

Tilton-Northfield Fire & EMS Commissioners' Meeting

Meeting Called By:	Commissioners	Date, Time:	January 24, 2012 at 17:30
Transcribed By:	Kathy Tobine	Place:	Tilton Town Hall, 257 Main Street, Tilton

Commissioner Auger called the meeting to order at 5:35 PM.
 Present: Commissioner Paul Auger, Commissioner Pat Clark, Commissioner Tom Gallant, Chief Brad Ober and Administrative Assistant Kathy Tobine.

UST MOU

The UST MOU was discussed. The major change after the committee met is to remove the word user and identify everybody as an owner.

Chief Ober highlighted the changes the Tilton Board of Selectmen would like to see changed. This fund is not being created particularly for replacement. It is being created to take care of any hazardous spills between now and the end of the life, to do the final cleanup and maintenance. If there are any funds left over after all that, then absolutely they will be applied toward replacement or they will be distributed back to the owners. The biggest change is the wording that the special account would be created by the School District wouldn't be created until July 1st. All monies would be kept by the agencies until that account is created so that there isn't money floating out in limbo. It also calls for the Winnisquam Regional capital reserve account and the Northfield capital reserve account to be basically disbanded on July 1 and rolled over into the new account.

The signing agents would be the School District Treasurer and another other would be an agent assigned by the Oversight Committee. What they were talking about was another districts treasurer. As an example, right now it would be the School Treasurer and the Treasurer of both Northfield and the Fire District. They are requiring two signatures on that account.

The percentage of ownership changed a little. It is now done on a three year average of gallons used. The Oversight Committee was discussed. Members of the Oversight Committee are appointed by the boards.

All this is set up for is continued maintenance now, not replacement, and the closing of the tank. Discussion ensued. It is a very amiable relationship between all parties.

After discussion, neither Commissioner Auger or Commissioner Clark have a problem with UST MOU.

Warrant Articles

Chief Ober passed out Article 7 for the Commissioners review. This is the warrant article that will take care of ratifying the agreement. Commissioner Gallant stated this language was agreed to by all entities.

Chief Ober reported we have our review back from DRA. The only recommendation is that on Article 8 the recommendations be added in parenthesis. The only ones required are the special warrant article. On the other ones, if the Board chooses to add their support they can, if it is the vote of the District, they must. Only Article 8 is required this year. Commissioner Gallant made a motion to include their ratification to all warrant articles that deal with money. Commissioner Clark seconded the motion. Discussion: Commissioner Gallant feels there are many people in the District or in the various towns

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look to those people they have elected for some guidance relative to the items in the warrant. This is why he made motion. There being no further discussion, vote was taken. Motion passed unanimously.

Chief's Review

Commissioner Gallant made a motion to go into non-public session at 5:45 P.M. Chief Ober stated they didn't need to do that on his account. They could stay in public session. Commissioner Gallant withdrew his motion.

Commissioner Auger stated we would start where we left off. He asked Commissioner Gallant if he would like to begin. Commissioner Gallant stated he has nothing further at this time.

Commissioner Clark stated he pulled together all kinds of stuff to look at and didn't do as much as he would like. There has been a tremendous amount of activity that happened over the past year. It was overwhelming to go through. He has been really impressed on how uncanny it has been that the training has been so relevant to the day to day operation of the department. He doesn't know how Chief Ober does it. But it has been right on. The InfoBlast has been great tool on keeping everyone updated. It would be nice to be able to get that to more people in the community. It would be nice for people to get some of that information so that they knew what you were doing. Chief Ober stated the website would be a good avenue to use that. We need to be careful with incident pictures not to get private information out. Commissioner Clark stated the InfoBlast has been a really great tool that Chief Ober has developed. FireHouse Software has been good. It would be nice to get updated as more information is added. The facilities look great. Improvements have been made in both facilities.

Commissioner Clark stated the personnel survey shows that more needs to be done by both Call and Career firefighters. There is some difference of opinion on who should take care of things. Facility and vehicle maintenance were worst two areas. Chief Ober replied it is an ongoing relationship they are trying to build.

Commissioner Clark stated the politics involved in handling the MOU you get a silver star for that. A lot of time was put into that by Chief Ober and Commissioner Gallant. Chief Ober seems to be meeting with Tilton Staff in day time meetings. Evening meetings don't get as much attention. That seems to be something that is falling short. The best thing he found was the memo Chief Ober put out on May 25th. He highlighted the different areas and department goals he was going to be focusing on. There is a tremendous amount of information there. There has been a lot of stuff happening over the past year that has been beneficial.

Commissioner Clark stated the Residency requirement is the big elephant in closet they will be struggling with tonight. As far as he is concerned, operationally he has been extremely pleased with his progress. The only negative, from a Commissioners standpoint, is that you don't take negative feedback well. That's something you might want to look at. You get heavily invested in whatever it is your goal is. If somebody puts a roadblock up you just keep moving forward. It has got to happen. There is no fallback to work on. Other than that, the first three goals they had down out of the four were handled very well. The last one on residency, in his opinion, hasn't.

Commissioner Gallant stated he only pointed out the positive the other night. The only negative he can come up with is one we have all wrestled with. Every chief we have ever had has wrestled with it. That is establishing a relationship with the Selectpeople or Boards with the people in Northfield. It has always been problem. It is always a bone of contention. It seems to be some problem they have not come up with a solution to. Commissioner Clark mentioned it in passing. You, on a regular basis, seem to attend managers meeting in Tilton. That doesn't happen across the river. It has been an excellent tool in this community. It is a very productive tool. It is not time wasted. If I had to choose between your time going to a weekly meeting here or sending you to Rotary, I would I would prefer here. Our goals and objectives as a department can only be accomplished if we work cohesively with all other departments.

Commissioner Gallant stated our goal is not only that if you have a fire, I will come put it out. If you can't breathe, I'll come over. That is not what we do. It may have been what we did years ago, but it is

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not what we do now. At the very last meeting he thought it was extremely important to now have breakdown of calls, to look at the number of calls that we had which were EMS related. That is 50%. He made the statement then that we are in that business. The people chose for us to be in that business and we are in that business. If an elderly woman at home or a young lady at home falls and she makes a call, we go up there. If they are having an anxiety attack, we go up there. It is a great comfort for people to know that we are here. He was just at a two hour CHAT meeting at the Senior Center. There are a lot of elderly people sitting there talking. You are looking at these people and they say to you this is just another piece of community. One big piece is the police department. Another great comfort is the fire department. Then they look at the Senior Center as a place to go and have company. It is nice to hear people talk that way. Younger people feel that way too. People that have kids, it is a great comfort to know that police department and the fire department are always there. We need to continue to work and accept the responsibility both on your part and their part to see how we can improve communication with the Selectpeople in Northfield. We may finally come to the decision as to what they might do to improve that. It just takes one person to change that.

Commissioner Clark wants to see if Northfield will do daytime a staff meeting like that. Daytime is the best time to do it for staff people. Chief Ober suggested he reach out to Glenn Smith them to set up a meeting. He would like them to know that his absence from their meetings is that he doesn't want to exclude them from anything but he has a lot here. He has to focus on Fire Department stuff. He has been reluctant to expand the InfoBlast email list as it was designed as an in-house tool. Commissioner Auger would like the people to see how the money is spent. Chief Ober stated by opening it up it becomes more like a newsletter.

Commissioner Gallant brought up Steve Carrier. At the end of the first year just before the submitted the reports to either town they invited other selectmen. They went before the Selectmen in both towns. They laid out their financial situation. They laid out the budget and the warrant articles that were non run of the mill type of things. They vowed to them that they were trying to open up communications. They would try their best to get back to them on a quarterly basis, if not a semi-annual basis, in that type of environment. We would go to them. They got encouraging feedback from both boards. They never did get back to either one of them. They just didn't follow up with either one of them. You get tied up with what you are doing at the moment. Steve got tied up with running the department. They didn't. Instead of broadening that tool to include things they would have in a newsletter, put together quarterly summary. Send it to both Boards. Get on their agenda and go in to discuss any highlights we might have and let them ask us any questions they have at that time.

Commissioner Auger stated he would hate to see happen again what happened a few years ago when they wanted to split. Nothing personal against anyone over there, but it could happen again. They wanted it bad and it should never happen again. Commissioner Gallant stated that is the only remaining major obstacle for us, as a group, to take on. It is not the responsibility of the Chief any more than it is the responsibility of Chair. They should accept it as a joint responsibility of the three Commissioners and the Chief. He would like to think they could bring the Deputy into the fold. All agreed it is a great idea.

Chief Ober stated the other side of coin is that they don't demand, expect or get that same type of service from the School District. Maybe we need to market ourselves better. We are a District just like the School District. Why are we being treated differently? He would like to see what the reaction would be if they wanted the principals from both elementary schools go in once a month and give a report. It doesn't seem like that same level of respect is there. Commissioner Auger stated Chief Ober was right. Commissioner Gallant stated a lot of that has to do with less than 5% of the people in the District go to the meeting. They feel don't have a choice; they don't have a say with the School District.

Commissioner Clark stated he was on the Pines Community Center board for a while. Both Boards of Selectmen held their feet to the fire. They were going to both boards every other week reporting to the Selectmen.

Chief Ober asked if the Board minded if he reached out to Glenn and the Board. Commissioner Auger agreed he would go with Chief Ober. He stated he only needs to do it once or twice a year as far as he

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is concerned. Chief Ober stated he didn't do a quarterly report as he didn't want to duplicate efforts. He did send those that went out to the Budget Committee to both Boards. He didn't get feedback from anybody. Maybe that is a step they should try to do. He will try to get some dates from them and check with Commissioner Auger. As far as he knows they don't have a department head meeting.

Commissioner Auger stated he doesn't have a whole lot to say. He is very pleased working with Chief Ober. It has been a pleasure. He does a great job. As Commissioner Clark said, they do have a couple of little issues. One is residency. They can work on that and hopefully come up with something. The only other thing is he has is he doesn't like to compare ourselves from town to town. He would like to consider ourselves different. People look at you and say Tilton-Northfield, look at what they have done with what they've got. People saying that makes him feel great. The ambulance and ladder truck not costing the taxpayers anything. People look at that and they are amazed that we can do stuff like that. Even the way things are run here. He doesn't like to compare us with Franklin, Laconia, and Belmont. To him, that is not right. He wants to be our own department. Chief Ober stated the only reason he does that is to help justify his argument. Commissioner Auger stated he understands that. If we can do stuff to be as good or better than others with less people or less things, it make us look good. The biggest thing is the way we purchase apparatus, people look at that. He is very happy with Chief Ober. He does a great job. Hopefully it will continue.

Commissioner Clark asked Chief Ober if there were any concerns that he wanted to talk about. It was a tough meeting last time. There were some differences. As much as all of us think overall you are doing a good job the residency thing is a big issue. He has spent a week talking with everybody he could think of to try to see how to deal with. Is it legal? Isn't it legal? He talked with Paul Sanderson probably three times. He called down to Seabrook and Somersworth. He talked with different people in the fire service and tried to get a feel on how they should do it. He feels if they don't stick to their guns and expect at some point in time residency, they are going to lose it. It is an extremely important. He personally feels, and he thinks a lot of people in the community personally feel, it is a really important part of what they do here. If they don't address it right now and allow that to drop and they will smooth it over in another way he doesn't think they can ever expect and hold new firefighters that get hired to expect that they should move into the District or live nearby. He has talked to some people that have been in the fire service that say you have to really push for that because call firefighter numbers have dropped off. He has been told you need 14 to 16 firefighters for a large fire. It is important to have people in your area that are going to be able to respond to it. They really need to be able to figure out a way to take the bull by the horns. His concern is that up until yesterday his feeling was they weren't going to do it and work it out some other way or they were going to do it and it had to be done by the end of the 18 months or that was it. He thinks there is a third option. The can extend, as Commissioners they can extend the 18 months and let him try to get his affairs together. He would like to hope they can continue to keep him as Chief. They have all got a lot of investment into making this whole thing work. He doesn't mind extending that time to make this whole thing work. To him that is a really important piece.

Commissioner Clark stated that Chief Ober had mentioned in the last meeting that he is there in during the day. When heavy duty calls, he is there. We have a handshake agreement between Mike Robinson and I that he covers nights and weekends and it works really well. Now we are talking about a Deputy Fire Chief. He is getting intimations from Chief Ober that he has somebody picked out that is going in that direction yet they haven't given him any direction on that. He doesn't know how that is going to come about. He feels a little like Tom does that having volunteer Deputy Fire Chief and utilizing full time staff to blend in a little bit like you did. He read his letter when he applied for the job. In that letter you mentioned that you were not just somebody who just took care of code enforcement, you really were Steve's right hand man. You a lot of times on occasion filled in as a quasi Deputy Fire Chief. Maybe that can happen without somebody having the title. He doesn't know. That is the Chief's job. Chief Ober stated his proposal for a full time deputy would not include doing away with Mike's position. He knows that is a long way down the road. Commissioner Clark stated that from a Commissioner's standpoint his concern is that he looked at that chart that shows how much the total budget has increased over the last six to eight years. It is quite a steep increase. It's a lot to swallow.

There are a lot of people that aren't paying taxes. When that goes up it tells me we need to pull in a little bit. Most of the departments within our jurisdiction whether it is the school, State, police department or Town, they are holding back on doing any increases yet we are giving 2½% on the Step & Grade System. We are going to hear about it at District Meeting. He has had a couple of calls on it already. He would like to make a motion just to get it on the table and have people discuss it. Commissioner Clark read the following.

Probationary Review Process Outcome Motion:

Understanding that Chief Brad Ober has passed his probationary review with the exception of the residency requirement, a requirement that is part and parcel to the review process and subject to compensation consideration, the following motion is made:

Motion:

Compensation for the 2012 budget being awarded thus far is from the original \$64,000 to \$65,000. This would be upon voter approval at District meeting and would be effective January 1st, 2012. Further compensation may be awarded following fulfillment of the residency requirement by the Chief up to the allotted amount in the 2012 budget assigned to the Chief.

The residency requirement will continue to be required as part of the Chief's employment agreement and currently the understanding is that the Chief has a total of 18 months to fulfill that mutually agreed upon stipulation from the date of the signing of the employment agreement. The Commissioners may be willing to provide extensions if requested by the Chief and agreed upon by the Commissioners 60 days prior to the end of the 18 month provision.

The Chief will report back on his residency requirement progress at each monthly commissioners meeting. This may be done in a non-public if the Chief so chooses.

Effective February 1st, 2012 it shall be the policy that no District vehicles, including the Chief's Command vehicle, be used for personal use including for driving to and from work. District vehicles should be used for District related work and should be picked up at the station when needed. This policy will be reviewed once residency requirements are met.

Commissioner Auger seconded the motion for discussion. Discussion: Chief Ober stated he cannot overcome an almost \$55,000 loss. Commissioner Auger stated he wouldn't expect him to. Chief Ober stated that is on what is currently owed. He can't afford two mortgages. He had a discussion with Mike Gagne from Bean Group. He has indicated he would not change the market analysis from when he did it last summer. He indicates that from the information that he is hearing that the real estate market has bottomed out. In 2012 they see no movement until the election is done. After that, depending on the election results, they think it could start an upswing or could stay at the bottom. He is predicting we won't see a lot of movement one way or other. The new regulations, or tightening of belt by the people who own mortgages, he would not be able to get into a mortgage taking a loss. He would have no money to put toward a new mortgage. He is stuck in hard spot. He doesn't think a 60 day extension will change it. A once a month report back to them will be the same thing.

Commissioner Clark stated he was down in Connecticut for a family get-together and was talking to some people there about the dilemma. They agreed that the downside that Chief Ober is describing is certainly there. The upside is that there are opportunities for low interest loans. The other upside is that his house is not the only house on the market for less than what you bought it for. There are a lot of homes out there that are damn cheap if you could roll everything together in a package to make that work. Chief Ober stated he could not afford to buy a new home and roll the existing debt into the new mortgage. He wouldn't qualify.

Commissioner Gallant stated he is telling you he is upside down on the current mortgage he is in based on the value of his home now. He might be able to buy a piece of property on a short sale that someone else is underwater on but if you can't get out from under yours there is no point. You are not going to go backwards. You have to have AAA unmarked credit to 80% financing right now. They prefer 60%. It is so tight. Chief Ober stated two years ago he didn't qualify for a home equity loan because the spread wasn't wide enough. He cannot afford to sell his house and buy a new one. The position is not worth that. He's sorry.

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Commissioner Clark stated all he knows when looking at all the data before him there was a tremendous amount of effort that was put in to the other three things they were looking at. He doesn't know how much effort went into the residency. He doesn't have the sense that effort you need to make it happen has not happened yet. Chief Ober stated there is a decent amount of inventory available. The next step was he found nice good things, he has to sell his. That's where the roadblock came in. He wasn't hiding it from anybody. He communicated that to Paul after a meeting. He wasn't hiding that from anybody.

Commissioner Clark stated in hindsight he would have loved to have this information before they signed the employment agreement. Chief Ober stated he would have loved to have that information too. Commissioner Gallant stated he met with Chief Ober and asked him if he had any interest in applying for the job. Brad said he would love to apply for it but could not meet the residency requirement. He contacted Commissioner Clark. After lengthy conversation Commissioner Clark said residency would not be a deal breaker. So, he told the Chief that so he said okay he would apply for the job. Then you changed your mind.

Chief Ober asked what would change if he lived here. He asked what their expectations are. Commissioner Clark stated he would be a lot closer to being able to respond quickly. Chief Ober stated so you would want more response out of whoever would be your fire chief after hours. He asked if that was what he was hearing. Commissioner Clark stated he could run down the whole list of general feeling people have that he has talked to about the fire chief. Chief Ober asked what the general feelings were as the position does not pay enough for the Chief to respond to all the calls on nights and weekends. Commissioner Clark stated he was not going to get into how he handled that. If he was here the chance of him being able to do that at all in quick response is going to be much better. Chief Ober asked if they were expecting more out of their fire chief. Commissioner Clark stated he would be expecting what he is hearing from other communities and their fire chief. Have a fire chief that is vested in their community to be able to respond quickly if need be major emergencies. Chief Ober stated he has proven he is here. He mentioned that Mike covers the nights and weekends. That does not mean that he doesn't come back nights and weekends. For those incidents that he is needed for, unless he is on vacation or out of the area, he is here and here within an average of 20 minutes. That has been working. In his opinion, he would not want to live any further away. He believes that he is at max to be useful in an emergency response situation.

Commissioner Auger asked Chief Ober if down the road if he has any intentions of moving if the situation changes. Chief Ober replied yes, he would. Commissioner Auger stated Mike Robinson is not going to be around forever and that leaves you to be in charge. Chief Ober replied yes and you have shift officers. Eventually someday the department is going to have to grow. The next step of the department is going to increase its administration. It should have happened already. That's why you have company officers. Commissioner Auger stated there will be some big decisions that company officers can't make. Chief Ober stated he is not saying he is not coming. Commissioner Auger stated your intentions are, if things turn around, to move.

Commissioner Clark stated what this does is keep the door open. Chief Ober stated this is horrible. This handcuffs me. He considers the vehicle as part of the salary and benefits package. He will not run down the interstate in his personal vehicle in an emergency response. Commissioner Gallant asked if he uses the vehicle after he gets home. Chief Ober stated it is parked. He uses his personal vehicle. The department vehicle is used to come to work and meetings.

Commissioner Gallant stated based on the budget what was the salary in there. Chief Ober replied \$66,268. Commissioner Clark stated that is about a 3½% increase. This is definitely at the low end. He is willing to make adjustments on the salary up to what was in the budget. He would like to keep the residency in there. He really doesn't think they owe him a vehicle that for 99% of the time is used to drive to and from work. Should they supply a vehicle to all firefighters to commute to work? Discussion ensued. Commissioner Auger agreed with Chief Ober. Chief Ober stated his point about the vehicle being part of his salary package. If they want him to park the command vehicle he would ask they

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increase his salary above what was in budget. Commissioner Gallant stated the vehicle is part of the compensation package.

Commissioner Clark stated part of employment agreement was moving into the District. If he lived in the District would have no problem. Chief Ober stated it was indicated in his hire letter that the boundaries hadn't been defined. They would be defined at a later date. Discussion ensued about residency for firefighters. Chief Ober stated make it inviting for them to come back. To be eligible for callback you need to either be within the confines or boundaries of the two towns or like other towns where mileage is the factor. Commissioner Clark stated they had talked about that or it would be similar to other towns where it would be in a radius of miles. Chief Ober stated that is going away. Commissioner Clark said maybe it is going away or it isn't. He talked to communities today where it isn't going away. Chief Ober asked which communities. Commissioner Clark stated he talked to Seabrook today at great length. Chief Ober stated that nobody around us has it except for Franklin and Franklin wants to do away with it. It seems like we are going in the reverse direction on that particular topic. If you create a policy that allowed sooner callback and station coverage by the staff that you want to come back they would do it on their own because they want to be part of that. They are not allowed to come back until a first alarm. There is no incentive for them to move here.

Commissioner Clark stated that the Chief is the standard barrier. Chief Ober stated say 20 minutes then. Commissioner Clark stated 20 minutes is a long time if you have house on fire. Chief Ober stated he has staff that is going to that thing. You make it sound like nothing is going to happen until he gets here. They have chain of command and all kinds of things to make that happen in his absence. The same fires will get put out when he is on vacation. He can't afford to move here right now. Commissioner Clark stated he had not given it a lot of effort. Chief Ober asked how much more effort he wanted him to do. Commissioner Clark stated he just found out the other day how much he put into looking at houses back in June. He doesn't know how much effort he has put into it. A lot of the things he has read is there was no action was taken until you were halfway into the year. Chief Ober stated there are a lot of things he does not report to Commissioner Clark about. A lot of that is his personal business. He doesn't need to report to him every single person he talks to about real estate and what's for sale or not for sale. He doesn't need to do that. He can't afford to move here right now. This motion is restricting.

Commissioner Auger stated they could go on and on about this.

Commissioner Gallant stated the greatest objection in the past was that if a chief doesn't live in the District he doesn't seem to be invested in the community. Is Brad Ober, regardless of where he lives, invested in the communities that comprise the District more than any other chief we have had in the past? Commissioner Clark stated he wish he knew. He knew at the beginning of the year when he started he was showing up to town meetings and stuff like that. Commissioner Gallant asked who those lots of people are the Commissioner Clark talks to and what their feelings are. What would be accomplished if he lived at the far end of Tilton at Sanbornton or the far end of Northfield almost in Canterbury versus where he is and 20 minutes down the interstate? He doesn't feel anything would be accomplished. We all agree that he can't afford to take a \$60,000 bath. None of us would expect him to take that bath. Don't put the guys feet to the fire. If you want to set certain boundaries that's fine as far as residency is concerned. He doesn't think residency should be within the District. He thinks they should seriously look at is a certain response time. It is something that should be on the table for discussion, not something that is mandated. He doesn't think that they have spent enough open time discussing what would be gained by setting a response time of 20 minutes or a response distance of 10 miles. His problem with distance is what comprising those 10 miles. He thinks that is something they should put on the agenda to discuss. He thinks the time factor is probably the most reasonable thing to use. As far as the command vehicle is concerned, he thinks the command vehicle should be with the chief command officer.

The Deputy's vehicle is fully equipped as a command vehicle. It is frequently used without any hesitation. As Paul pointed out, he's going to reach a burn out at some point and someone else will take the job right behind him and they will have some big shoes to fill. Their vehicle will be as equipped

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as his was. The guy has never been this happy in many, many years with the fire department as he is right now. He likes seeing the positive step going forward. He has expressed he is very encouraged by the fact that when Steve left we formed a team. We hired Brad and that team stayed in place. Nothing changed except Brad is now chief. That was a big deal. There was a team effort and there continues to be a team effort. His feeling the vehicle is part of his compensation package and has always been part of compensation package of every chief that has been here. Commissioner Clark stated he would have no problem using the vehicle during the day and would have no problem with his taking it home if lived closer. Living that far away it makes no sense to him as Commissioner. It is a major expense that the District bears. Commissioner Gallant stated the District is not losing a cent with him taking that vehicle home. They are gaining, not losing.

Commissioner Auger stated his feeling on the money is to let it go. It should be what is in the budget.

Commissioner Clark stated where he was coming from is that he felt if all the requirements that he was looking to do when he signed the agreement happened it would be fine. They are hearing that one critical thing, in his mind, is not going to happen. Chief Ober stated you do realize that is out of his control. Commissioner Clark stated he hasn't looked into it one bit. He hasn't talked to anybody. He doesn't know the extent of who he talked to or anything. Chief Ober stated he is going to have to take his word on it. He is going to have to take the report that he gave him on it. He is not going to share any more personal business information with him. Commissioner Clark stated he is not asking him to. Chief Ober asked him how he was going to talk to more people to find out more about it.

Commissioner Auger stated lets look at it at the 18 months. He has faith in the Chief that he would sell his house and move here should the economy get better. He doesn't expect him to take a loss. It wouldn't look good for them either to make him do that. As far as the vehicle, his thought on that is it does bother him to use the vehicle but you do need to use it to respond to calls here. To him it is a benefit because it is with him. He would expect him to come back here when he needed and he would need the vehicle to do that. Brad is the Chief. As far as the vehicle goes, it is worth it. As for the residency, give them a report at the end of the 18 months one way or the other as to what is going on.

Commissioner Gallant stated as for distance it is telling that on one or more occasion the Chief's presence was required and he was on his way home. He turned around and came back. When done, he stayed here and slept on the couch for the rest of the night. Hypothetically if Mike is out of town, and they had some type of threat incoming he isn't going home he is going to sleep here. That is the type of guy he is.

Chief Ober stated they should be aware that he and Mike communicate. They let each other know when they are going to be out of town. If he is going to be out of town for more than one day that vehicle is left here. Commissioner Auger stated so if you are on vacation the vehicle is left here. Commissioner Clark asked how he left it here. Chief Ober stated he arranged for a ride down. Kathy brought him in one time. Commissioner Auger stated he appreciates that.

Commissioner Gallant stated with way Commissioner Auger and he feel and that after this conversation that Commissioner Clark would feel same way. They would go with the salary in the budget. They would go with a residency requirement they will study. Do they want to have an overall residency requirement or not. Study that. As far as the vehicle is concerned, strike that completely.

Commissioner Clark stated he agreed to strike the vehicle with the understanding that he doesn't feel it is part of the compensation package. He feels the Commissioners have every right to grant its use or non-use. It was a real stickler when Steve Carrier was here. Commissioner Auger stated he thinks Steve is a great guy but he used to use it for a lot of different things. Commissioner Gallant stated that is why he asked Brad. He wanted to make it part of the public record. He assumed and he was right that it goes from here to his house and back. Commissioner Clark stated he doesn't mind striking the vehicle and they can talk about how to come up with policy for that. He does not agree that it is part of the compensation package. Chief Ober said they should consider that part of the package. It is a benefit. Commissioner Clark said as a Commissioner he looks at it as a major expense. Chief Ober stated you are either going to pay it out of that or you are going to pay a higher salary.

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Chief Ober requested Commissioner Clark tell him in Pat Clark's mind what other benefit would occur by a chief living in either Tilton on Northfield or surrounding town. He would like to know what more benefit over and above what they have talked about it would be. Commissioner Clark stated salary is where it's at. Chief Ober stated he is talking about residency. What more benefit there would be. He doesn't want an answer tonight. He wants him to think about it.

Commissioner Clark is willing to modify his motion. Strike the vehicle with the understanding they will come back and look at that. He doesn't want to concede that is part of the benefit package. He wanted to make sure that wasn't the only vehicle being used like that. He wants to keep the part on residency requirement right now. Commissioner Auger asked if he was comfortable with the 18 months. Commissioner Gallant asked what Commissioner Clark what he would expect for steps taken in the 18 months that will make Pat Clark happy. Chief Ober asked what he can do to prove he is doing the research and working on it. Commissioner Clark stated possibly look at renters. All he knows is when they stated the search process they were all big on it. Commissioner Gallant stated he was never big on it.

Commissioner Auger said they will do the 18 months and see what happens. Commissioner Clark stated he will modify his motion to remove the vehicle. Commissioner Gallant asked about the salary. Discussion ensued about salary. Commissioner Auger stated the money is in there. He would just as soon give it to him. He does a good job and deserves a raise. Commissioner Clark is willing to modify his motion as to the majority. Commissioner Auger and Commissioner Gallant feel the vehicle is part of the compensation package.

Commissioner Clark amended his motion so the salary will be \$66,268. Strike the part about the vehicle. The rest remains the same. Commissioner Auger seconded the motion. There being no further discussion, vote was taken. Commissioner Auger and Commissioner Clark for. Commissioner Gallant against.

Commissioner Auger asked Chief Ober if he is comfortable coming in at the end of six months and reporting on residency. Chief Ober replied yes, that is fine. He thanked them for all the nice comments. Commissioner Clark stated he deserved it regardless of how he feels about the residency; he has done a pretty good job as Chief. He is glad he is here. Commissioner Auger stated he hopes they keep him.

Adjournment

Commissioner Auger made a motion to adjourn. Commissioner Gallant seconded the motion. There being no discussion, vote was taken. Vote to adjourn was unanimous.

The meeting adjourned at 7:30 P.M.

Respectfully submitted,

Kathy Tobine
Administrative Assistant

Next Meeting Date, Time, Place: February 15, 2012 at 17:30. Meeting to be held at Winnisquam Regional High School, Media Center, 435 W Main Street, Tilton.