

Tilton-Northfield Fire & EMS Commissioners' Meeting

Meeting Called By:	Commissioners	Date, Time:	January 21, 2010 at 18:09
Transcribed By:	Kathy Tobine	Place:	Tilton School, new Academic Building, School Street, 2 nd Floor, Room 213, Tilton

Commissioner Waldron called the meeting to order at 6:09 PM.

Present from the Board: Commissioner Paul Auger, Commissioner Tom Gallant and Commissioner Kevin Waldron.

Also Present: Treasurer Roland Seymour, Chief Stephen Carrier, Deputy Chief Mike Robinson, Captain Brad Ober, Captain Greg Michaud, Captain David Hall, Firefighter Matt Gilman, Administrative Assistant Kathy Tobine Tilton Selectmen Pat Consentino, Katherine Dawson, Sandy Plessner, George Flanders, Gretchen Wilder, Bill Wilder, Reporter Donna Rhodes.

Commissioner Waldron apologized for cancelling the December meeting due to personal issues and thanked everyone for the thoughts, prayers and well wishes.

Wage & Benefit Study

Barry Cox from the LGC is here to go over the Wage & Benefit Study. Barry stated this is a draft and people are seeing it for the first time. He asked if the draft document was a public document until accepted. The Commissioners decided it was. Barry briefly went through the Study.

The introduction, page 1, indicates the nine positions that were focus of study. The incumbent people in those positions completed the position description questionnaires. He took those and created job descriptions. The introduction page also indicates there were seven NH communities and three fire districts used as comparisons for pay & benefits.

Page 2 indicates he developed a classification plan with 11 labor grades, corresponding wage schedule that has 20 steps.

Pages 3 and 4 are general information about compensation plans and job descriptions.

Pages 5 through 24 is the evaluation system previously mentioned. It's a very valuable tool. It was designed by the federal government decades ago. There are 10 different criteria. Each criterion has a different level and value. You can apply it to any job. Once you have the job description the scoring system can be applied.

Page 25 has a chart showing the criteria across the top with the levels down the side and the scores associated with each level.

Page 26 is the factor valuation summary sheet.

Page 27 is where they start to get into the heart of things. This shows the positions, what their factor valuation points are, and then what labor grade. Page 28 is a labor grade conversion table.

Page 29 lays out each position, it shows each of the 10 criteria, what level they were at, what the individual score was for each criterion, the total score and what labor grade each position fell into.

Page 30 is simply a different way of presenting the classification plan. One of the reason he provides a draft first is it is a draft. Some of the draft is open for discussion. The two parts he can't change is whatever the comparative pay data and comparative benefit data show.

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Page 31 gets into the comparative pay data. He explained how he got the data.

Pages 32 through 35 are the comparative benefit data.

Pages 36 and 37 are the section on the different pay types and compensation plans.

Page 38 is the wage schedule. It shows the 11 labor grades in the left hand column and it has 20 steps. The difference between labor grades at Step 1 is \$1. By the time you reach Step 20, the difference is \$1.76. This is probably the trickiest part of a pay and class study is taking the current pay you are paying people, looking at the comparative data and the intention is to give you the option that you can take people in those positions and plug them into the schedule. Now you have a rational system to apply. Chief Carrier asked if this was based on a 40 hour work week. Barry responded yes. Chief Carrier stated that needs to be corrected as the line people are working 48 hour weeks.

Pages 39 through 42 are his conclusions and recommendations. Only one position met the test of being an exempt position and that was the Fire Chief. The analysis of the pay data is the next section. Four of the positions, the Fire Chief, Fire Prevention Captain, Captain Paramedic and Administrative Assistant were all above the average minimum pay. That's not bad but one might expect that they would be closer to the midline. It's modestly competitive. There was nobody in the system that was above the average maximum which would have been highly competitive. The next four positions, Captain, Lieutenant, Firefighter/EMT-I and Firefighter/EMT-B were all below the average minimum. The pay is not competitive.

Section C is the analysis of the benefit package. He thinks the benefit package appears to be pretty fairly competitive. On vacation time the District was less competitive that the other communities and districts in the early years. After five years the District became more competitive. Actually by 10 years the service exceeded most of the others with respect to vacation time. Health insurance was discussed. The Dental Insurance in all the other surveyed departments and districts pays some percentage. The District is not competitive in that area. The Sick Leave seems to be equivalent to the surveyed departments and districts. The District offers no paid personal days. Other districts do. Chief Carrier pointed out that we do offer personal days. It's good that the District pays 100% for the Short Term Disability coverage. The retirement system was discussed.

The Appendix is the new job descriptions designed for each position.

Barry stated he will fix the things that were pointed out. Chief Carrier asked what towns were used in the comparison, actually the fire districts more specifically of Walpole and Conway. When it came to looking at their wages and benefits it said none. Does that mean they have no full time employees? Barry will have to double check. He didn't know if it was because they didn't provide him with the data or they have none. Chief Carrier replied it actually said none. Chief Carrier stated the point he would like to make is not to use these for comparison if they don't have full time employees. It doesn't seem relevant. Commissioner Waldron commented that the positions have a position/title after that. The only place that they have paramedic is with a captain. What he thought they would have got was all positions. Discussion ensued about the positions. Barry explained that he was only able to score the positions we already have. Commissioner Waldron stated that another thing is the towns LGC suggested and they agreed to, it seems like they have compared themselves to some that are not comparable budget wise, size wise or call wise. It makes sense they would have used departments within a certain percentage of theirs. Barry commented that if there was a different mix they would like applied, he can do that. Discussion ensued.

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Minutes

November 19

Commissioner Gallant made a motion to accept. Commissioner Auger seconded the motion. Discussion: Commissioner Waldron had one correction. On the Treasurers Report, after App & Equip starts with Commissioner Gallant. The next sentence says have warrant account. Account should be article. There being no further discussion, vote was taken. All were in favor of accepting the Secretary's Report as corrected.

Treasurer's Report

Roland told everyone they all have a copy of the packet. The checkbooks all balance up through December 31st. That should be the year end of the cash balances which will go into our budget report for the annual report.

Account Balances

This shows should be what we end up with for the year as of December 31st. That should be the year end which will go into our budget report for the annual report.

Operating Budget vs. Actual

This is what we end up with for the year based on our revenue and expenses. We ended up with a surplus of \$57,850 revenue over expenses.

Apparatus & Equipment Fund Budget vs. Actual

Our revenue exceeded the budgeted. We took in \$278,000 and budgeted \$235,000.

Roland went over the reports. He gave a comparison between the end of 2008 and 2009. The figures are not audited. He did send letters to the Towns for payments. H3 has heard from Northfield. They will remain on quarterly payments while Tilton will pay monthly.

Balance Sheet

Roland told everyone they have a copy of the Balance Sheet as of December 31st. The Auditors will come in and make adjustments to it.

Discussion ensued about the trust accounts and the interest being earned.

Commissioner Gallant made a motion to accept the Treasurer's Report as printed. Commissioner Waldron seconded the motion. There being no further discussion, vote was taken. All were in favor of accepting the Treasurer's Report as printed.

Chief's Report

Chief Carrier stated they have two reports with one being from December.

Cell Phones

They switched the phones from US Cellular to Sprint/Nextel. The five phones for the fire prevention officer, shift officer and three pieces of apparatus are Sprint phones. His phone is a Nextel because the phone they wanted at the time wasn't available. Basically we receive about six to seven months of free cell service because they were doing a deal where they gave us a hundred dollar credit per phone so our bill is about \$120 per month. So we have about six months of free service coming for six phones.

The Arches

As you have probably read in the newspaper, back in December they conducted a fire drill at The Arches in Northfield. Then they met with Health & Human Services, the Fire Marshall's office and the owner of The Arches to discuss the results of the fire drill.

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Vehicle Information

December:

- We have replaced the on spot chains on Ambulance 2. They were worn and damaged due to use, salt and road grime.
- We had the ongoing problem in December with the light bar on Car 1. They received the power packs but were unable to install them or reinstall them. You will see in the January report that that has been done. It is working. There was a problem with the power supply line as well. They had to actually cut a section out of it and rewire it. It seems to be working fine now.
- Engine 3, we finally resolved the tracking issue by bringing it back to Donovan Spring and taking care of a rear spring problem. That was paid for by reopening the insurance claim with LGC.

January:

- Last Saturday we did conduct an H1N1 vaccination clinic at Winnisquam Regional Middle School working with our All Health Hazards Region. It was poorly attended by the public. I think that was a result of the hype not being there anymore over H1N1. However, if you listen to the news as time goes on they expect to see another rise in the numbers of flu coming into the Spring season which would be consistent with the H1N1 flu's of the past.
- Engine 1 came back yesterday from Yankee Truck with a new cap pump. It's a pump within the engine. We were getting diesel fuel into the crank case. That pump has been replaced; all injectors were removed, replaced and resealed. It seems to be running fine.
- Ambulance 2 had a power problem and went in to get checked. They found broken bolts on the exhaust manifold. The power problem was that it couldn't get over 60 mph. As you remember, this ambulance had a power problem before. It ended up being a turbo charger problem. They originally thought it was a transmission problem. The turbo charger was still having an output problem. That may still be the issue and combined with this exhaust issue may be causing the problem. Todd Moser is going to look at that for us on Monday.
- Ladder 1 was taken out of service today based on the results of the annual testing ladder service testing. The main problem that caused it to be taken out of service is the extension cables are sagging. They need to be adjusted. The recommended immediately taking it out of service and repairing it. There is also a rung that needs to be replaced which they recommended immediately repairing. It is not a take out of service issue and there are a number of minor issues. If you remember correctly, we talked about this probably two years ago where we had a ladder test and pages of results where we had multiple deficiencies noted. We talked about taking the truck to Canada to be serviced. I think we had a price back then of \$8,000. We would have to drive it back and forth, close to Montreal. It's a Thibault ladder. It's a 1981. Thibault is out of business now but the Thibault boys or sons of original owner are still in the fire business in Canada. They are willing to work on it if we bring it to them. Today we are looking for somebody closer by that can at least address the cable issue and change out that rung for us.
- All the ground ladders were tested and passed with some minor deficiencies.
- Again, the light bar is working on Car 1.

Fire Prevention Report

Captain Ober stated he has three months of reports for October, November and December. October was pretty busy with fire prevention. They switched it up a little bit a Southwick School. They focused on Water Safety. They set up a portable pool outside and had them practice throwing a throw bag to the "victim". The Fire Prevention Trailer got a lot of use again

at Union Sanborn School. Franklin did use it one day. Sanbornton used it at their elementary school for a day and Ashland used it for a day. They also did a couple other things that month, a fire prevention program for senior citizens at Northfield Village Association and a fire extinguisher classroom and practical at 3M in Tilton. November and December were fairly normal months. They are starting to see an increase in activity of existing properties looking to either renovate or improve. Some of them are even add on another building on their property. Chief did touch on The Arches a little bit. They did get some press time out of it.

Commissioner Auger asked about electrical inspections. He wanted to know what they inspect. Captain Ober replied it is mostly for a new meter set when somebody is either building a new house and having the meter set or they are upgrading their existing service. They inspect before the meter can be set. Commissioner Auger stated and electrician has an electrical license. They can't do that? Captain Ober explained they cannot inspect their own work. They go out and do the inspection of the site, the meter box the grounding rod is in place, the entrance. If it's underground, they make sure it is dug properly. Then they approve the box to be energized by the electric company.

Report of Committees

Comprehensive Facilities Review

Commissioner Waldron gave the report on the Comprehensive Facilities Review Committee. They had a meeting Monday night and in the way of consensus they agreed on plan which he printed up and sent to other members. They will be making a report to each Board of Selectmen. In a nutshell it looks like they are going to recommend that Center Street improvements be made in 2010 and that an addition to Park Street will take place in 2011. They are going to ask for \$100,000 annual appropriation to the Land and Building Fund. In 2015 there will be a warrant article to authorize formation of a building committee for a new fire station in Tilton which would be built after approval of a warrant article to build it using the money in the land and building fund and bonding remainder. Construction was in 2017. All they have left to do is present the findings to two Boards of Selectmen. Commissioner Gallant commented that recommendations will be printed in both Town Reports. They also have to issue a report on the process they followed to arrive at the conclusion. Commissioner Waldron was correct in that it was a consensus. It was not unanimous by any means. There will be three separate warrant articles for 2010. One is the \$100,000 to be added to the Land and Building Fund, second will be for \$15,000 to be spent on a fire escape for Center Street and thirdly \$10,000 the establishment of a committee.

David Hall asked what renovations are needed and what the benefits of doing those renovations are other than the fire escape. Commissioner Gallant stated the benefits are better living quarters. They will take the large room and break it off at the head of stairs, run a partition to make an office for Brad and a conference area. They will take two-thirds of the duty office to enlarge living quarters. David stated it seemed like a waste of money to enlarge the living quarters when he is not complaining about what he has now. The fire escape is needed.

Life Safety Committee

Commissioner Gallant gave the report. The Life Safety Committee has concluded much of its work. There will be a public hearing this coming Monday at 7:00 PM at Town Hall at which time they will outline their recommendations. Plans will be available. Paul asked if they have a location for the land. Commissioner Gallant replied yes, that will be revealed Monday night.

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By-Laws Committee

Pat Clark, Chair of the By-Laws Committee, stated he was there to find out when they will be finishing the process. It is his understanding they will be bringing the By-Laws draft to public and the commissioners on the same night. The Warrants will be same night. Once they get done with that feedback, they will have meeting of their own after that. The date is February 8th. Commissioner Gallant confirmed the public hearing. Pat's concern was the deadline for the Town of Tilton is February 1st. Commissioner Gallant stated the problem with that is you have until February 2nd for petitioned warrant articles. Catherine Dawson stated it is not a ludicrous date for 90% of the information. His feeling is to have copies of the draft at both town halls so that when people pick up their town report they can pick up a copy. A copy of the draft will be provided to the commissioners. They did go to LGC and had the draft reviewed by legal counsel down their. They recommended it go to legal counsel for the District. He is asking permission to send to it legal counsel to have it reviewed. Who should they use? Commissioner Gallant made motion to authorize the Chair of the By-Laws Committee to send the By-Laws to Sean Chandler for review. Commissioner Waldron seconded the motion. Discussion: Commissioner Waldron asked if this would be considered municipal law. Commissioner Gallant replied no. There being no further discussion, vote was taken. All were in favor.

Old Business

Web Site

Chief Carrier told them that some of the historical data has been sent. There's a lot more to be put on there. It is just a time issue.

Fire Prevention Code

Captain Ober stated it is not ready yet.

Cell Phones

Chief Carrier stated they are still at the station. He is looking for confirmation to donate to them to the Elks in Franklin. All were in favor of donating them to the Elks.

Canterbury Automatics

Chief Carrier stated they had talked about them last summer. They received notification as of Monday that Canterbury took us off automatic response to the highway. We are still on automatic response for medical calls and some fire calls in the northern section adjacent to the southern section of Northfield. Commissioner Auger asked if they indicated why they removed us from the automatic response. Chief Carrier responded that he has spoken with the Chief via email. The notification he received was from the Capital Area Chief that said they have a person on during the day now and they feel they can get one person out to see what is going on and will call us if they need us.

Audit/Review

We received an email from Melanson Heath & Co. asking for a date to come in to do the review. Commissioner Gallant stated we agreed to do a review. It is okay to schedule the review. Roland stated he would like to have it done before the annual meeting.

New Business

Purchasing Requests

No purchasing request.

Sole Source Approval Requests

Air Cleaning Specialists for the annual service agreement for them to service and maintain our vehicle exhaust system. It was the Chief's recommendation that they renew the contract. Commissioner Gallant made a motion to accept Air Cleaning Specialists as the sole source for the calendar year 2010. Commissioner Waldron seconded the motion. Discussion: Commissioner Auger asked if this is something they do yearly. Chief replied yes. There being no further discussion, vote was taken. All in favor.

MaineOxy. We made the switch to MaineOxy because they were cheaper and allowed us to purchase our own cylinders which would eliminate lease fees into the future. Chief Carrier stated he would like permission to continue to use them for 2010. Commissioner Gallant made a motion that they accept MaineOxy as the sole source for the calendar year 2010. Commissioner Waldron seconded the motion. There being no discussion, vote was taken. All were in favor.

Belknap Communications. Vendor for pagers, pager repairs, mobile radio parts and repair, portable radio parts and repair, portable radio replacement batteries, radio and pager programming and vehicle warning equipment repair and replacement. They are a vendor right in Northfield. We have had very good luck with them. It is cost effective. It is easier with the vendor in town. Commissioner Gallant made a motion sole source vendor for 2010. Commissioner Auger seconded the motion. Discussion: Commissioner Waldron stated we just bought new pagers. Chief Carrier replied we buy some every year. Commissioner Waldron asked if we bought portable radio replacement batteries from them. Greg replied yes. Commissioner Waldron stated he is fine with everything except the vehicle warning replacement system. Greg replied if it is over \$750 we have to get quotes anyway. The sole source is for purchases under \$750. Chief Carrier stated the other point is if exclude vehicle warning systems then have to replace an intersection light they wouldn't have the ability to do that. There being no further discussion, vote was taken. Commissioners Waldron and Auger opposed, Commissioner Gallant for. Commissioner Auger made a motion to approve as sole source minus vehicle warning equipment over \$750. Commissioner Waldron seconded the motion. There being no further discussion, vote was taken. Commissioner Waldron and Auger in favor, Commissioner Gallant against.

Desorcie Emergency Products for fire apparatus pump repairs. Chief Carrier explained that we have been using Desorcie for a number of years now for both our pump work and pump service. We believe their pricing is fair and their work on the vehicles has been excellent. The fact that they do our service testing allows them to be able to service and make repairs on the pumps while they are service testing. He recommends that they continue to use Desorcie Emergency Products for our fire apparatus pumps. Commissioner Gallant made a motion to accept Desorcie Emergency Products as the sole source vendor for repairs made to our fire apparatus pumps in 2010. Commissioner Waldron seconded the motion. Discussion: Commissioner Waldron asked if this was the company we got the quote from to remodel/rebuild Engine 1. Dingee's was less and then the final cost came in even less than that. Chief Carrier explained that we had to deliver the truck to him. We were without it for 30 days. Desorcie would have come here. Commissioner Waldron is not in favor of sole source. Chief Carrier asked if for every piece of pump work they have to get approval from the commission before they can get it done. Commissioner Waldron said no, they have up to \$3,000. Chief Carrier asked if any major pump work over that threshold would have to go before the commissioners. Commissioner Waldron replied, yes. There being no further discussion, vote was taken. Commissioner Gallant in favor, Commissioners Waldron and Auger opposed. Request denied. Commissioner Waldron asked if the pump in Engine 1 is different than either the Tanker or Engine 3. Chief Carrier replied that it is. Engine 1 is a

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Darley. Dingee is a Darley dealer. He explained that \$500 in a quote for a pump job is negligible. It's just the difference in one guy saying it's going to take five hours, one guy says it's going to take four hours type of thing. One company didn't want to work on it because it was a Darley. Chief Carrier asked if it is ok to continue to use Desorcie for small pump repairs. Commissioner Waldron responded it is ok so long as it is under the \$3,000 purchasing threshold.

Paramedic Training Request

Chief Carrier stated Matt Gilman put in the request to attend the paramedic program at the NH Technical College. It is the same program that Captain Michaud is attending. It would basically pick up as soon as Greg graduates, Matt would start going to classes. Chief Carrier believes Matt is a good candidate for the program. It would be in line with his goals to get one paramedic on each shift. Commissioner Gallant asked when he would start. Classes will start in the fall of 2010. Anatomy and physiology will be in the summer. Commissioner Auger asked how long he has been on the department. Matt replied one year. Commissioner Waldron asked Matt if he is a basic or an "I". Matt replied an "I". Discussion ensued about the financial impact. Commissioner Waldron stated he has two concerns. One is the impact on the percentage of the request relative to total training line. He still doesn't like fronting the money, the associated cost being covering shifts. Chief Carrier responded that they have the experience of Greg going to school. They have worked hard to keep the cost of covering shifts down. He and Brad cover the majority of Greg's shifts when he's at school. It's important enough to the department and the department members where you talk about the impact on the training benefit that we realize that it is a benefit to everybody, not only a benefit to the community but the other people who work with the medic. Discussion ensued. Commissioner Gallant suggested the request be withdrawn and Matt come back after the District Meeting. He requested Matt write a short essay as to why he wants to be paramedic and what he feels it will do for the people we serve. Matt withdrew his application and will come back with the application deadline and his essay.

Vacation Buy Out Request

Captain Michaud has been unable to use all his vacation time and he is requesting to be paid for that vacation time that would expire on February 7th. Commissioner Gallant made a motion to authorize payment of 48 hours of unused vacation time in light of the fact of his commitment to the paramedic program has enabled him to use all of his vacation time. Commissioner Auger seconded the motion. Discussion: Commissioner Waldron asked if there is money in the budget to cover the vacation time. Chief Carrier replied yes. They would be paying out overtime to cover it at time and a half. Commissioner Waldron asked if there was time between now and February 2nd to take that vacation. Chief Carrier replied no, he doesn't believe so. There being no further discussion, vote was taken. All were in favor.

Correspondence

Several letters were received from the New Hampshire Retirement System. Two or three of them were regarding overpayment that was made. Discussion ensued about the overpayment. One of them is regarding the application for prior credit where a letter needs to be sent to waive the waiting period. That needs to be faxed in tomorrow. Letter is be done and Chief is to sign it.

A letter was received from the water commissioners confirming the hydrant price of \$115,032.96 for 2010 which is \$28,758.24 per quarter.

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The hydrant shoveling policy was received from Tilton-Northfield Water District.

A memo from Captain Hall was received regarding a chainsaw that has been taken out of service. Discussion ensued about the chainsaw. Commissioner Gallant made a motion for Captain Hall to dispose of the chainsaw. Commissioner Waldron seconded the motion. There being no discussion, vote was taken. All were in favor.

Letters were sent to both town administrators requesting payment around the 15th of the month. Nothing formal has been received back yet. Tilton requested the letter.

A letter was received from the Fire Chief in Franklin regarding the paramedic intercept fee. Discussion ensued. Chief Carrier explained the mutual aid agreement. Discussion ensued about mutual aid. Commissioner Waldron asked Commissioners Gallant and Auger what they wanted to do. They both felt the bill should be paid. Chief Carrier asked if we should pay the invoice out of the Operating Budget or the Apparatus & Equipment Fund. Commissioner Gallant stated it should be paid out of the Apparatus & Equipment Fund and Commissioner Auger agreed. Commissioner Waldron agreed to pay the bill. Commissioner Gallant asked if we continue to get bills if we should go ahead and pay it. Commissioner Waldron said yes.

Other Business

Commissioner Gallant stated they need to schedule a meeting to review the warrant. After discussion, it was decided they would meet at 5:30 PM on Wednesday the 27th at Tilton School in Room 213. They will dispose of the report for the Comprehensive Facilities Review Committee then as well.

Commissioner Waldron brought up that at the October meeting he asked who was on payroll at these meetings. The answer, as he remembers it, was Kathy, Deputy Chief Robinson and Captain Ober. Captain Ober stated he is not always. More often than not he does not put in for overtime. Sometimes he takes comp time. Discussion ensued about comp time. Commissioner Waldron pointed out that we have no official comp time policy. Commissioner Waldron feels if the person is here to do a job they need to get paid for doing that job. If Brad is here, he needs to be paid. If Kathy is here, she needs to get paid. If Mike Robinson is here, he needs to be paid. Chief Carrier did not believe with hourly employees you can't have a comp time policy. He does not have the labor laws in front of him. Gretchen explained the State's policy on comp time. Commissioner Waldron asked if they knew what the labor law was. Katherine Dawson commented that they were allowed to have comp time. They got rid of it because it was difficult to track and they didn't want it to accumulate. Commissioner Waldron's point is if we are using comp time we need to have a comp time policy. Captain Ober stated he adjusted his work hours today for the meeting tonight. He suggested they leave it alone because it is working. He offered to give them his written report and not come to the meeting. Discussion ensued about Kathy taking the minutes of the meeting. Commissioner Waldron feels it's the Clerk's job. Commissioner Waldron feels the Deputy, Brad and Kathy don't need to be here. They are paying them overtime to be here. Captain Ober asked why it is an issue if we are not complaining about it. What does he want? Why is he concerned? Commissioner Waldron replied, perception. Further discussion ensued. Kathy asked if she was to still attend the meetings. Commissioner Gallant replied yes until this is resolved.

Public Comment

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Roland brought up why is it the Administrative Assistants responsibility to type all the minutes. Each committee should have their own clerk. Katherine Dawson said typically that subcommittees appoint their own chair, vice-chair and secretary who do the minutes. Once approved the secretary would turn them over to the Clerk. Discussion ensued.

Gretchen Wilder brought up there is nothing on the website for the Budget Committee. No minutes are posted on web. Why? Kathy replied that as far as she knew they have not been approved yet. Gretchen stated she is angry the information is not on the website. Kathy is to post the drafts of the minutes on the website.

Gretchen Wilder brought up the Tilton Life Safety Building Committee and asked whenever we operated out of Winnisquam. Commissioner Gallant said it was implied that the District was serviced out of three. Katherine Dawson said Winnisquam Station did not become affiliated with the District directly. The towns of Tilton, Belmont and Sanbornton all funded Winnisquam. Katherine went on to explain how it worked. Pat Clark expanded on it even more. Discussion ensued. Deputy Robinson will clarify at the next meeting.

Gretchen Wilder recommended they look into the labor laws regarding comp time.

Brad, representing Local 4659, brought up the recent vote of the Northfield Fire Study Committee. A lot of our employees are concerned about the future of their jobs. They would like to ask the Commission what their response is to what they perceive as the negative possibility of the District to split. Has there been any thought as to what will happen to some of the positions that are currently in place. They are starting to wonder about their future and if they should start looking for something more stable. We haven't heard an opinion from your board publicly about the possibility of the District splitting. What is the Commissioners opinion? They feel they have a legitimate concern. They are looking for your input and hoping for your support for the District as it stands today. Commissioner Waldron replied they have not discussed it as a Board. Brad stated it has been going on for an awful long time and their silence appears to be support for the negative. Commissioner Gallant said they have not discussed it as a Board but he can address it as he has many times before. It has always been his feeling that the District should remain as it is and should not split apart. We are stronger together. He understands the concern of the men on the department, He's talked about that concern. He has talked to the Chief about that concern and his concern as it relates to your longevity. He looks forward to hearing what goes on next week at the hearing as to what kind of information that is being put out. He too heard today that the decision was unanimous to recommend to the Board of Selectmen to make the move to get out of District. He understands their concern. They haven't talked about it as a Board. The Deputy said the same things are being said the same thing is happening on the call company. Anything uplifting you can do to keep the forces together would really be appreciated. Commissioner Waldron stated it seems to him it was the only thing that hadn't been studied. They feel, Northfield, they were backed into a corner and their reaction was to form their own committee. His position is they had right to do they did it. He is here. He personally is here as a commissioner of the District. As long as there is a District he will be here. He filed for reelection. He would like to stay, he wants to stay. If Northfield pulls away and there is no more District there will be no more Board of Commissioners. Brad stated he understands that but from the employee's perspective they are disappointed that the Board hasn't said anything about this. The employees have a right to know why you, the Fire Commission, stood up and said listen, we are a District. This is working and we are staying. This is why we are staying. This is a good deal. Brad asked if the Board would support the warrant article. If they would stand up and publicly say this is a bad idea as a Board. Commissioner Waldron stated as a

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Board they would support or not support the article. Why haven't you discussed. David Hall said it sounds like a bunch of semantics going on. If you don't support the Fire District as a strong body how are they supposed to feel as employees when their bosses don't support the services they provide. Commissioner Waldron said on the opposite side is one person, group of people, or an entire town be forced to stay somewhere and do something they don't want to do. Brad stated he was only there to discuss the implications of what would happen if they split. People are worried they are making commitments and starting their career in unstable department. Pat Consentino spoke and asked if this was a fair way to treat employees who work for you. As an elected official of the town she has her personal opinion about many things. Her personal opinions have no bearing on what she does when she sits behind a desk. She is a Selectman. She never takes that hat off. The Commissioners should not have put their personal feelings or bias within their own jobs as Commissioners. Sit here and do what the people elected you to do and stand up for the people who are working for you and with you and voted for you. It is time for the Commissioners to come together and say we have a tremendous group of firefighters that work very hard for our District. There are some things that probably need to be fixed in the District. Within the group, within the employees, there is an awesome group here and they need to be protected at all costs. Nobody is standing up for them. They are sitting over here in a house that is run down and said we will get to you when this is all over in March. That's not fair to them. Commissioner Waldron stated as far as being attacked, he feels a lot more attacked by the Tilton Life Safety Building Committee than he does by the Town of Northfield. If it comes right down to it and push comes to shove somebody who doesn't want to be involved in something, how can you make them be. How can you say you have to do this? Brad said he didn't want to discuss this part of it. That's not his point. Commissioner Waldron stated he cannot sit their and tell him what his job future is. As long as there is a Fire District we need to do business as a Fire District. Business as usual. Brad replied fine. You made it perfectly clear what your stance is.

Bills:

Manifest

The manifest was reviewed and discussed. All bills were released for payment except the Green Insurance Associates bill for the Accident and Health Policy. It was decided that Kathy would call Green Insurance to extend the due date and request they come to the Commissioner's Meeting on February 18th to review the policy.

Commissioner Gallant made a motion to adjourn at 9:43 P.M. Commissioner Auger seconded the motion. There being no discussion, vote was taken. All were in favor. Meeting adjourned at 9:43 P.M.

Respectfully submitted,

Kathy Tobine
Administrative Assistant

Next Meeting Date, Time, Place: February 18, 2010 at 18:00. Meeting to be held at Tilton School, new Academic Building, School Street, 2nd Floor, Room 213, Tilton.