

Tilton-Northfield Fire & EMS Commissioners' Meeting

Meeting Called By:	Commissioners	Date, Time:	January 9, 2013 at 5:30 PM
Transcribed By:	Kathy Tobine	Place:	Tilton Town Hall, Downstairs Meeting Room, 257 Main Street, Tilton

Commissioner Clark called the meeting to order at 5:34 PM.

Commissioners Present: Paul Auger, Patrick Clark, Thomas Gallant

Staff Present: Chief Bradley Ober, Administrative Assistant Kathy Tobine

Firefighters Present: David Hall, Ian Mercaldi, Jonathan Powell, Matthew Gilman, William Gourgiotis

Budget Committee Members Present: Jane Alden

Tilton Board of Selectmen Present: Patricia Consentino, Sandy Plessner

Public Present: Eric Pyra, Judy Tilton

Reporters Present: Donna Rhodes

Commissioner Clark stated the purpose of the meeting is to clean up everything they need to do on their list for the budget so they are ready for the public hearing which will be February 11th at Northfield Town Hall.

Commissioner Clark read his agenda for the meeting: prepare and review warrant articles; review budget; review any encumbrances, review District timetable for the March 18th annual meeting and take any action.

Warrant Draft

Commissioner Clark stated in terms of the warrant draft it looked pretty clean. Commission Gallant stated is was pretty simple this year. Commissioner Clark requested Commissioner Gallant read the warrant.

Commissioner Gallant read:

TO THE INHABITANTS OF TILTON-NORTHFIELD DISTRICT QUALIFIED TO VOTE IN DISTRICT AFFAIRS:

YOU ARE HEREBY NOTIFIED TO MEET IN THE WINNISQUAM REGIONAL HIGH SCHOOL CAFETERIA, ON ROUTE 3 IN TILTON, NEW HAMPSHIRE, ON MONDAY, MARCH 18, 2013 AT 7:00 O'CLOCK IN THE EVENING TO ACT ON THE FOLLOWING:

Commissioner Gallant explained that the date is pretty much cast in stone. It is always the first Monday after the second Tuesday.

Article 1: *To choose a Fire Commissioner for the ensuing three (3) years (Actual voting to be by official ballot on Tuesday, March 12, 2013 at the annual Town voting sessions in Tilton and Northfield at their respective polling places and times).*

Commissioner Gallant stated we have moved into a warrant that is a little different than in the past as they always used to elect their officers for one year. That changed last year. The Treasurer was elected for a period of three years. The Clerk was elected for a period of three years. So it is only the Fire Commission that we are electing this year. Commissioner Clark asked if the Moderator was elected for three years. Commissioner Gallant replied that he is elected for two years.

Article 2: *To accept the reports of the Treasurer and the Fire Commissioners and pass any vote relating thereto. This article is recommended by the Commissioners.*

Commissioner Gallant stated Article 3 deals with the Apparatus & Equipment Fund Budget.

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Article 3: *To see if the District will vote to raise and appropriate Seventy-Five Thousand Five Hundred Dollars (\$75,500.00) for the purpose of purchasing Fire, Rescue, EMS Equipment and Ambulance Charges, with said funds to be withdrawn from the Apparatus and Equipment Special Revenue Fund established under RSA 31:95-C (Adopted March 7, 2005). This article is recommended by the Budget Committee and the Commissioners. Majority vote required.*

Commissioner Clark stated that relative to that he had sent Commissioner Gallant an email. Commissioner Gallant stated that is a separate budget, the Apparatus & Equipment budget. It is page 6 in the Budget Draft. Chief Ober stated it starts on page 13 in the Narrative. Commissioner Clark stated the ambulance charges are the Comstar charges we pay. He asked if the paramedic intercept had always been in there. Chief Ober replied it has. Commissioner Gallant stated we have already reviewed this.

Commissioner Clark stated he ran down and you have the dollar amount at \$75,500. He keeps coming up with \$100,000. Chief Ober stated that he saw what he did and explained how he came up with more.

Commissioner Clark requested the numbers be in the warrant. Chief Ober stated he does not think you can write your warrant in that fashion. It has always been a lump sum warrant and then the narrative explains the breakdown. Discussion ensued. Commissioner Clark stated he was satisfied with it.

Article 4: *To see if the District will vote to raise and appropriate the Budget Committee recommended sum of One Million xxxx hundred xxxx Thousand xxxx Hundred xxxx Dollars (\$x,xxx,xxx.00) for General District Operations. This article does not include special or individual articles addressed. This article is recommended by the Budget Committee and the Commissioners. Majority vote required.*

Commissioner Gallant stated the numbers would be filled in when they finish with their budget. The wording that says *This article does not include special or individual articles addressed*, the only special or individual article that is up in the air which says *To see if the District will vote to raise and appropriate the sum of One Hundred Twenty-Five Thousand Nine Hundred Eighty-Eight Dollars (\$125,988.00) to pay for Pressurized Hydrants. This article is recommended by the Budget Committee and the Commissioners. Majority vote required.* Commissioner Gallant stated if you don't put this separate warrant article in then the verbiage *This article does not include special or individual articles addressed* need not be in that warrant article.

Commissioner Clark stated they have gone through it at the Budget Committee level and approved by a 3-2 vote to include \$125,988 within the operating budget and he is having it right there in the Operating Budget. Commission Gallant stated he had made it pretty clear last time. He had Kathy send a request to Shelley Gerlarneau at DRA. The question was worded "*We know you are very busy and don't want to make the review of our warrant a burden to you. When would it work best for your schedule to receive a copy of our proposed warrant? We are currently involved in finalizing our budget and putting our warrant together. For a number of years we have carried a separate warrant article for pressurized hydrants. The total cost of the pressurized hydrants is \$125,988.48. Our projected budget is \$1,633,773.48 including the hydrants. Therefore the percentage of hydrants to budget is approximately 7.72%. Though we may not be legally bound to present a separate warrant article for the hydrants we have always been instructed to do so because it is the single largest expenditure we have to an outside agency in our budget and always has been. We ask for your guidance in this matter on whether we should include this in our budget or have it as a separate warrant article.*" Shelley responded "*I'm working on pre-reviews now so the sooner you get your articles in, the sooner I can review them and get a response out to you. In regards to your pressurized hydrants, it really is a local decision on whether you include the appropriation within the operating budget (which I was told these are needed in order to function as a district) or add an individual warrant article for the appropriation as you have done in the past. There really is no right or wrong answer here. Wish I could be of more assistance to you.*"

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Commissioner Gallant stated that is not the case. We could function without them. They are not necessary. You can get almost any answer you want if you ask the question right. It is up to us. We are not bound by the RSA. You can either include in the budget and it can come up for discussion or you can have a separate warrant article and it can come up for discussion. Commissioner Clark stated he is comfortable leaving it in the operating budget. Commissioner Gallant stated he has stipulated why he feels it should be separate. It is 8% of our total budget and feels it should be listed separately. Commissioner Clark stated he is comfortable leaving it where they voted to put it in. Commissioner Auger stated it is part of the budget and would just as soon leave it in there.

Commissioner Gallant stated Article 4 will not have the verbiage *This article does not include special or individual articles addressed*. There could be petitioned warrant articles that come in. They will not be monetary.

Budget

Commissioner Clark stated he had gotten permission from Donnie Stevens to attend the budget committee meeting to request permission to take another look at the salary and benefits section. Commissioner Gallant requested he stop right there. He stated they might want to note that his going there and discussing the budget and Paul being there and being able to discuss the budget constituted a meeting. There is no grey area. It constituted a meeting and it was not posted.

Commissioner Clark read feedback from Paul Sanderson "*If a single Commissioner appears at the Budget Committee there is no problem. For the meeting tonight you have less than 24 hours for the posting so Commissioners may wish to assure a quorum does not attend this specific meeting. In the future, just post and the problem does not exist.*" That is what he is saying there. Commissioner Gallant stated that is what he just said.

Commissioner Clark stated he went to him afterwards. He asked for a clarification on that. He can provide the clarification for people. There is clarification by Paul Sanderson that says if he goes there and just ask one question and do not convene a quorum of the Commissioners he can ask that one question and not be part of the deliberative body at that meeting. So, Paul Sanderson gave him the go ahead. Commissioner Gallant stated there was a quorum. Both he and Paul were there. Commissioner Clark stated no, not in the deliberative session. All he was there to do was ask that one question. He will provide that and he will go on record as giving that to Kathy if she wants to insert his verbiage into the meeting minutes at this point. He will get that. He thought he brought it with him. He sent him that initial feedback and then he went to him and asked him for a clarification. He said with that situation you could do it. He knows it happens quite a bit where other selectmen go to budget committee meetings in their towns. It happens all the time. It is one of those, he knows the Chief looked into it last year, real dicey things where you have to be careful with how you do it. The best way to do it is ahead of time to be able to post a joint meeting. There are all kinds of meetings where they have joint meetings. He wasn't there to partake in the meeting. He didn't add anything to the meeting unless the Chief looked over at him and asked a question or somebody else did. He sat in the peanut gallery. The only question he wanted addressed was to get permission to be able to take another look at that and he said he could do it. He thinks he covered his bases and will provide that information to Kathy to insert into the meeting minutes if people would like.

Selectman Consentino stated that the letter he just read doesn't say that you can do that. Mr. Sanderson didn't say you could do that. He warned you against doing that. Commissioner Clark responded that what he did was he contacted him after that to clarify. He told him he was not going to the meeting to sit down and go through the whole budget with them. He just had one question to ask them to get permission to look at numbers again. In legal parlance, and he doesn't remember exactly how he worded it, but he essentially said that that was not against the right to know law. He will get that information and have it inserted in the minutes so it is really clear for people to see. He was cognizant of that. The Chief had looked into it last year and made mention of that as well. He knows he has talked to different selectmen in town. They go to budget committee meetings all the time.

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Selectman Consentino stated they post them as joint meetings. Instead of having their outside agencies come into them twice, one to the selectmen, one to the budget committee, they join the budget committee and they come into them just once. They post them as one. Commissioner Clark asked if when they went to budget committee meetings they were always posted as joint meetings. Selectman Consentino replied that is correct so they can make a decision. Commissioner Clark stated they have that covered that way. The situation that he was in is that he got the numbers that they were to look at last Wednesday; they didn't come out until late Friday. He had no way of being able to post a joint meeting before then. There was no way for him to contact legal counsel before Monday morning. You need to post 24 hours in advance so it was very difficult for him to do that. That is why he contacted him by phone and he emailed him back. He said hey, this is the deal. It is tricky to get around all the ins and outs of what you need to do. Selectman Consentino stated it is. You have a right as a voter to ask a question at a public meeting as a Commissioner. If there is more than one Commissioner at a meeting, if you ask as a Commissioner, that is where it gets dicey. You have a right as a citizen and a taxpayer to ask a question at a budget meeting, at a public meeting. As a Commissioner, if you have a quorum there and you make a decision on that, that is when it gets dicey. Commissioner Clark stated he had told them that he wasn't speaking for the Commission. He was speaking by himself. That is what he did.

Commissioner Clark passed out information. He made the following:

"Motion to propose the following figures as shown on the attached Salary Worksheet and in the proposed Budget summary sheet to the Tilton-Northfield Budget Committee as being the Commissioners figures:

- 110 Career Salaries and Wages at \$647,597*
- 110.05 Holiday Pay at \$26,485*
- 110.06 Overtime at \$110,000 (using the Chief's figure)
- 120 Call Salaries & Wages \$70,000 (using the Chief's figure)
- Total Salaries & Wages category at \$860,382
- 220 Social Security at \$7,091*
- 225 Medicare at \$12,525*
- 230 Retirement at \$195,249
- Total Benefits category at \$444,719*
- Purchased Services at \$127,988 (not \$127,988.48 as currently shown)
- Expenditures total at \$1,627,218* (this includes the Pressurized Hydrants at \$125,988 as part of our Operating Budget vs. putting them in a Warrant Article)

Furthermore, all of the above figures that have an asterisk next to them need to be checked, calculated and confirmed by our Administrative Assistant to insure that they have been reasonably figured by using Commissioner Clark's proposal. Said confirmation should be completed by Jan 11th, 2013 with and discrepancies reviewed by and agreed upon by Commissioner Clark and the Administrative Assistant. The final numbers should be listed in the Commissioners Proposed budget as the Commissioners numbers and given to the Commissioners Representative, Paul Auger and to the Chief by Jan 14th, 2013. Copies of the resulting proposed budget should be given to all Commissioners and made available to the public by January 14th along with the attached Salary Worksheet free of charge. Said requests for this information can be given in hard copy or via e-mail depending on the requisitioner.

This proposal has all personnel of the Fire District obtaining their 2-1/2% step effective July 1st, 2013 and until then remaining on their current pay level from Jan 1st, 2013 thru June 30th, 2013. This proposal does not increase the 10% contribution for Healthcare Insurance coverage by our personnel."

Commissioner Auger seconded the motion. Commissioner Clark also passed out a sheet with the numbers highlighted that needed to be refigured. Discussion: Commissioner Gallant stated in essence this moves the step increase from January 1st which they have classically done except for the year they went to step. If you listen to the minutes from the last meeting the Chief probably said that 47 times. Because we did it once in that change, you call it historical. You are changing this from January 1st to

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July 1st and that is in essence what this is all about. Commissioner Clark agreed. That might be the downside for people that are working here but on the upside there has been no decrease in the step and there has been no increase in the insurance. As he pointed out in his initial budget workshop is that nationwide municipalities are paying a 13% contribution toward health insurance for single plans and for family plans they are paying 29%. We are still at 10%. He is willing to hold firm on that. He thinks that is something that may have to be looked at down the pike but for this year he thinks they should honor that and keep it. He also thinks they should also honor the 2-1/2% step. Commissioner Gallant stated no one is questioning that. No one ever questioned that. Commissioner Clark stated he went around the room several times to look for any others ways to make concessions to help out and he got no bites at all. When he looked at all the numbers and they got them late Friday, he just felt he had to do something. That is what he has done. Commissioner Gallant stated there was no point in reiterating what they had discussed ad nauseam last week about having the step effective January 1st vs. July 1st so he is not going to discuss it any further because it doesn't make any difference. You can discuss it until you are blue in the face and whatever Commissioner Clark and Commissioner Auger want is the way this thing is going to go.

Selectman Consentino stated that effectively what you are saying is that you are going to give the firefighters a 2-1/2% raise, which is what the proposal was originally, but now you are going to change it and you are only going to give the a half a year of a 2-1/2% raise. Commissioner Clark stated they are going to readjust it and move it out. That is exactly right. Selectman Consentino stated which means that from July to December is when they get their 2-1/2%. Commissioner Clark stated that is right. Jane Alden stated you are cutting their salary in half is what you are saying in essence. Commissioner Clark stated their increase, not the salary; not decreasing on the step at all. It was asked what the purpose was. What was he thinking? Commissioner Clark stated it is to try to strike a balance between what they need to do in terms of providing good salary and benefits for the men and at the same time be fair to the taxpayers. It is always a balance there that is tough to strike. That is exactly what he is trying to do.

Firefighter Gilman stated may be a year ago now you stood in front of us when we asked to unionize. You told us there was absolutely no need because you guys weren't going to change anything. Here we are, not even a year to that point, and you are trying to change things on us. He would like to know the reason behind that statement before is to what you are doing now. Commissioner Clark stated he presented some information at budget planning hearing a couple months ago. One of the things he looked at was looking over about a 10 to 11 year period at the increase in salaries, wages and benefits. Over that period of time it has gone up 285%. He isn't saying that is a bad thing. When he came on board he pushed hard to get a step and grade system. He is staying with that. He pushed hard to get additional insurance. When they had exit interviews with firefighters moving on to other places, one of the biggest complaints they had was the insurance wasn't good enough. That is a major benefit. He thinks the cost is something like \$187,000. He has no problem providing good insurance. He has no problem providing good retirement. He has no problem providing an adequate salary but he needs to do something to try to figure out how he can keep a balance and take care of the taxpayers as well. The other thing he pointed out during that budget workshop was that if you look in the news you see this fiscal cliff thing. It is coming down the road and it's going to be very difficult for taxpayers to pay for some of the changes that are inevitably going to be coming down. We are also being hit by the State and Federal Government. There is a tremendous amount of trickle down that any selectman will tell you that things are coming down and landing on our doorstep that we need to pay for. The biggest one that he has found is in the retirement fund it is funded at 58% right now. That is one of the worst and lowest funded retirement funds in the whole nation at 58%. It comes at about the same time that the State is backing out of their contribution altogether. We went up about almost 5%. You guys went up as well. He thinks the average for both of them, if you look at not the percentage but at the increase, that we are paying both the firefighters and the town went up about 20, 21% on their share for retirement. That is going to be what they are looking forward to. Who knows, it might even go up higher than that. What is clear is that the State is out of the retirement contribution and they are also out of paying for that deficit, the unfunded mandate they have in the retirement system where it is 42% out of funds. Those numbers have to show up somewhere in 2014 under financial report. He doesn't

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know what that is going to be. It represents statewide about 3.7 billion dollars. That is what he is looking at from a taxpayers standpoint. At the same time he is trying to point out to the men and women that work at the fire department that he is trying to do everything he can to maintain what we are trying to do. That is the 2-1/2% step that got pushed out but we didn't go up on insurance either. It's a balance and it's a difficult balance.

Commissioner Gallant stated with respect to that, Mr. Clark, you have indicated that you are not going up on group health insurance. All he knows is that the numbers that you have put together you call account number 210, which is group health insurance, at \$187,014 which is exactly what we have been carrying it at. That was with an increase to the boys. You just finished saying they weren't going to pay that increase. If they are not going to be paying that increase, we should be paying more than that. Commissioner Clark stated that what he is saying is that right now the District picks up 90% of the cost of health insurance and the men pick up 10% of the cost. He is not changing that so they go up to 12% or 13%. Commissioner Gallant stated they never said they were going to do that. Maybe Commissioner Clark did, but they never said they were going to. Commissioner Clark stated he was trying to figure out a way we could have some give to help the taxpayers out and that was not one of the options people felt should be on the table. That is what he has done to try to strike a balance of fairness in moving ahead to do that.

Firefighter Gilman stated it is frustrating for him as an employee. They actually didn't pay any of their health insurance before. Part of them giving was to actually contribute to their health insurance. You stood in front of us and you said to us nothing is going to change. Why would you ever want to unionize? We said we just want to keep what we have. We don't want it to change. We don't want it to get better. We don't want it to get worse. We just want what we have. Now here we are having it change.

Captain Hall stated from the union's perspective, Mr. Commissioner, you have done all this work, all this bartering by yourself or with other Commissioners or whatever. If you had agreed to have a "status quo" contract with us and you wanted to barter something we can help you barter that. We would be willing to give stuff to get stuff. We understand we are not here to hurt the taxpayers but now basically, from our standpoint, you just wanted to keep all the control. Now that you have the control you can do whatever you want. His point is that if we had collaborated to begin with, which is what they asked to do, you wouldn't have had to do all that work by yourself trying to find savings here and there. We would have had a system as you called it earlier and the system would have been in place. Your budget process would have been a whole lot simpler and you probably would have been done in December.

Commissioner Auger asked if he felt like they were being treated unfair. Captain Hall asked how much money are you saving from that six months. Commissioner Auger stated he asked if he thought you were being treated unfair. You did get the increase. The insurance is the same. Firefighter Gilman stated it is not. He feels like they have been lied to. Captain Hall stated he feel like there is some, he doesn't know if it is dishonesty, but there is certainly not an openness about the process. Firefighter Mercaldi stated you talk about this change in insurance you did a few years ago like we got everything and we got the world and didn't give anything up. He wasn't paying a dime for insurance and he had 100%. Now he is paying quite a bit a week to be covered and his benefits went down significantly. We gave a lot so everybody could benefit. Commissioner Clark questioned their benefits went down. Captain Hall stated their office visits went up, their ER visits went up. Firefighter Mercaldi stated he is paying \$100 for an ER instead of \$50 or \$25 or whatever it was before. His medications went up. Their co-pays tripled. Don't talk about the insurance like it's golden and we didn't give anything up. We did give stuff up so everybody could benefit and now we are sitting here looking at losing six months of a step you said we would get a year ago. Like Captain Hall said, our whole push to unionize was to keep everything the same and to further what you guys had put such hard work into. You guys assured us that it's not going to change, nothing is going to change. It's not even a year later and that is exactly what is happening.

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Commissioner Clark stated first of all you don't know what is going to come down the pike in the budget process until all the numbers come forward. Kathy goes out and gets numbers for insurance. We get all kinds of numbers that we need to look at. We put them all together and we need to come up with something. What he can tell them, and some quick math, if he looks at just the 11 career firefighters the average increase from the budget he is proposing and the one the Chief proposed is about \$214 apiece that they went up in his budget. That is the average.

Commissioner Gallant stated the Chief's budget included a new man. This Chief included one additional man. With the addition of that additional man the work week was going to be changed. It was going from 48 to 42. You can't compare an apple to an orange or me to you. If you are comparing the numbers he has with the addition of a man, cutting their hours from 48 to 42, there was no step because their increase was a reduction in their workweek so how can you compare those two numbers.

Commissioner Clark stated he took the total salary from the Chief's, \$675 and change and the one he has at \$647. It came to a \$28,000 difference. He deducted out the half a person at \$19,000 and change for a balance of 9,333. He didn't use that half person. When that was done he eliminated the Chief's, Code Enforcement Officer, Administrative Assistant changes that went into effect when they were just put onto a 2-1/2% step. What was left was a \$2,353 increase for the career firefighters that went up in his budget compared to what the Chief had. You divide that by 11 and it comes to \$214 so he did not use.

Commissioner Gallant stated he did. He used the wrong numbers. Chief Ober has told you that the work week is dropping from 48 to 42 hours. There was no step. How can you compare those two numbers? They are not the same number. You would have to get to the point where you added step to his numbers in order to compare it to the numbers you have. Commissioner Clark stated all he can do is compare it to what he has before him. Captain Hall stated the easy comparison is to take the line 110 that you approved at your last meeting and subtract it from your line 110 that you have now. That is your comparison.

Selectman Consentino stated Mr. Commissioner, she has followed this budget process for months now. She doesn't know if he goes over his own tapes but she has heard some tapes over this budget process and she is ashamed all three of them and the way it has gone on and bantered back and forth, back and forth. Now you are going to make a decision. This is now the fourth time you have changed your mind on wages and made a motion to that affect. You are changing your mind on the wages and you are the one that wants to be so transparent to the taxpayers about what they are doing and what you want to do and yet you don't want to be that way with the firefighters and the people that work for and are doing the job for you. She suggested, knowing that she has followed this process with them for the last three months, by your own words last week in your own summarization of numbers bantering back and forth with the Chief I am not the sharpest tool in the shed with numbers. I would suggest, strongly, that you either make a motion without firm numbers in it because there are so many things that you have to figure in when you figure in an employee. It is not just Joe Smith makes \$21 an hour times. There are so many different factors and if you change one you change many. She has learned that over the last four years. You cannot. You have to rely on someone who knows what they are doing and if you, be honest with yourself, don't know the numbers allow someone to figure those numbers out and then make the motion. Otherwise you are going to make a grave mistake and it is these peoples livelihood you are making the mistake on. That is the issue here. This is their wage line that you are making the issue here and the motion on. Get those numbers. You have the time. Get those numbers firm before you make the motion or make the motion, a very simple motion, that you feel the 2-1/2% is not going to be effective until July 1st period. End of discussion.

Commissioner Gallant stated that the motion which Commissioner Clark made, because he said he was not going to make the motion, he was not going to second the motion, your motion and their discussion led them to a step effective January 1st. That is exactly where it took us. Back and forth, back and forth with the Chief and with Kathy trying to get numbers. You were told I can't guarantee anything but we can settle on the total dollars for wages. The Chief and Kathy worked those out here

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and you made that motion. We agreed that we could not vote on the bottom line of the budget for the simple reason that there are a lot of things that fall below the wage; as an example your FICA, so on and so forth, your retirement. Paul and he totally on that because it was apparent, he thinks Paul's words were you can't change them. They are going to fall down below the line. You made the motion, we had talked about it for an hour, an hour and a half. Now you come back and want to change your mind. That is the third time now.

Selectman Consentino stated you keep changing your mind and before it was just between the three of you. Then you change your mind with the Chief. It's between you, the Chief and it's just the numbers. Now you have pulled in all of these people here into this motion. Now it effects a lot of people and their lives. Make sure you have the right information. Just don't pull out numbers from a worksheet and not know what you are talking about. That is all she is asking.

Commissioner Clark stated all he knows is they need to get back to the Budget Committee with some numbers. The numbers that he has here are the numbers he is proposing to put forward. The numbers that he is putting forward does shift it to July. That is the negative as far as the men are coming from. The positive is we stuck at the 2-1/2% and they are going to stick at the moving ahead. The other positive is the insurance stays where it is at. The increase in the rate of insurance and the co-pays and things like that are all things that people have to live with because that is the direction the insurance company goes. We also have the insurance fund set up to help offset some of that as well.

Firefighter Powell stated when they met with them as a union and they approached them about having a contract, he doesn't remember specifically which member of the Board said it, but he quoted the Board as saying they were offended that they came to them and asked for a contract because you thought we were looking for the world when we were really just trying to keep the status quo. You told us, you didn't use the words I promise or I swear, but you told us flat line that things were not going to change. You say you want to be fair to the taxpayers. All of them are taxpayers. Not all of them live in the community but some of them do. They do have a vote. They do have a say in all things. When you say you want to protect the taxpayers, they are the taxpayers.

Jane Alden told Commissioner Clark that he has not answered the question on how much this is going to save anybody. Her main concern is she has listened to the tape of last Wednesday's meeting three different times. She was through a third of the tape and he had used the word I or my 57 times. She quit counting after that. When you were elected you were elected as a Fire Commissioner, one of three. You were not elected king. She has sat in these meeting over and over again and you control them. Everything is I, my, I, my. You referred throughout that tape and you always say you listened to the tape. You want this on record, listen to the tape. You should listen to yourself. It was not until the very end of the meeting last Wednesday when either one of the other Commissioners even opened their mouths. You never asked their input. You never asked what they thought. It was my, I, my, I. You have never given any reason about why you were against having another firefighter. You kept asking questions and you were being referred to a narrative. She sat on the Budget Committee; this is the second year she has. She is not talking to you as a Budget Committee member. She is talking to you as a concerned citizen and somebody who has fought very hard for men like the men that are sitting in this room getting screwed by a group of people elected to protect them. She was told by Mr. Auger at the Budget Committee, she asked the question at the first meeting they had of the Budget Committee this year, about the schedule of when salaries were going to take place, was it going to be January or June. Mr. Auger was very offended that I would ask that question, it wasn't going to be changed. Now it is being changed. It is being changed by you Pat. Every single solitary thing that goes on in this room you direct, narrate. Her concern as a citizen of this town is safety. If you ask any taxpayer in this town what comes first in their mind, five cents on their tax or is it knowing that somebody is going to be there if there house is burning down or if they are in the middle of a heart attack. That is the concern of the taxpayer and they elected you to care for the safety of them but also the safety of the men who are working for you. She does not see that he has done that. She would like to know, exactly bottom line figure, of how much you are going to save in the budget by doing what you are doing.

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Commissioner Clark stated he thinks it amounts to, when you figure holiday, social security, medicare, retirement, salaries, he thinks it comes to \$7,000, in that neighborhood. Jane Alden stated he is talking salary. She is not asking that because as Paul brought out and you brought out there are lots of other things that fall into that. She is talking bottom line, the money you are taking away from them.

Commissioner Gallant stated you are saving \$7,000 on a million dollar budget and we are not saying we are not going to manufacture 16 widgets. We are affecting every man that works for us full time and his family. He is talking about the people being directly affected.

Commissioner Auger stated that he is a little offended that you said we are screwing the people. To him that is degrading to them. He is a little offended that you said that. People elect us to look out for the best interest of the community. He thinks they are doing a fine job. They have something out of us. Most people do not get anything. For the private sector most people pay more than what they do. When you work for the private sector a lot of people pay a lot more for health insurance out of their own pocket. People don't get raises.

Selectman Consentino asked what about other towns and firefighters. What are they getting and how are they being presented in other towns and other firefighters with health insurance and wages. Are they average? Are they mid? Are they above average? Commissioner Auger stated they are more than average here. Firefighter Gilman stated they are below average. Chief Ober stated they are not even close. Selectman Consentino stated she was asking that as a legitimate question. Commissioner Clark stated he doesn't know the current numbers, where they are.

Firefighter Powell stated he chose his profession. He loves his profession as do all his co-workers. He chose what he does and who he works for. The private sector, they don't run into a burning building for their livelihood. They don't jump up in the middle of the night at the snap of a finger and go 110% for anywhere for 30 seconds to three hours on end for God knows what. They do their jobs. To compare us to the private sector, again is apples and oranges. Commissioner Auger stated that is their job. That is what their job required.

Chief Ober stated that it is their job and they ought to be treated fairly when they do their jobs. The team that we currently have here has done nothing but a very good job since he has been at the helm and even before then. This year alone we have had three successful cardiac arrest saves. The year before that, we had two. If you go back in history, even in the current five or six years, that doesn't happen. It is happening because our EMS skills are getting better. Our equipment is getting better. Our protocols are getting better. We are educating people in the public so they can start CPR before we get there. We can do advanced care. That is priceless. He talked with a survivor today who was home from December 20th. You can't even put words to that. Priceless. We are doing our job. We are doing a very good job at it, every day we come to work. Since 2003, I'm sure before that, any raise that has been given has been effective January 1st and retroactive back to January 1st after the budget has been passed. We had one blip in the radar when we instituted step and grade and we phased it in that one year. He has the worksheets from 2012 that indicate January 1st for the 2012 step. This arbitrary shot to go to July 1st is nothing more than arbitrary. He doesn't understand it. They are making his job difficult to manage these guys because they don't understand. A week ago you said this is what we want to do. The numbers went to the Budget Committee for their review. A week later you are saying no, we didn't want to do that. Before that you said something else. He doesn't know what to tell them when they ask him the question what they can plan for in 2013. They are absolutely correct. He was in the room when this Board, all three of you, said we fought hard to get step and grade. We fought hard to get the benefits package. We are not changing it. Don't worry. We are going to take care of you. You now, are suggesting to change it; the same person that said don't worry. What do you expect them to do now? They are going to worry. He is worried. They are going to start looking for other jobs and he is going to help write their resume. The way the Board is treating them is horrible. We are doing our job. We are doing it well. They deserve to be treated as they have been since 2003 and probably even before. The things you talk about is irrelevant to what is going on here. We are all in that. It doesn't matter. It isn't going to matter. Commissioner Clark asked if he was talking about the rest of the country doesn't matter. Chief Ober stated it doesn't matter what the salaries are. You are

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using that as a ploy, an emotional ploy. That is all that is. We are all in that same bucket. It doesn't matter what happens. The difference between his proposal tonight and his proposal a week ago is about \$8,000. The proposal a week ago, the salary impact was \$17,592 on a 1.6 million dollar budget. It is not going to reduce it. It isn't going to reduce it even if you go by your proposal. It won't even blip on the radar. The message you are sending to them is horrible and will have repercussions we will not recover from. He cannot manage them when you weekly change your mind. He can't do it because he doesn't have the answer to tell them. He would really, really hope that the Board reconsiders what is the current motion and goes back to what was set forth a week ago with the numbers. You have the worksheet. He doesn't believe that the impact of the repercussions from your proposal is worth 8,000 some odd dollars.

Commissioner Clark stated that at this critical time in the economy of this country that he thinks it is extremely important that they do something to do a balance for the men and for the taxpayers. He thinks that is what they struck there. He thinks it is an honest attempt to try to do that. He understands if you don't get everything that you want then it is not comfortable. Chief Ober stated it is not about getting what you want. It is about consistency. It is about the fact that that number has changed three times and every time you, in particular, figure out that that is not what you wanted you call for another meeting and you discuss it further. It is very obvious that Paul comes in ready to support it. It is not about anything else. Take the money out of the other areas of the budget. We won't do station maintenance. We won't do something else. You don't need \$16,000 in legal. Take it from there. Put it back down to \$5,000 where you had it. You need to support your staff. We don't make widgets like Tom said. Our staff is our meat and potatoes and if we don't have good staff we don't have good service and we have good service.

Commissioner Gallant stated that if they are going to be talking about taking offense, he doesn't take offense by anything. If he was going to take offense about something, he would take offense by his fellow Commissioners. He doesn't want them all put in the same bucket. Everything that has been said there tonight does not reflect on him. He is willing to live up to what they promised. He was probably the one that said I'm going to run for another term, don't worry about it. You don't have to unionize. He guesses he made a mistake there. Take \$7,000 on a 1.7 million dollar budget and tell me what the percentage is on that, what that is going to amount to in your tax bill. You won't be able to because it is a blip on the radar. It has changed three times and all three times it has been Mr. Clark that has come in with another brainstorm. He calls a meeting any time he wants one.

Eric Pyra asked if they were talking \$7,000 or \$8,000. Commissioner Clark stated off the top of his head, his figure that he recalls is \$7,114. Mr. Pyra asked if the step increase is a line item in the budget. Commissioner Clark replied it is. Mr. Pyra asked what that number was before Commissioner Clark's proposal tonight. If it was \$100,000 it would be 2-1/2%. We have two representatives of the Town of Tilton here and he believes that recently the Police Department unionized. He asked how much that cost the Town in lawyer fees and things like that when you had to negotiate and all that. Selectman Consentino stated it is about \$15,000 during contract time. Mr. Pyra stated you have kept protecting us, as you like to say, until tonight. He is sure it will be \$20,000 today in legal fees. You are not protecting me as a taxpayer. He is a taxpayer in the Town of Tilton. He pays their salaries with his tax dollars. \$7,000 to him is a drop in the bucket when you are talking a 1.7 or 1.6 million dollar budget. It's absurd. He asked if one of these men or women leaves the department, how much is it going to cost us to replace them. Chief Ober replied it will probably take 3, 3½ to 4 months to get somebody hired. Then you need to outfit them. Mr. Pyra requested salary alone because you would have to pay someone overtime. Chief Ober stated for probably about five months. After they are hired they go on a two week orientation. We are still covering them. Mr. Pyra stated that is a lot of overtime that will have to be paid. You are not protecting me. It is \$7,000. It seems asinine to spend all this other money to save \$7,000. It doesn't make sense. Take it from somewhere else in the budget if you have to. You just said \$16,000 in legal fees. If they unionize that is going to be blown out. He wanted to know where they were going to take it from. It doesn't make sense to him. He is a taxpayer. They are not protecting him spending all this other money to save \$7,000.

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Commissioner Clark stated he feels very strongly about, he feels they can cut the discussion now. He thinks they got the drift. People are starting to repeat themselves and he would like to move the question.

Judy Tilton asked why the pressurized hydrants were included as part of the operating budget instead of being a warrant article this year. Historically they have been a warrant article. She wanted to know why they are taking the ability from the taxpayers to discuss that. Commissioner Clark stated they met with the Water Commissioners a short time ago. They held their cost at \$125,988. They made a tremendous amount of improvements. He personally feels that having hydrants is essential for the fire department. Ms. Tilton stated of course they are essential but you are taking away their ability to have the discussion as a town on that. Commissioner Clark stated you can have a discussion on any part of the budget when it comes up. He feels that it has come up every year. The last time it was in the operating budget was 2004. Over that period of time it has gone down 5.3% from where it was back then. It was \$132,000 and now it is down to \$125,988 so it has come down during that period of time. He doesn't see many other things out there that you are paying for that have gone down. It provides a necessary function for the fire department to draw water and put fires out. His feeling was in talking with the Water Commissioners is that they have done a pretty good job and they are willing to lock it in at that price. He was suggesting they lock it in for three years. He doesn't know where that is going to go because it has to go back to the voters in the Water District. Commissioner Gallant stated that has nothing to do with putting it in a separate warrant article. Commissioner Clark stated that was the feedback on that.

Selectman Plessner stated on thing that she has learned being part of the Board of Selectmen is they really research and finalize what their thoughts are before they make a decision on anything. Now you have taken the same thing in the last couple of months and keep changing your mind. Where was your homework? Where was all of the work that went into it before you made your decision? All you are doing now is keeping total turmoil in your whole department and the District. When she is talking to people on the street they don't know what you are doing. What about the people that work for the fire department. They don't know what you are doing. You are supposed to be the leaders. When you make a decision it is supposed to be a good sound decision but you keep changing your mind. The time to change your mind is before you made that motion, seconded it and approved it. This isn't good. The morale in your fire department must be very low right now. Commissioner Clark stated there are a lot of reasons for that. Selectman Plessner stated she thinks he is partly responsible for that. Commissioner Clark stated absolutely he is sure he is. There are a lot of people responsible for that. Selectman Plessner responded these are good people. When she is out and going from place to place and the conversations that she gets in to with some very important people at times, they all comment that they want to use our Fire District. It is a shining example of what really works and now you are tearing it apart. She doesn't understand that at all. What is your real motive behind what you are trying to do? Commissioner Clark stated his real motive, personally, is to try to strike a balance between providing good salaries, benefits and retirement for the men and being fair to the taxpayer. Sometimes to strike a balance between the two you upset both of them. He has had taxpayers come up to him and say listen, they got a 2½% step and they haven't gone up in insurance, what is wrong with this picture. Everybody else, you read in the paper all over the place where people are not getting any raises at all. He hasn't done that. He hasn't suggested that. Shifting it cuts it back a little bit but it doesn't bring it to zero. Selectman Plessner stated he made a decision the other day and changed his mind about that. Now you have changed your mind again. That is very inconsistent. Commissioner Clark stated until the final numbers go through and until that final clock ticks. Selectman Plessner asked why he was making motions and finalizing things until the point you get to the point you really know what you are talking about. Commissioner Clark stated in retrospect what he wanted to get was the numbers to look at to really understand it. In retrospect he wished he hadn't done that. Selectman Plessner stated that now this is the third time or the fourth. Commissioner Clark stated the second time as far as he knows. He knows there was one time before where there was a lot of discussion and he made a motion for using a particular number. There was a lot of discussion around that. What happened was it came out of that meeting that people collectively picked the elements of that discussion that they went forward with. He wasn't happy with that. They didn't vote on a Commissioner's budget. That is not in there.

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They didn't even vote on that motion. Selectman Plessner stated it seems to her that he needs to be a little bit more decisive. They are supposed to be the leadership. They are supposed to be the guide that helps these people and right now all you are sending them is these people don't know what they are doing. Commissioner Clark stated he has done a tremendous amount of homework in terms of coming up with the numbers he has right here. He has read all kinds of articles around the State where people have level funded, where people haven't given people raises. He isn't coming from that point. He likes the idea of rearranging it out instead of retroactive. He likes the idea that the voters come in and vote on a budget. After that budget is voted, looking forward, the raises come down. He likes that aspect about it. Selectman Plessner stated that all she can say is to him is that they have worked very hard and kept the Town budget pretty much flat lined or maybe even a little less and they have not pissed off their employees by doing it. Commissioner Clark stated it is very difficult. He and the Chief had this discussion the other day. It is very difficult to level fund a budget like ours because there are not a whole lot of areas you can pick from to move stuff around. They can't do that in the fire department. It is what it is. It is a very lean budget in many ways. It is hard to shift stuff around.

Chief Ober stated if this is really about the bottom line the Board should direct him to cut \$8,000 out of the rest of the budget and implement the raises January 1st. If that is not the direction of the Board then it is not about the bottom line, it is about attacking the step and grade. If it is only about bottom line and maintaining the tax rate then instruct him to find other areas to find that difference.

Commissioner Clark stated he would stick with his motion the way it has been written. The motion is on the floor and has been seconded.

Commissioner Gallant stated he had just calculated what the Chief said. If we lose a firefighter and it takes approximately 4½ to 5 months to replace him at overtime rates that would cost us \$26,280.

Eric Pyra asked if the body there could direct them to ask the Chief to find \$8,000 in his budget. Commissioner Clark stated the next avenue would be to go to the Budget Committee meeting. It is there budget. They pass the budget. At that point it goes to the voters and the voters can make changes at that point. Their next meeting is January 21st.

Donna Rhodes stated someone made a good point earlier. Their original legal costs were \$5,000 and now they are up to \$16,000. Why would you triple that amount and yet disallow \$7,000 for the firefighters to get their steps? Commissioner Clark stated they have been finding themselves needing legal counsel more than they ever have and that's all he can say. Donna stated she is just curious because right there that is more than the \$7,000 for the firefighters but you are finding that you need that much more money in your legal line. Commissioner Clark stated that is a rough guess too.

Commissioner Clark stated that questions are closed at this time. He called the question. Commissioner Clark for, Commissioner Gallant and Commissioner Auger against.

Commissioner Auger stated he is willing to make the motion that they keep the raise starting January 1st however what he would like to suggest that by next year at this time they start the budget process sooner and there are going to be some major changes. He is letting the firefighters know right now that it could be insurance, it could be raises, just to let you know.

Firefighter Powell stated they appreciate knowing that upfront. That just brings one question to mind. Knowing his stance and how he feels about the budget and the budget process, that is very fluid. He understands the accounting, FICA and Social Security, Workmen's Comp. He understands numbers change with pay rate. He went back to earlier when they asked for a meeting with the Commission to recognize them as a bargaining unit to go forward with a contract. The Board said that they were offended that we would ask for that. They told us flat out that things were not going to change as long as this Board remained the same. Now here we are, whatever the time frame is later, and you are now telling us that you lied to us. Commissioner Auger stated he believed he never said that. Firefighter Powell stated he never said Commissioner Auger said it, he said the Board said it. Commissioner Auger stated maybe a member of the Board said it but he never said it. He was careful what he said. He never said a word. Firefighter Powell stated he has been very careful not to quote Commissioner Auger. He was quoting a member of the Board as saying they were offended that we would ask. You

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had done the world for us. You had given us all this stuff and things were not going to change. Commissioner Gallant stated that member of this Board is up for reelection. Commissioner Clark stated he doesn't think that is the case. He believes that Commissioner Gallant made that comment. Commissioner Gallant stated he did not make that comment. Commissioner Auger stated things do change.

Chief Ober asked if the budget stands from last Wednesday's work session. Commissioner Clark asked if that was what Commissioners Gallant and Auger were recommending. Commissioner Gallant stated it was. Chief Ober requested they vote that, just to make it clear.

Commissioner Gallant made a motion that they adopt a bottom line budget for the year 2013 of \$1,633,502. Commissioner Auger seconded the motion. There being no discussion, vote was taken. Commissioner Auger and Commissioner Gallant for; Commissioner Clark opposed.

Release of Information

Chief Ober asked Commissioner Clark if they were going to take action on the email he had sent the Board. Commissioner Clark asked as far as? Chief Ober stated you want the excel file. Commissioner Clark stated he did some digging and was told that he can. You can get that. Chief Ober asked if he had read his email. Commissioner Clark stated he read the email about the feedback Chief Ober had gotten. Commissioner Gallant made a motion that the Commissioners authorize the release of the excel format to the Commissioners, in specific the person who has requested it and that would be Pat Clark. Commissioner Auger seconded the motion. Discussion: Commissioner Clark stated the feedback he got when he asked Paul Sanderson if they were entitled to that information he said, he rattled off all kinds of RSAs and said it is never the proposal or property of the department head. If I or any other person sought disclosure of the formula used in calculation of the spreadsheet the information is subject to disclosure under the Right to Know Law. Thus there is no basis for refusal to disclose the electronic information which you have sought. There is no exemption in the Right to Know Law that would permit nondisclosure of the information to anyone who requests that information in its electronic format. What he is saying is that he has this in writing from Paul Sanderson, legal attorney down at LGC. Commissioner Gallant stated that the information that Chief Ober gave came from their attorney, your friend. Commissioner Clark asked Mark Broth. Commissioner Gallant stated that is correct. Commissioner Clark stated now they have a difference of opinion. Commissioner Gallant stated they always do. Commissioner Clark stated with that in mind, if people push it and they want to get information based on Right to Know and they win, we will have to cover their costs and that could very well happen as well.

Commissioner Gallant stated let's just deal with what they have on the table right now. He made a motion. Paul seconded it. It's on the table; you can discuss it until you are green in the face. Just take a vote on it so he can take care of giving you the formulas.

Commissioner Clark stated he, for one, feels that they should make information available. They should be transparent with that information. He would like to think they could have full disclosure for people under Right to Know to get that information. Chief Ober stated the information was never withheld. Commissioner Gallant stated that is correct. Commissioner Clark stated that what he is looking for is if he had the electronic information that he had. Chief Ober stated he has told him over and over again what he is going to get. He is going to get a formula that adds up the subtotal and then brings it up onto the front page. That is all you are going to get. Commissioner Clark stated if he sits down at his computer. Chief Ober stated you are going to get it, just make your vote. You are going to get it. Commissioner Clark asked if he was going to make that available to him now. Chief Ober replied yes, if that is what the Board tells him to do. Commissioner Gallant stated that was his motion. Commissioner Clark asked him what his motion was. He thought the motion was to have the Commissioners vote on whether or not they should give up that information. Chief Ober stated his motion is to have the Board approve him to release the excel file to him.

Selectman Consentino stated not one Commissioner can ask for it but the Board can ask. Chief Ober stated that is exactly what their attorney said. Selectman Consentino stated you have to vote on it.

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Commissioner Clark stated he disagrees. According to Paul Sanderson, who is a lawyer as well, he is telling him that that information under Right to Know is available to each and every one of the Commissioners and anybody in the public. Chief Ober stated here is the difference. Yes, the information is supposed to be released, has to be released. The computer file does not have to be released. The information has to be given. The actual file that it is kept in is not released to an individual. The Board can make that decision and then he can release it to them. That is exactly what Mark Broth told him when he called the LGC Employment Help Line. Selectman Consentino agreed.

Commissioner Clark asked Chief Ober if he had anything in writing from him that they can read. Chief Ober replied he didn't need to. Just make the motion. He is going to give it to him. Commissioner Clark stated he thinks it should be available to the general public as well. Chief Ober replied it is not going to be because it is not supposed to be. Commissioner Clark stated alright. He thinks they are leaving themselves open. Chief Ober replied they are not. The RSA is very clear. The information has to be provided. We will photocopy it. We will PDF it to whoever wants it. The Board, what he just learned, can get the actual file. If you just make your vote, you are going to get it. There being no further discussion, vote was taken. Commissioner Gallant and Commissioner Auger for. Commissioner Clark against.

Chief Ober asked him if he didn't want the information now. Commissioner Clark stated he is not for it under the way it is written. He wants the information but he wants it available to the general public. Chief Ober stated that is not going to happen.

Selectman Consentino stated it is an original file. We are not going to ask Tim Pearson to give his original files out. Commissioner Clark stated he can ask for an attachment of the file to be sent out so what he can do on his computer is he can move his cursor around and see what the formula is with every cell that he is looking at. Chief Ober stated no you cannot. Jane Alden stated at the top of excel those formulas are there.

Selectman Consentino stated some files are protected in that realm. Commissioner Clark stated they beg to differ on it. He appreciates being able to get it. Chief Ober asked Commissioner Clark if he still wants it. Commissioner Clark stated they voted to do it so he guessed he will take it. Chief Ober stated he voted against it. Commissioner Clark stated he voted against the aspect that the general public is not made available to that information. Chief Ober stated he would like to see the question that Commissioner Clark asked Paul Sanderson as he is guessing that he is thinking the information isn't being released. We are releasing the information. Commissioner Clark stated he read his feedback and it was very clear. Chief Ober stated it is very funny that two lawyers that work for LGC are giving you two different answers. Commissioner Clark stated when he mentioned it to Paul Sanderson he said he had no idea what the question, how the question was asked. With a little change in how it is asked it varies.

Chief Ober stated he asked Mark exactly what his request was. That you wanted the excel file and he said that an individual cannot request that. They can get the printed copy. They can get a PDF emailed to them. They cannot get the actual file. The Board of Commissioners can vote to release that to the Board. After all they are responsible for the budget, etc., etc. Commissioner Gallant stated they then, if they have receipt of it, are not to disseminate it. If that is the law, that is the law.

Chief Ober stated you are not going to get our file of our payroll software. You are not going to get a file of our accounting software. Commissioner Clark stated he is working on the budget process and he is trying to figure out. A tremendous amount of time went in to doing this manually. Chief Ober stated he understands. He was just trying to give him a comparison on files.

Commissioner Clark stated it is very clear here that if he or any other person sought disclosure of the formula used in calculation of spreadsheets the information is subject to disclosure under Right to Know Law. Thus there is no basis for refusal to disclose the electronic information you have sought. There is no exemption in the Right to Know Law that would permit a nondisclosure of the information to anyone who requests the information in its electronic format. He would like that to be put into the meeting minutes. Chief Ober stated you are talking about an electronic format. That means a whole lot of stuff.

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That means he could send him a PDF. That is an electronic format. It does not say the actual excel file. That is where they are getting their differences. He will email that to him tonight.

Public Hearing

Commissioner Gallant made a motion that they set aside the night of February 11th for a joint hearing of the Budget Committee and Board to review the 2013 Warrant as well as Budget at 7:00 P.M. at Northfield Town Hall. Commissioner Auger seconded the motion. There being no discussion, vote was taken. Motion passed.

Chief Ober stated the Budget Committee is on a very strict deadline. There are not many more days after the 11th date that it can be held. They are aware of it. Discussion ensued about the possibility of moving the hearing up. Commissioner Gallant stated they cannot do it before the 5th as that is the deadline for petitioned warrant articles. It is a very tight window.

Adjournment

Commissioner Gallant made a motion adjourn. Commissioner Auger seconded the motion. There being no discussion, vote was taken. Motion to adjourn passed unanimously.

The meeting adjourned at 7:09 PM.

Respectfully submitted,

Kathy Tobine
Administrative Assistant

Next Meeting Date, Time, Place: January 16, 2013 at 17:30. Meeting to be held at Tilton Town Hall, Downstairs Meeting Room, 257 Main Street, Tilton.