

Tilton-Northfield Fire & EMS Commissioners' Meeting

Meeting Called By:	Commissioners	Date, Time:	08/21/13 at 5:30 PM
Transcribed By:	Kathy Tobine	Place:	Northfield Town Hall, 21 Summer Street, Northfield

Commissioner Auger called the meeting to order at 5:30 PM.

Present: Commissioner Paul Auger, Commissioner Patrick Clark, Commissioner Les Dolecal, Chief Brad Ober and Administrative Assistant Kathy Tobine.

Public: Captain Tim Ames, Tilton Selectman Sandy Plessner

Hiring Process

Commissioner Auger stated the meeting tonight was to review the hiring process.

Chief Ober presented the Board with his proposal for changing the rank of the Kelly Day officer to Captain from Lieutenant and the Fire Prevention officer to Lieutenant from Captain.

Commissioner Auger commented that he does not remember approving the Kelly Day lieutenant. He does not remember ever voting that in and he has done this for six years. He is concerned about the Kelly Day officer receiving captain's wages. He does not want to have two captains, one as the Kelly Day officer and one as the Fire Prevention officer.

Commissioner Dolecal asked what the cost would be. Chief Ober stated he doesn't have that information with him. Commissioner Auger asked what a Captain makes. Chief Ober stated he will be going from a 40 hour pay scale to a 48 hour pay scale. It would be the same or slightly less for him. Basically it was a wash. Discussion ensued. Commissioner Dolecal requested the wage scale be emailed to them with the information.

Chief Ober asked if the Board would consider reclassifying the Fire Prevention position from captain to lieutenant. Commissioner Clark stated he would prefer to going to a part time Fire Prevention captain with a full time Deputy. Chief Ober stated they would not able to do that this year. Discussion ensued about the Deputy position.

Commissioner Clark brought up residency. He sees the benefit of having a part time Fire Prevention person working no more than 32 hours without benefits with the Deputy Fire Chief be ultimately responsible for training that person and overseeing that. The Deputy Fire Chief would be a salaried position. He would recommend there would only be two people they would require be residents, the Chief and Deputy. His thought would be to grandfather current employees and have time/miles as a requirement for future hires.

Chief Ober pointed out there is no policy in place that dictates how promotions are done. He requested the Board give him some direction so he can move forward and get back to full staff.

Commissioner Dolecal asked when the budget process will start. Chief Ober stated in October. Commissioner Dolecal asked for a plan of what the Chief wants the fire department to look like for 2014. That would include organizational structure and job descriptions. This will be a long term plan.

Commissioner Dolecal asked if temporary promotions could be done to fill the department needs. Chief Ober recommended they don't do that. Discussion ensued.

Commissioner Dolecal asked what would happen if they did not fill the Kelly Day position. Chief Ober replied they would have 48 hours of overtime every week. Commissioner Auger recommended they fill

the position, leave things the way they are and look at the Deputy position during the budget process. Discussion ensued.

The Commissioners agreed to fill the Kelly Day Lieutenant position from within, if possible, and then fill the vacancy created.

Nonpublic Session

A motion to enter Nonpublic Session was made by Commissioner Clark and seconded by Commissioner Auger.

The Specific Statutory Reason cited as foundation for the nonpublic session: RSA 91-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 or her, **unless** the employee affected (1) has a right to a public meeting, and (2) requests that the meeting be open, in which case the request shall be granted.*

Roll Call vote to enter nonpublic session:

Paul Auger	Yes
Patrick Clark	Yes
Les Dolecal	Yes

Motion passed

Nonpublic session was entered at 6:02 p.m.

A motion to leave nonpublic session and return to public session was made by Commissioner Auger and seconded by Selectman Dolecal.

Roll Call Vote to exit nonpublic session:

Paul Auger	Yes
Patrick Clark	Yes
Les Dolecal	Yes

Motion passed.

Public Session

Public session reconvened at 6:30 p.m.

A motion to seal the minutes was made by Commissioner Clark and seconded by Commissioner Dolecal because it is determined that divulgence of this information likely would render a proposed action ineffective.

Roll Call Vote to seal these minutes:

Paul Auger	Yes
Patrick Clark	Yes
Les Dolecal	Yes

Motion passed.

Chief Ober asked if how they can seal the minutes if he is to provide information. Commissioner Clark stated they discussed the matter. They have asked the Chief to get information regarding his mileage over the last six months as they discussed by September 6th. They will discuss the information in a future nonpublic meeting.

Commissioner Clark stated they are moving the next regular meeting to September 19th. They will continue the nonpublic at that time.

Chief Ober asked how they can seal the minutes. Commissioner Clark stated he doesn't understand why they can't. It dealt with a personnel matter. They can do that.

Paramedic Policy

Chief Ober handed out the paramedic reimbursement policy. Commissioner Clark would like to get legal counsel on that. He wanted to pass it by Peg O'Brien as part of her deal with the personnel policies. The Board decided to have Mark Broth review it.

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Residency

Commissioner Clark stated the LGC Legal Brief discussing residency will be brought up under old business at the next meeting.

Adjournment

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

The meeting adjourned at 6:35 PM.

Respectfully submitted,

Kathy Tobine
Administrative Assistant

Next Meeting Date, Time, Place: 09/17/13 at 17:30. Meeting to be held at Northfield Town Hall, 21 Summer Street, Northfield.