

## Tilton-Northfield Fire & EMS Commissioners' Meeting

Meeting Called By:	Commissioners	Date, Time:	February 15, 2012 at 17:30
Transcribed By:	Kathy Tobine	Place:	Winnisquam Regional High School, Media Center, 435 West 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, Deputy Chief Mike Robinson, Treasurer Roland Seymour, Captain Tim Joubert, Captain Tim Ames and Administrative Assistant Kathy Tobine.

### Facilities Committee Report

Chief Ober stated that last spring they put together an in-house facility committee. They have been working throughout the year looking at different options. He hopes that from here it go to a Commissioners appointed committee that will elevate to the next level studying the facilities with the ultimate goal of putting together a plan to go forward.

Deputy Chief Robinson stated that at no point in any of their past fire department committees have any of the members sat down and said this is what we would like to see. This is what this does.

Captain Ames presented the Facility Committee Report. The committee has been working on it for the last six months or so. They had input from the Deputy, the Officers, the Chief and firefighters as well. Some of the concerns are response time, accessibility to the department and the towns, the cost of land and the cost of construction. He then gave a power point presentation. The presentation covered the existing deficiencies of the Center Street and Park Street Stations. The District's current 8 year plan was reviewed. Five different District configuration scenarios were presented. The scenarios were one station with a Belmont Station 2, one station at a new location, one station utilizing the Park Street Station, Park Street Headquarters with a Tilton substation and Tilton Headquarters with a Park Street substation. Staffing considerations, current available space and current maintenance costs were covered. At the end of the presentation, Captain Ames requested the Commissioners review the information and let the committee know how they would like them to proceed.

Commissioner Auger requested the committee add the information on the Belmont Substation in Winnisquam and the numbers on what the District's portion might be. He also requested the roles of the District and Belmont be added.

Commissioner Clark stated the International Firefighters Association did some studies that were similar to the ones used by the Life Safety Building Committee. The new thing they did instead of looking at response times in terms of roads was they took all the data over either five or 10 years and put that into the system for the District. They looked at capturing the typical call data and what location had the best percentage in terms of being able to capture that. Most of it is in the Exit 20 area. That is a huge concentration of typical calls. You can't just look at roads captured. That is important data to look at when you analyze where the location should be.

Discussion ensued about the Park Street deed.

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Treasurers Report

Roland gave the Treasurers Report. He explained the budget figures have not been posted to the budget so he requested they look at the balance sheet of February 15, 2012. He read the account balances.

Apparatus & Equipment Replacement Fund	\$563,446.63
Operating Budget Account	305,652.41
Debit Card Account	5,000.00
Payroll Account	500.00
Land & Building Fund	217,374.51

Discussion ensued about the balance sheet.

Treasurer's Position

Commissioner Auger brought up the reduction in the Treasurer's pay. He apologized to Roland that he did not tell him. They should have done that. There are some things they feel they are not getting.

Commissioner Gallant stated there are things he feels have been put off to Kathy that the Treasurer should be doing, such as running the financial statements at month end. The only thing the Treasurer does any more, as opposed to what he used to, is sign the checks and reconcile the checking accounts. He does a cash flow. Other than that he doesn't know what the Treasurer does. If what they do is equal to \$900 a year, they felt \$2,500 was too much for the Treasurer to get paid. That \$2,000 is more in line with what the job was worth.

Commissioner Clark stated the budget is adjusted every year.

Commissioner Gallant stated whether the by-laws are correct or not they still were adopted. It calls for the Treasurer to do certain things that the Treasurer does not do. That doesn't mean they should have been in the by-laws but they are there.

Roland stated he has a copy of the by-laws. He read through the RSA about what the responsibilities of a Treasurer are. They tend not to be very clear. He spent probably 1-1/2 hours on the phone today with Kathy discussing various issues. The monthly reconciliation of the bank accounts is one issue. Once those accounts are reconciled they flow into the balance sheet. The only other incident for producing the balance sheet is printing it from the computer. He can print it and he does review it. The reason he doesn't print the reports is because he likes to give an up-to-date report as of whatever day we are meeting. Those reports are done. They are in the computer. He has a mirror image on his business computer of the Fire District's accounting records. He is the back up for the Fire District's financial records. There are a lot of things a treasurer does that the job gets done and when it's done it's over. Discussion ensued about the financial statements. Roland stated the Treasurer stands back, looks over the records and oversees that everything is run properly.

Commissioner Gallant asked who produces all the State reports. She does. Who meets with accountants every year? She does. Roland provided information on what other Treasurers do. He believes the Fire District is getting a lot more than any other district or town. He feels Commissioner Gallant is off base.

Commissioner Clark read the treasurer's duties out of by-laws. *The Treasurer shall be responsible for all monies appropriated by the towns and for funds with which the District is endowed. As the disbursing officer of the Fire District, the Treasurer shall sign all checks, provide written monthly financial reports, accept the interest due on trust funds, and perform such other duties as are generally*

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*required of the office. The Treasurer's records shall be reviewed annually by an outside firm.* That's what it says. It really doesn't add a whole lot. There might be some difference of opinion. The person we are overlooking here is Kathy and what she feels she may be doing too much of. It would be nice to have her feedback. What he's hearing is that Kathy is doing more than she should and Roland should be picking it up. Maybe Kathy could tell us what she thinks she should do and what she thinks she is doing too much of. Commissioner Gallant stated that is not fair to her. She has to work with Roland.

Roland stated you have full time administrative assistant. The way a bookkeeping system works is you get a bill, you post it to your accounts payable. When you get ready to pay it, you cut a check. That's the administrator's position. You have payroll. Whether you do it in-house or hire an outside firm, you get the payroll records you cut the payroll checks. Some of the checks he signs or some he doesn't sign. The Treasurer's job is to review the books and feel confident when he reports back to you that these records are accurate and correct.

Roland stated he is not asking for additional pay but to cut someone's pay for no reason doesn't feel proper to him. Different budget committees have different opinions as to their authority. He feels he presents them with a pretty accurate and balanced financial statement on a monthly. You are very fortunate to have a treasurer that understands this stuff.

Commissioner Clark stated he called and apologized for not involving him in the decision they made to adjust the budget as far as the payment he receives. Pay was discussed.

Jane Alden asked Roland if he knew the pay was cut \$500 and he was unhappy with that why did he sign up to run again. Commissioner Clark stated he didn't know when he signed up.

Commissioner Gallant stated the step and grade gave the men 2-1/2%. We don't call the men in to tell them. We don't do that.

Pat Consentino stated she would think the treasurer would be more cognizant of what is going on with the budget and should have seen the decrease. Commissioner Gallant stated out of common courtesy they should have but did they have to. No. This has been a long time coming. He has no problem with them paying him \$2,500. If they feel he should be paid \$2,500, we are not on a line item budget.

Commissioner Clark stated a couple meetings ago he mentioned he would contact Roland and Katina and let them know their pay had been adjusted. When he talked to Katina she stated she felt like she got a raise. When she first started the pay was \$1,000. Then it was increased to \$2,500 when she was to do the minutes and then it dropped to \$1,500. She stated she felt like she got raise. They could take \$500 away and she would still be happy. Commissioner Clark stated he has no idea what the treasurer does every month and how he does it.

Commissioner Auger stated he is willing to give the \$500 back. They did treat him unfairly by not telling him.

Commissioner Clark made a motion to reinsert the \$500 into Roland's pay. If there are any differences of opinion as to what the duties are between Roland and Kathy they work it out amongst themselves. Commissioner Auger seconded the motion. There being no discussion, vote was taken. Commissioner Clark and Commissioner Auger for, Commissioner Gallant against.

Pat Consentino asked how they can insert the pay before town meeting. That is not correct. The Budget Committee has already had their hearing. After the budget is approved you have the right to move money around. Discussion ensued. Pat Consentino stated the motion is incorrect without a public hearing.

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Public Comment

Pat Consentino stated she feels very strongly about the motion. If the motion had said they would like to reconsider and allocate monies to the line item for the treasurer to be increased by \$500 after the budget is approved at annual meeting. Commissioner Gallant stated the motion is incorrect. He suggested they withdraw the motion and second and change the wording.

Commissioner Clark stated he would amend the motion to state to reallocate \$500 of the proposed budget and redistribute it to the treasurer.

Jane Alden stated she is on Budget Committee for Town of Tilton. They chose not to give the American Red Cross the amount of money they requested. At the end of all the hearings, as budget committee member, she stated she would like to bring it up for discussion again. The point was made and rather than her making that motion at that meeting that she stand up at Town Meeting and make that motion.

Chief Ober suggested they bring this up at the Commissioners Meeting in March after the District Meeting.

Commissioner Clark withdrew his motion. Commissioner Auger withdrew his second.

Fire Prevention Report

Captain Joubert stated they were given five pages which includes last month. The last few pages are all 120 Laconia Road. Firefighter Powell has been diligently working on that.

He recently took class for Fire Inspector program. He also took an ICS400 class with the Chief. He is definitely increasing his knowledge base as far as Fire Prevention goes.

AutoServ will be opening shortly. He just did the final inspection. The Spaulding Youth Center new academic building they are hoping to be open by the end of next week. The Farmers Market has been a huge hit. Two weeks ago they had 1,500 people through doors for that event.

Commissioner Gallant stated he has issues with some of the people doing the parking. They are parking people in the fire lane. The problem he sees is if there is any kind of emergency, they are not going to be able to get in and out of there. Captain Joubert stated that is a very good point. He was not aware of that. It is a significant concern. He will speak to the appropriate people. He will address the issue. Pat Consentino stated the Chief of Police met with DOT and Dennis. They have changed the flow of traffic. It will be one way in off Bittern Lane, one way out onto Route 3.

Commissioner Auger asked about the total for staff as 23 hours. Captain Joubert stated they are still working on how to determine the total accurate hours. The information isn't accurate at this time. He did all except for 120 Laconia Road. That was Jon Powell. Discussion ensued.

Commissioner Gallant asked about January 6<sup>th</sup>. It says 203 INSPECTION-Commercial Life Safety EMAIN67 Old Agway 67 E Main St. You did an inspection when the building was empty. He asked how often they do an inspection when a building is occupied. Do we go back and do a walk through to make sure what we observed when the building was unoccupied is still valid when it is occupied. Captain Joubert stated that is a recurring thing for them. Discussion ensued about inspections.

Captain Joubert reported on the significant fire last Friday. Because of the work this department has done with life safety and rental properties, two lives were saved as they had working smoke detectors. The program is working. People are getting educated. Commissioner Gallant stated it was very telling that the piece that appeared specifically indicated the importance of those alarms and how that saved the lives of two people and how it was appropriately noted that the individual was smoking while using oxygen. Discussion ensued about people smoking while on oxygen.

#### Chief's Report

Chief Ober stated they have his Activity Report in their packet. Along with that is the first month's activity as far as emergency response goes. He did not get that information out sooner as he had a lot going on.

He touched a little more on the unfortunate fatal fire. It does make eight fire related deaths in the District in the last 18 years. That's a high statistic for our District. You won't see many other areas with our population size with a fire death rate that high. He doesn't know if the fire department can say if we did this or this in any of the other ones if they could have been prevented. This is just a tidbit of information they should be aware of. As they progress through fire prevention will try to beef up on fire safety education.

Commissioner Gallant stated it is interesting to know that out of 119 incidents five were building fires and 71 were EMS calls excluding accidents. That reinforces what he said that this is the business we are in. It's a credit to us as a District that we just added a brand new ambulance to our line which has no debt and did not increase the tax rate. If 71 were non-vehicle accidents, that brings up the importance of having everybody on staff full-time who is up to speed in the area of EMS. That points out the importance of having a paramedic on duty on every shift. If we are going to be in that business, we should be best prepared to be in that business. Our men are very well trained.

Deputy Robinson stated we had another paramedic save last week. Chief Ober stated it was Stemi patient that was transported directly to the Cath Lab in Concord.

Commissioner Clark passed out a copy of the runs in Lakes Region Mutual Aid system. Laconia is first and Tilton-Northfield was second in number of runs.

Chief Ober gave more information as far as the position of Fire Prevention Captain. He believes that position was created in 2002/2003. An inspection of 35 Granite Street property known as the Thompson Trailer Park was done in 2006. Some of them didn't have adequate smoke detectors, some did. Hats off to the Commission for supporting that position at that time and hats off to the Commission for supporting that position through today.

Commissioner Auger asked if there is any way he can add mutual aid calls to the report. Chief Ober stated this particular report is just a summary. It is included. A different report would break it out in a different format.

Commissioner Auger asked about the five building fires. Chief Ober stated that would include mutual aid responses as well. Discussion ensued.

Commissioner Gallant asked if the final occupancy inspection at the Vets Home has been done. Chief Ober stated the Operations Center is.

Gallant suggested they have the ranking report as handout for District Meeting.

New Business

Facility Committee Report

Commissioner Gallant asked what to do about the Facility Committee Report. Deputy Robinson stated there are a lot of things you need to look into and come up with some questions. He suggested they take home and discuss next month. Commissioner Gallant stated they need to take it one step further. Do they want to form another committee, do they want to add people to a committee, what types of people do they want to add to the committee. They have not made any recommendations. Now go the next step. The questions and suggestions will come. Commissioner Clark suggested they bring it up next month after they have time to read through and digest the information. Chief Ober stated the Board should be ready to give direction to the committee in March. Commissioner Gallant asked if they wanted to have the committee or representative here. They have put a lot of time into this. They shouldn't let it drop. Commissioner Clark stated that is not a bad idea. It makes it incumbent upon us to do a thorough job at reading it, asking questions and coming up with their own written statement. Commissioner Gallant suggested they move the review of the Facility Committee Report to the beginning of meeting.

Desourcie Equipment

Commissioner Auger stated he is concerned with the travel time. All he is looking for is we look around and see if some of the little issues could be handled by someone around here. Deputy Robinson stated they have the option to not pay the travel time and mileage by taking the vehicle to them. Commissioner Auger stated we might find a local person who can do minor stuff and save us money. Don't disregard them because that is what their business is. Chief Ober stated he will look into.

Warrant Article 14

Chief Ober stated the Board needs to either recommend or not. DRA stated that since this is a special money article the Commissioners either need to recommend or not recommend it. Discussion ensued about having two money articles dealing with hydrants. Commissioner Clark made a motion to not recommend Article 14. Commissioner Gallant seconded the motion. There being no discussion, vote was taken. Motion passes unanimously.

USDA Grant

Commissioner Gallant asked the status of the USDA grant. Chief Ober reported they are asking for financials and a few other things. Kathy reported the requested financials were mailed. Chief Ober stated this is a very encouraging sign. All agreed that whatever information is requested be provided.

Safer Grant

Chief Ober explained this is the Staffing for Adequate Fire and Emergency Response. This is a grant program run through Homeland Security and FEMA. During the Clinton administration they had the cops grant. This is the firefighter version of the cops grant. He asked if they are interested in applying for this grant. The program is funded 100% for two years. There is a two phase evaluation; an automated review and then a peer review for the narrative. The individual hired has to be Level 2 Firefighter by the end of the two years. You get extra credit for cross trained with EMS. Higher consideration is given to those that can put four firefighters on the first due engine. However, that wouldn't be our case. We still wouldn't be able to do that. Higher consideration would be given to those in compliance with the OSHA two in, two out. We still wouldn't be in a position for that either but that doesn't necessarily mean you shouldn't try to get something. He asked if the Board is interested in him doing the application.

Discussion ensued. Commissioner Clark stated he would be against it himself. Commissioner Auger asked if we had this before. Chief Ober replied we have gotten other grants through Homeland Security but not this particular program. Commissioner Auger stated right now he is not for it either. Commissioner Gallant stated he is in favor of it because he was in favor of the proposal the Chief gave us back in the Fall and this would give us means to do that.

#### Parking Spaces

Chief Ober stated he has sent a letter to the Tilton Board of Selectmen requesting we be able to mark off a few spaces on the left side of the building for Fire Department use and visitors. Commissioner Clark asked how many he was asking for. Chief Ober replied four. Two would be for fire apparatus and two for visitors.

#### Town of New Durham

Chief Ober stated the Town of New Durham has decided to withdraw from Lakes Region Mutual Fire Aid as a member community. Their dispatching for fire and EMS services is coming Stratford County Sheriff's Department. We are currently on three of their run cards. It is his position and his recommendation to the Board that we do not enter into a mutual aid agreement with the Town of New Durham. If we were a border community to New Durham, it would be a different situation. He recommends they authorize Commissioner Auger to sign the letter to the Town of New Durham. Commissioner Gallant made motion that they agreed mutually to take the position as stated in the letter which Paul will sign in letter dated February 15, 2010, to the Town of New Durham indicating we will no longer provide mutual aid coverage. Commissioner Clark seconded the motion. There being no discussion, vote was taken. Motion passed unanimously.

Commissioner Auger asked about their portion. Chief Ober stated it was about \$22,000. They absorbed it in the budget for 2012. He feels they will be back. They have already run into some logistical problems.

#### Sole Source Purchase Approvals

Belknap Communications for emergency communications for radios, belt pagers, etc. The other would be Bergeron Protective Clothing for our protective clothing. Commissioner Auger asked where Bergeron is located. Chief Ober replied his actual office is in Epsom but the factory is in Pittsfield.

Commissioner Clark asked if he is considering adding Mango as sole source. Chief Ober stated we use them for alarm maintenance. He didn't know we needed to do sole source for maintenance issues.

Commissioner Clark made a motion that they accept for sole source vendors Belknap Communications and Bergeron Protective Clothing. Commissioner Gallant seconded the motion. Discussion: Commissioner Gallant asked why we didn't do all sole source at one point in the year. He suggested we do them in March and then do all in the month of February. There being no further discussion, vote was taken. Motion passed unanimously.

#### Minutes

#### December 28<sup>th</sup>

Commissioner Clark made a motion to accept the minutes of December 28<sup>th</sup> as corrected. Commissioner Gallant seconded the motion. There being no discussion, vote was taken. Motion passed unanimously.

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January 18<sup>th</sup>

Commissioner Clark made a motion for the purpose of getting the minutes on the floor for discussion. Commissioner Gallant seconded the motion. Discussion: Commissioner Clark presented the changes he would like made. Commissioner Gallant made a motion to make whatever changes Commissioner Clark wants and move on with it. Commissioner Auger seconded the motion. There being no further discussion, vote was taken. Motion passed unanimously. Minutes were approved as amended.

January 24<sup>th</sup>

Commissioner Clark made a motion for the purpose of getting the minutes on the floor for discussion. Commissioner Gallant seconded the motion. Discussion: Commissioner Clark presented his changes. Commissioner Gallant stated he would like to look at the changes he wanted and take the minutes up at the next meeting. He requested Kathy scan and email Commissioner Clark's changes to him and Commissioner Auger to review before the next meeting. It was unanimously decided the minutes of January 24<sup>th</sup> would be taken up at the next meeting.

Correspondence

Kathy reported they have received all of the correspondence.

Chief Ober reported he and Commissioner Auger are meeting with Glenn Smith and Jeff Ziminsky on Friday.

Old Business

Commissioner Gallant stated Old Business was covered under New Business.

Pay Bills

Kathy passed out the mid-month manifest for review and signatures.

Other Business

Commissioner Auger stated it was brought to his attention that there was a medical call where a fire truck was left behind. Chief Ober stated it was. Commissioner Auger stated he didn't know the reason. Is it something that can be addressed? It strikes him funny they would do that. Chief Ober stated the situation was the chest pain call Saturday. Captain Michaud determined that the patient's condition met the protocol for a Stemi. Stemi protocol allows direct patient transport to the Cath Lab in Concord because the paramedic can give the drugs to stabilize the patient. When they activate the protocol there is no stopping at the Emergency Room. The patient goes directly to the Cath Lab. When a patient is in that condition, they are very close to cardiac arrest. We have determined we are not sending just one provider.

Commissioner Auger stated he can't understand why we send a fire truck to a medical call. He asked if the pickup wouldn't be cheaper. Chief Ober said yes, it is cheaper to run. They also need tools in tool box for that firefighter if they have a fire call on the way back. If he is in the engine he can go right to the call. Commissioner Auger asked what good one firefighter is going to do by himself at a call. Chief Ober stated he will start a lot of things. He will provide a status. He will get things set up so when other people do arrive all those things are in motion and ready to go. Discussion ensued. Chief Ober stated that whenever we have to do that we send a tone out that the truck is at the scene out of service and a driver is needed. The truck is out of service for whatever the travel time to go up there and get it. Commissioner Auger stated he has never heard of any other town doing that, taking a fire engine to a medical call.

Chief Ober stated they do it all the time. Commissioner Clark stated that the Chief's explanation made sense.

#### Residency Requirement

Commissioner Clark stated he brought up a meeting or two ago the Supreme Court case Seabrook Police Association versus the Town of Seabrook in which the town won the case saying they could have the police live within the town. The dissenters that voted against it thought there should be time and distance. The case actually reads "*Accordingly, we hold that the charter requirement that the members of the Seabrook police force live within the borders of the town is constitutional.*" Previously in the finding they have that it applies to both the police and fire because that is the way the charter is written. He passed out the copies he had brought in.

Commissioner Clark stated the Chief had asked at a recent meeting what is so important to him to have the chief be a resident than live further away. He stated he has 12 things that he can read at his leisure. He gave a copy to Kathy and requested she enter them into the meeting minutes.

#### **Reasons for wanting the Chief to live close to the Fire Dept.:**

1. *Quicker emergency response time which enhances community safety*
2. *Improved performance due to a tangible stake in the community*
3. *Greater knowledge of the conditions of the community*
4. *Improved community attitudes toward the fire department employees*
5. *Reduced absenteeism*
6. *Increased presence can be an important element in the actual fire fighter function.*
7. *Our high incident rate, second only to Laconia in the Lakes Region increases the need for us to have increased response time in emergencies; residency affords that.*
8. *The increase in the population due to the fire district being a vacation destination area and of the huge increase due to our commercial base requires a need for elevated public safety concerns.*
9. *Because of heavy traffic, especially during the summer months, having the Chief nearby improve the likelihood that he will be able to respond faster.*
10. *The NH Supreme Court has found that having police and fire forces living within the borders of the town constitutional in the 1993 case of Seabrook Police Association v. Town of Seabrook. The above mentioned points were taken from that case.*
11. *The Supreme Court required that Seabrook make a compelling case for a residency requirement based on having a unique set of safety concerns. Seabrook has the nuclear power plant, a bridge that is the main thoroughfare into town, and a summertime vacation population that doubles their winter residency. Our fire district has similar unique conditions like our huge influx of people vacationing or using our exit 20 commercial establishments, the fact that we have a major gas plant on Route 4140, the existence of the Veterans Home, and beyond our public schools we have Tilton School and Spaulding Youth Center. Exit 20 is the crossroads off of Rt. 93; the gateway to the greater Laconia and Winnepesaukee area; a crossroad that increases traffic immensely.*
12. *The Seabrook case highlighted the fact that police and fire personnel have an inherent difference when compared to other municipal employees and the very presence in the community during off duty hours may be an important element of their police and fire function. This, the court found, outweighed the asserted interest of officers.*

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Commissioner Clark stated one of the things that came up that the Chief had mentioned was that even though we talked about residency it wasn't made clear. They didn't make it clear as to what residency means. For purposes of getting that on the floor for discussion, Commissioner Clark made the following motion: *Residency for purposes of the Chief's employment requirement is defined as having a primary residence within a 5.5 mile radius from the Center Street Station.* Commissioner Auger seconded the motion. Discussion: Commissioner Gallant asked how he reached that. Commissioner Clark stated they talked about it at great length in the beginning. That is what they use in Franklin. Commissioner Gallant stated that is not a reason to use it here. It's not a reason not to use it, but it's not a reason to use it. Commissioner Clark stated it puts something on record to give some direction and clarity for the Chief so that it does give him so definition. Commissioner Gallant asked why he would require it from the Chief and not from the people who work for you. Commissioner Clark stated that might be something they look at down the pike. Commissioner Gallant stated if you say it is for everybody then tomorrow or tonight, you don't have a fire department. Commissioner Clark said the reason he says it for the Chief is because it was in his employment agreement that he be a resident. Commissioner Gallant asked what it said specifically. Commissioner Clark read the section from the letter. *"It is the expectation of the Board that within 18 months of accepting this position you will reside within the fire district. The exact boundaries will be discussed and decided upon within the near future. The 18 months period of time shall begin upon the confirmation as our new Chief."* Commissioner Gallant says it is the expectation. That is the wording. Commissioner Clark says he is now defining it. Commissioner Gallant stated he will not vote for the motion until he can show him where the 5.5 miles is. He doesn't think it is fair to just do the Chief. There being no further discussion, vote was taken. Commissioner Auger and Commissioner Clark for; Commissioner Gallant against.

Chief Ober stated they will have his resignation soon. He still cannot afford to move. Discussion ensued.

Commissioner Clark brought up the meeting minutes of 28<sup>th</sup> about vehicle. Commissioner Auger and Commissioner Gallant thought that the vehicle was part of the compensation package. Commissioner Clark stated that was a big bone of contention within the District by many of the voters over the last several years when Chief Carrier was the Chief. He had it in his contract. We don't have that right now. We have allowed the Chief to use the vehicle. He withdrew that part of the motion last time to allow him to use the vehicle. He's not saying that he can't. That's an interim thing. Commissioner Clark made a motion to clarify the use of the vehicle. *The use of the vehicle by the chief for use other than fire district business such as driving to and from home is at the Commissioners discretion and should not be construed as part of the Chief's compensation.* We might get to that point when the residency thing is cleared up. We might decide it is part of the compensation package at that time. We are supposed to be stewards of the voter's money and we need to keep control of that piece until which time the cloud comes off the residency thing. Maybe that will happen in May or June. Maybe it will have to be extended. He wants to have some clarity to that issue by making this motion. If you don't, you are saying regardless where the Chief lives that is part of his compensation package and he can use it to drive to and from work. At some point in time they might not want that to happen. Chief Ober stated it is being taking out of context because the residency isn't going way you want. Now you are grasping at straws to try to make it work. The comments that he took from that meeting were that the majority of the Board wanted him in an emergency response capability back to the District. Commissioner Gallant stated he agreed with that. He asked Commissioner Auger if he agreed with that. Commissioner Auger

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stated he did agree with that. Chief Ober stated he absolutely believes that having that vehicle is a benefit. It is part of the benefits package. You should consider it for him, or the next fire chief that gets hired here, as part of benefits package as is any salaried employee who has is given a vehicle to drive. Discussion ensued. Chief Ober asked if they were going to change the rules of the game every month they meet. Commissioner Auger agreed with Chief Ober. He should have to the 18 months. If it goes over a little bit, so be it. He should have the command vehicle. That is part of his duty to make sure he is there when they need him or call him. Commissioner Clark stated he is fully on board with that. What he is saying is that it is still under the discretion of the Commissioners to decide if that can be continued to be used or not. Now we are saying we have given him until June. Commissioner Gallant asked why he was holding that over his head. Two out of three agreed to let him have the vehicle. There being no second on the motion, the motion died. Commissioner Auger stated when the time comes up again they can bring it back up.

Non-Public Session

Commissioner Gallant made a motion to go into non-public at 8:20 PM for purposes of discussing matters which pertain to RSA91-A:3 II(a) The dismissal, promotion or compensation of any public employee or the disciplining of such employee, or the investigation of any charges against him, unless the employee affected (1) has a right to a meeting and (2) requests that the meeting be open, in which case the request shall be granted. Commissioner Auger seconded the motion. Roll call vote was taken. Commissioner Gallant, aye; Commissioner Clark, aye; Commissioner Auger, aye.

The Board entered non-public session. Chief Ober asked requested the recorder be shut off and asked Kathy to step out. He will take the minutes.

Public Session

Commissioner Gallant made a motion to go out of non-public session at 8:50 P.M. Commissioner Auger seconded the motion. Roll call vote was taken: Commissioner Pat Clark, yes; Commissioner Paul Auger, yes. Motion passed unanimously.

At 8:50 P.M. they are out of non-public session and back in public session.

Commissioner Gallant mentioned the auction for the Grange. If the Fire Department has any old artifacts, they can join the same auction. The proceeds would benefit Tilton-Northfield Firemen's Association. The Commissioners all agreed. Chief Ober is to start compiling a list of items.

The meeting adjourned at 20:56.

Respectfully submitted,

Kathy Tobine  
Administrative Assistant

**Next Meeting Date, Time, Place:** March 21, 2012 at 17:30. Meeting to be held at Winnisquam Regional High School, Media Center, 435 W Main Street, Tilton.