steve Carrier, Deputy Mike Robinson, and Secretary Janine Vary. Also: Tilton Selectmen: Katherine Dawson, Tim Pearson, Al LaPlante, David Wadleigh and Tom Cavanaugh. Northfield Selectmen: Steve Bluhm and Debra Shepard and approximately 70 members from the public.

Comm. Waldron called meeting to order at 6:01PM. Tilton selectmen asked to be placed on the agenda and here with concerns for both towns so he invited Northfield selectmen to come also. Tim Pearson wanted to say for benefit of any fire employees, they are supportive of maintaining the structure of the fire district and the set up of the body. Wanted to convey support of the way things are set up. Hopefully concerns addressed by them will be addressed by the commissioners of fire district. They are looking at "what if's" and these discussions have to take place to be sure you are doing the right things. There are some economic benefits by supporting the district as set up and being part of the district and that is their intention. Katherine Dawson stated that at a joint meeting of Tilton and Northfield selectmen they want to know what the first priority of the fire commissioners is. Paul: biggest concern is do the people of Tilton feel they are not getting good service. He feels we are doing all we can to see everyone gets the same amount of service. We have to compromise with everything we do. If people feel they are not getting same coverage, we need to look it over in a long term way. Doesn't happen overnight. Doesn't want something forced on him. Bob said he feels safety is of highest importance and feels fire dept. as it is now, is doing all it can. Tom Cavanaugh., public safety at what cost, be specific as to your priority. Kevin commented as long as he has been around we haven't seen anything but increases. Tom asked which kind of increases, Kevin said budgetary. It has been set up to be free running, rampant; it is supposed to be set out by the commissioners and then the organization carries out those desires. Budgetary issue has been an issue with him. What is trying to get done here is to turn around and make business sense. Is the product of good value to the tax payer? There isn't anything more important than public safety but cost shouldn't be withheld from that practice. Tom C. appreciates services provided by the people we have and he won't challenge if it is running "rampant", he can't answer. So Tilton had the independent MRI study done, if it was running "rampant", it was run well while running "rampant". But during this time we have been told that several members are going to other locations. New members won't have the historical knowledge these members have. Aren't you concerned with the number of people leaving at this time? Kevin said he feels like people are looking at him like he caused it. If people are leaving it is on their own volition. Tim asked about safety factors. What measure do you use since you can't plan on what type of calls you will get, how do you determine or how can you cut your budget. You can control a budget but you can't control the calls. From Kevin's perspective, one of three. Whatever risk you are willing to accept. Tim then would ask what risk is acceptable? Is it with coverage areas? Is that an acceptable risk area in east Tilton? Paul asked selectmen if they feel they are not getting adequate coverage? They said yes, Paul asked about the people in Northfield who are far away. Katherine said in the meeting with Northfield, those on Fiddlers Choice Road, etc. also experience inadequate response times. But we are the Tilton selectmen and the fire and ambulance service and the product we purchase from the Fire District is inadequate. We have a report that supports that (the MRI fire study) and it supports what we feel is happening in our community. Kevin: said we are not here to discuss the fire study. Katherine realizes that this meeting isn't for the MRI study.

Katherine asked the commissioners if they have met with the employees who have left; Kevin said they met with one. Katherine stated that minutes from an Exit interview of May, are you looking to rectify the situation of offering better health insurance coverage? Kevin said we pay 100% of insurance coverage for all employees. One on family plan, two on two persons and the others on single. We opted to leave the coverage that previous commissions had left in effect. Katherine had the exit interview in front of her. His main reason for leaving was that TNFD does not pay for a family plan. As far as benefits go, they are poor. Some insurances are 90 to 95% paid by employer. Was this person confused? Kevin: said no, but a previous commission decided to pay for a single person coverage only for new hires and grandfathered those who were currently employed. We pay 100% of the coverage for the employee. Katherine asked if we were going to change the policy. Tom C. wanted to verify. If a person comes onboard with a family, do they get the family plan? Kevin said no. We pay 100% of a single person plan, there is no employee contribution. He believes some of the towns ask for employee contribution. Tom said we do charge a percentage of the plan, we pay 90% of their bill and so does Northfield, he believed. But if someone comes on board with TNFD, you will pay the single plan, then the employee is responsible to pay the entire difference for the 2 person or family plan. Kevin agreed that that is the policy.

Katherine: out of meeting with Northfield, there were questions that only the fire Chief could answer. Would you allow the Chief to act as the resource to answer questions that the boards have? Kevin replied that if you are referring to questions regarding the MRI report, you need to go back to MRI to get your answers. He feels the report is incomplete. Katherine

doesn't believe the questions were due to the MRI report being "incomplete", she believes the report is complete and they were mostly statistical questions. Kevin said, as he remembers, they involved costs and prioritizing items in the report. They (MRI) should be able to give you the costs they were commenting on. Paul: as far as the MRI report, he would rather discuss that at a later time. Bob Watson said he would like to see Chief answer the questions. Katherine asked if this is a "two to one vote". Kevin doesn't see a vote at all. Katherine replied she has asked a valid question. These are costs and priorities of the district. She needs a yes or no decision from the commission. Kevin asked Northfield selectmen if they had any questions. No comment from the two Northfield selectmen. Tim Pearson: Atty. McGuffin has outlined some of the joint requests of that meeting. It should not be perceived as a Tilton or Northfield request. He felt they were reasonable requests to bring forward. These were the issues the Selectmen from both towns had asked Attorney McGuffin to write up. We are asking permission to ask Chief to answer these questions. Steve Bluhm: he thought we were here tonight just to set a date to discuss the MRI report. He felt they would be having a meeting in the future to get that data. He believes questions were on page 22 of the report. Katherine was hopeful to get those questions answered before the three boards get together, we could move more quickly. Kevin asked for a motion relative to let Chief Carrier to expend resources to answer some questions related to the MRI report. Paul motioned that Chief can have his say in what he has to say. Bob seconded. Kevin said there is a motion to allow Chief Carrier to commit resources to answer questions to the Tilton board of selectmen. Discussion: Kevin believes that the questions raised are one of the many areas that the MRI report lacks. He is not in favor of spending fire district money to answer questions that the fire district did not request. Vote taken: Bob was aye, Paul aye. Kevin opposed. Motion passes.

Katherine asked when the commission will be able to meet with the selectmen of Tilton and Northfield and address the safety concerns of both towns? Kevin said the TNFD budget committee will be meeting on Monday nights, so Monday nights don't work. Wednesday night would work for both selectmen. It was decided to meet on Weds. Dec. 17th at 6:00PM. Debbie Shepard asked for clarification that Chief will meet with boards of both towns and have Scott McGuffin contact Chief to meet with them. Commission agreed. So it was decided for the three boards to meet on Wed., Dec. 17th at 6:00PM in the Tilton School in the Lecture Hall, offered by Jim Clements. At this point the Tilton and Northfield selectmen left the meeting.

Review of minutes for 10/14/08: Bob motioned to accept the minutes as printed. Kevin seconded motion. Discussion: none. Vote taken. All aye. Minutes approved.

Minutes of 10/16/08, regular monthly meeting: Bob motioned to accept as written, Paul seconded. Discussion: Kevin: on page 3: had corrections. Tenth line down starting with "worth putting it in ...". "could have a hydrant fee", Kevin said it should not say "fee". Janine commented it should be "for", her mistake. Correction made. Kevin also had correction in the paragraph on page 3 starting with "Public Comment", third line down. "advise" should be "advice". Correction made.

Minutes from nonpublic of 10/16/08. Paul had not read. Kevin decided to be reviewed at December's meeting.

Minutes from Nov. 3, 2008 minutes of the special budget meeting. Bob motioned to accept as written and Paul seconded. Discussion: none. All voted to approve. Minutes accepted.

Kevin mentioned that there were nonpublic minutes for Nov 3 as well to be reviewed. We'll wait until the December meeting to approve those minutes.

November 5, 2008 minutes for the special Budget Meeting. Bob motioned to accept the minutes as written and Paul seconded. Discussion: none. Vote taken, minutes approved as written unanimously.

Treasurer's report: Roland mentioned that the final figures from DRA have been posted to this report. Northfield \$462,324 and Tilton \$768,735. We've collected \$402,820 from Northfield and \$651,932 from Tilton. We have letters to the two towns requesting them to submit the balance due before the end of the year. Apparatus and Equipment fund, we have received \$215,963.59 so far and that is as of October, 2008, 10 payments. We still have two months to collect and post. We should reach the budgeted amount of \$235,000. Account balances as of 11/11/08 showing what is in each account. Kevin asked for any discussion on Treasurer's report. None. Bob motioned to accept the treasurer's report as printed and seconded by Paul. Vote taken: report accepted.

Report of the Fire Chief: he has submitted his written report. He wanted to point out that he participated in senior safety day where we inspected and changed smoke detectors and did a number of homes. We were given a transmitter for the AED's we have. This equipment will allow us to transmit the EKGs to the hospital where the doctor will be able to make a determination where the patient should be brought to to receive the best definitive care. He attended a training with Capt. Ober and Deputy Robinson. Kevin LaChapelle gave a presentation on the swift water team to the T-N Rotary group recently and he did a great job with that.

Report of Fire Prevention office: Brad had submitted his written report. This year's fire prevention theme was to prevent home

fires. We taught 550 students which included public assembly and practical evolutions through the safety trailer. Trained 52 individuals in the use of fire extinguisher through several businesses. Also did a sprinkler demonstration at J Jill. No new construction to report at this time. Kevin asked if all the students from WRSD and asked if Brad goes to Sanbornton. Brad said he has only been able to do the elementary schools in Tilton and Northfield.

Old business

Tilton FD study: Kevin stated that there was nothing new on that as far as he knows.

Step and grade increase: Kevin isn't sure where that is but obviously we don't have one now. His interest in it goes back and forth. He feels in the long run we may be better off without it but before we go down that road it should be part and parcel of a grand plan and a piece of that he feels is a classification scale. The town of Northfield has one that works well for them. It looks at the positions and compares to other towns that have like call volume, coverage areas. He knows that LGC did Northfield's. He feels that that would be a good place to go. He has called LGC to talk with him about that and they gave him a lot of information. We would have a discount of 30% on the cost. We could get something like what the town of Northfield uses for maybe \$1000 and he feels that that would be well spent. He would like including funding for that. He would like comments from the other commissioners. Paul agreed we should look into it. Bob doesn't see why we have to spend money on something that Chief already put together for us. Kevin feels the one that Chief is not as comprehensive, Bob still doesn't understand why we have to spend money for something we already have. Kevin said he'd like to compare the contents of Chief's to the one Northfield has. Kevin asked about the "age" of the step and increase information and Chief said July. Kevin will endeavor to get a copy of Northfields and put against Chief's for a comparison.

Engine 3: Chief said we received a call from NY to say we could pick it up this past Tuesday. But they found a plumbing problem and it is still there; we should have that engine back in service before the end of the month. The additional lighting, a strip light bar in back of the truck, that was ordered and from everything he has heard it has been installed at the shop.

Budget 09: budget has been gone through the commissioners and now the budget committee has it. They have had one meeting and will be meeting again on Dec. 1 at 6:00 at N-T Congregational Church.

Accounting 09: Roland commented on this. For a fee not to exceed \$3,000, John Lard & Associates will get us a balance sheet based on the prior years' audits. He didn't say what he would charge to do a final audit but did discuss not to exceed \$7,000. Roland doesn't anticipate that it would be over the \$7,000 amount. He requests that the commissioners sign and date the agreement John Lard has proposed. He said he would get his person in there in December. We won't have an "audit" for 2007, but he will need to get those numbers in to do the 2008. This is not an audit. He will be doing a review. He will physically look at the records in house, bank statements and invoices to verify that what we are telling him is accurate. Won't do any testing. Roland feels for the fee he would be comfortable with John Lard doing this review. He is local. Kevin asked Roland if he was comfortable with the wording of the letter of agreement. Roland said yes, and he asked commissioners to sign the letter. Kevin asked each commissioner if they have read the letter and are willing to sign the letter. They both responded in the affirmative. Kevin asked commissioners permission to draft a check for \$1000 to bring with the letter as a retainer for Mr. Lard to do the work. Commissioners agreed. Commissioners signed the letter of agreement with John Lard & Assoc.

New business

Purchasing requests: replacement of equipment: significant figure. During hose testing had a significant amount of 4" hose fail, 5 lengths. FF Joubert got estimates and the best one was for \$2245 total cost. Looking at Apparatus & Equipment Fund, we still have \$10,000 for that replacement. \$449 price for 100' length. Paul motioned to approve the request and Bob seconded. No discussion: vote taken and received unanimous Commissioners approval.

One item that was not purchased yet, two Honda generator lights. These are small camp style generators, quartz light unit and we would like to purchase these. Fire Tech and Safety cost is \$1299 each for \$2598 total. Paul asked what makes these lights better than plugging into the generator lights. Chief said that these are independent, they aren't plugged into anything. Paul asked so if something went wrong with the generator of the light, what would be cost of replacement. 1000W generator with 500W light. Paul asked where they would go. Chief said one on the rescue truck and one on the attack engine. They are very portable and don't have to worry about cords that would be in our way. Would not work in a smoke filled operation, however. Paul asked about service. Chief wasn't worried with the warranty work because we have a good relationship with Fire Tech and Safety. Perrin's Small Engines could do the rest of the work on our small engines. FF Harris (from the audience) also mentioned that Belmont Hardware could service them. Kevin asked what we do now. Chief said we have cord reels and generators on the apparatus. We have to run cords from generator to the building or wherever we need to be. Mike said it takes at least two people to take the generator off the engine to bring it closer to the scene. Bob motioned to accept the purchase and seconded by Paul. To approve \$2598 two generator mounted lights. Any more discussion. Kevin isn't totally opposed but marginally opposed. He is thinking MB tractor or another equipment store he has seen them and he doesn't believe they were

\$1299 each. Chief would point that these are fire service generators. It has a large capacity air cleaner and muffler. It will run cleaner and probably has spark arrestors on it, so probably safer to use. Vote taken: Paul and Bob voted in favor and Kevin opposed. Motion passes.

It has been requested that we would like to sell a Pilgrims' Centrifuge pump with a Briggs and Stratton portable pump. There are 2 items. Then the old Johnson outboard motor we had before. With commission permission we would like to advertise to see if we could get some money for them. Bob motioned to let Chief advertise them, Paul seconded. Paul asked if we don't get rid of it, will we come back next year to replace again. Chief said these items have already been replaced. Chief said we had someone interested in the boat motor; they offered \$500 over a year ago. Kevin asked how we would advertise the portable pumps. Chief recommended just post like we do the meetings, not advertise in the paper. Kevin stated that in the purchasing policy that it is posted for seven days, private sale, Kevin feels that the posting Chief just mentioned would be adequate. No other discussion on surplus property. All commissioners agreed to sell the surplus property.

Two resignations: FF Wheeler has taken a job with the Portsmouth Fire Dept. Chief has received 108 applications for Sec. Vary's job. He has some very good candidates. That has been his focus. He would like to get the number down to 8 so he can do the interviews. Shawn's last day is November 24, 2008. Kevin asked if both of these positions would come before the board. Chief answered in the affirmative. Paul had a question: If Shawn is done by 11/24/08, does that mean we have to bring in another fire fighter at time and a half. Chief responded yes. Paul commented, then it is urgent to fill his job immediately. Chief feels that he has to take care of Janine's position first. He doesn't feel he can get the FF position done at this time. Paul asked if we could utilize Brad's assistant position, we have posted the vacancies and there is a period where Sean V. could fill that vacancy. Could we utilize Brad to fill in. Chief replied but then Brad wouldn't be working his Monday through Friday hours again. If it is during the week, Brad or Chief could fill in. Brad is an hourly employee, so once he goes over 40 hours, he goes into overtime as well. Chief said he will utilize the staff as best he can but sometimes you cannot avoid the overtime issue.

Keith Murray-Plant Aid: Kevin discussed. Keith not here, submitted a proposal to the commissioners for a fund raising item. If we have two donation bins at the fire department, we would receive a quarterly check. Planet aid is fully responsible for them. Picked up once a week. If an overflow noted, then they come right over. They clean up all around it. They are looking for clothes and shoes, basically textiles. The fire dept. would receive 2 cents a pound for items donated. Chief is a little concerned about the tendency to have stuff all around these boxes. If we did put them somewhere, where would we put them? How does the fire district accept a donation like this? Do we have to ask the voters to allow this? Ms. Murray said the pay out figures are quarterly: beginning in January, etc. A warehouse from Manchester comes to pick up the boxes. She stated they are very responsive. Paul asked if we did accept this, is there any way we can give the money to an organization. She said yes. We can decide where we want the money to go to. If the fire district decides they don't want the box, we call Planet Aid and they will come and pick up the box. Kevin: he can think of an easier location at Park Street but nowhere at Center Street. Chief wasn't sure where it could be put at Park Street either. Maybe in the rear but wouldn't be visible from the road. Kevin asked about the left side of the station. Chief said that is where we plow and Mike said there is run off, Chief said you would encourage people to park in front of the station to drop off items which would be a safety issue. Kevin said he would like to support this and would be inclined. She said we could also have clothes drop offs which can be done seasonally. Kevin asked about supporting the program and place a box at Park Street and return all the money to Planet Aid. There was no second. Kevin asked for support from the board. Paul said he was in support of it, but he would like to see the money go to a charitable organization within the community. Paul motioned that we have a box at the Park Street station and have the money given to a local charity as yet unnamed. Kevin seconded the motion. Vote taken: all commissioners voted unanimously in favor. So we will place one at Park Street. Paul asked that Chief handle this.

Chief had a request from Captain Hall to be paid for 48 hours of his vacation time. Chief handed out the Vacation policy. It doesn't state that people should be paid for unused vacation time. It was decided in a past commission to pay an employee with straight time for vacation time he could not use before his anniversary date. You can approve to allow the vacation to be carried over but then will possibly incur more cost due to overtime coverage. Bob motioned to pay David Hall the 48 hours. Kevin seconded. Discussion: this is to pay the unused vacation time. Paul asked if this is just vacation time or sick time also. He is not aware of the policy. Do the members have sick time? Chief said yes. Paul asked if they use it all up and Chief said he didn't believe so. Chief said that this has only happened once in the last 5 years. He doesn't believe this will happen on an ordinary basis because the employees typically use their vacation time. Kevin asked how long he has had to use this vacation time. Kevin asked if this is not a "use it or lose it" benefit. Chief said he has to request it to be carried over according to the Vacation Policy; he doesn't know what else to say on that. Chief said David has worked his regular schedule without taking the balance of his vacation. Paul said what happens if they don't take it. Chief responded according to the policy every employee must use it before their anniversary date or request the commissioners to allow them to carry it over. He is asking to be paid so the district can realize a savings instead of carrying it over. In calculating the budget, everyone works 48 hours for 52 weeks. Then he figures out the accrued vacation time and then figures out how many dollars it will cost of overtime to cover that vacancy. Kevin asked if David had taken any unpaid time off. Janine responded "no". So how does this save the district

money if we are paying him for 53 weeks? Chief explained that we would be paying the straight vacation time pay for David and then overtime for the person who covers him for those vacation days. Kevin said there is a provision for carrying over but no provision for paying them for it. Chief explained that it was done in the past to pay for the unused vacation time. Kevin asked about the downside of not paying it. Chief said if there is a raise in the next year when used, it would be more costly. The biggest down side if you say "if you don't use it you lose it" to the employees, that would not be a good way to deal with the employees. Paul said if it is approved, he would like to be sure that David uses the vacation he is entitled to. Bob said his motion was to just pay David the 48 hours at straight time as he requested it. Vote taken: Bob aye, Paul aye and Kevin voted aye as well. He feels the employee has the time and it is their time. Pay Capt. Hall the 48 hours of vacation time.

Other business: Kevin had a letter from DRA that shows. Tilton's 62.450 percent and Northfield is 37.550 percent. Chief asked if for budgeting purposes we round this. Roland agreed.

Kevin is going to address a request from TNFD Professional Fire Fighters for a meeting with the fire commission that they have asked. He has gotten information from legal counsel and also got feedback from Chief Carrier. He read an email from Chief Carrier. Kevin had initiated the email, asking Chief his opinion about a meeting. (This email was not provided to the secretary, so these are some highlights.) *Chief's response was that the commission should meet with them. They probably have a few things on their minds. Start things on the right foot. I have had good and bad experiences with unions. We all have common interests. So yes I think you should meet.* This was 10 days ago. Kevin does not believe that by forming a local gives the hourly employees any specific right to meet with a political body. In a town atmosphere and department heads, any employee who had a problem and did not follow the outlined steps through the chain of command and went to the selectmen, are in real trouble. It became apparent that that is not what the intent was here and he is now in favor of allowing a meeting in limited scope. He will ask the other commissioners for their input on this proposal. It seems that now that there has been a local formed we are expected to meet with them and listen to them. He would have appreciated a heads up to know a union was being formed. He asked for comments from the other commissioners. Bob told Kevin originally that he had no problem with meeting with them. He's part of a union himself, he has no problem. Paul said he has no problem meeting with them under certain circumstances. Paul would like something in writing of what they are looking for. Paul said he did not receive a copy of what they had sent Kevin when Kevin had asked for it in writing a while ago. Kevin read the list: Purpose/introduction of IAFF and PFFNH; why we organized the local 4659; Comments of commissioners of 8/21/08 meeting; Political environment and future of Fire District; and Resignation of employees. Kevin said he would be willing to meet on a limited scope, there are things on this list that he will not discuss. If you want to have a meeting and have a limited scope meeting, he would support that. Kevin asked Brad if he was willing to limit the scope of the meeting. Brad said yes. Are you willing to limit it to the first two items on the list? Brad said we didn't have to notify you before we formed a local. We are not asking for a contract or a bargaining unit at this time. Those words haven't been spoken by him or the group. The second letter that was not seen by Paul, as he has stated tonight, but we were told that all communications had been shared with all commissioners. Kevin said maybe we should take a step back and have the limited scope meeting and see where it goes. Brad agreed. Kevin asked just the first two items. Paul and Bob agreed. Brad would like to do as soon as we could. Kevin asked about length, Brad felt maybe an hour or hour and a half, not sure. Monday, 11/24/08 at 6:00PM, location? Janine will check to see if the classroom at the Tilton School will be available for Monday, 11/24/08 for 6:00PM. Janine will let commissioners and Local members know.

Other business: Kevin stated that Keith Murray was also going to bring some recording equipment to show the commission. Audio Impact Marketing is the name of his business. Keith forwarded a couple of ideas to Kevin. He could record with 3 commissioner microphones and one public microphone. Recorded to media disk and then transferred to a CD to be archived by the district for its record. It would \$100 per meeting, which is no where what he charges retail clients. Kevin asked how much it would cost to buy. Not wireless microphones, but 3 mikes, mixer, etc. totaling \$1200. he just got that today. He will get copies for the other commissioners and will be discussed at December's meeting.

Public Comment:

Lt Chris Harris, a member of the TNFD FFA, separate from the professional FF association. Wanted to talk again about the Planet Green project. He feels it would be better to have them deal with the TNFD FFA who puts all the money back to the community already. Kevin said that there is a sign off on the form that has the money go directly to the charity, not to the fire district. Chris said the FFA could find a different organization each year. But Kevin feels it is the governing body's responsibility as we were approached. Kevin said so we could put your group as a recipient of the funds. Chris said or you could wash your hands of it. Tom Gallant (from the audience) said there is an RSA that prohibits private use on public property. It may have to go before the district and you may be opening yourself up to liability issues. Paul asked Lt. Harris to give a list of who the TNFD FFA gives to the Commissioners.

Tom Gallant asked about the budget being complete. Kevin answered yes except for one item. Tom said will you accept public input at that last meeting on the completed budget. Kevin said there will be open public comment for the budget at the public hearing. Tom asked nothing until then? You'll preclude public comments even then? Tom has items in the budget that he has

comments on that he would like to discuss with the commissioners. More discussion on how the public should have been able to make comment on items discussed and voted on even at tonight's meeting by various members of the public. Gretchen said former commissioners said they would not micromanage the Chiefs' budget. Now we have the budget committee. Don Stevens will conduct the Budget Committee meeting the same way and the public will ask questions, and Chief has been available to answer those questions. Before the budget was never changed from the fire chief before being presented to the public. Harold Harbour said he hopes the budget committee and fire commissioners see that we (TNFD) are becoming a training dept for everyone. If we don't do something now, think about our men, our payroll and our benefits that we give them, we will see this continue to happen. Gretchen asked if we have lost three members. We have had 3 fire fighters resign in last 3 months. Each firefighter was with the district for 2 years. Gretchen understands the frustration but with every industry you have turn over. She would hope that everyone would look to better their careers as firefighters. She wouldn't expect someone to take a job and stay with that organization for their whole life. Kevin feels that we have young captains and there is no where for the younger members to advance to. Dave Fox: from the outside looking in, losing 3 people in 3 months is a little excessive. Asked about averages in other depts. Kevin feels there has to be some turnover somewhere else for these firefighters to find positions. Greg Stetson stated that he left due to the poor medical coverage, not to move up the ladder. Kevin LaChapelle said most of the vacancies have happened through retirement, firefighters who had given maybe 30 years of service. These are the established full time departments. TNFD hasn't been full time very long also.

Kevin LaChapelle. Discussion on exit interviews. Are exit interviews planned for the other two firefighters? Chief commented that the second individual was mailed the Exit Interview form developed by Comm. Waldron. As of this minute one had not been set up for the other person. Kevin L. feels it would be of benefit for the commissioners to know why people are leaving. This way the board could map out a trend, if any, and then to take care of it.

Kevin LaChapelle asked about the purchasing policy that TNFD has. Three quotes were given on the generators. There was time and effort given to get those quotes. To question that time and effort, and ask if it could come from a local vendor, seems to nullify the process. Comm. Waldron felt that people went online and went to a catalogue and printed out the quotes. Comm. Waldron will always support a local business as much as possible. If local and competitive, then we'll buy it.

Dave Fox: He has never been to a fire commission meeting but what he has noted today is a body of elected officials who hesitate to answer questions and are reluctant to have discussion with selectmen. The resistance to dialogue is hurting the fire district as well as the community.

Malcolm Planner. The public are invited but the only time they can say anything is to wait until everything has been approved. He feels he has a comment specific to an item but it has already been decided upon. Kevin said he could ask the commission to reconsider the vote they made. Kevin feels that the public has the right at the appropriate time.

Kevin LaChapelle: Just wanted to comment on the lack luster of communication of the board of commissioners. There appears to be very resistant communication between the board of fire commissioners and the town selectmen and the public who are here.

Discussed bills: Janine and Paul discussed items he had crossed off for clarification.

Kevin asked to go into nonpublic session: Paul seconded. Roll call vote taken at 9:14: Bob aye, Paul aye and Kevin aye.

Returned from nonpublic session at 9:38.

Motion made to seal the minutes of nonpublic session by Kevin, seconded by Paul. Vote taken, all commissioners voted in the affirmative.

Motion to adjourn at 9:39. Bob motioned and Paul seconded. Meeting adjourned at 9:39.

Respectfully submitted,

Janine Vary, Secretary

Next Meeting Date, Time, Place:	December 18, 2008 at 18:00 at Tilton School,
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