

Nonpublic Session Minutes
TILTON-NORTHFIELD FIRE & EMS
Released October 9, 2013

Date: September 19, 2013

Members Present: Paul Auger
 Patrick Clark
 Les Dolecal

Motion to enter Nonpublic Session made by Commissioner Clark, seconded by Commissioner Dolecal.

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 5:32 p.m.

Other persons present during nonpublic session: Chief Bradley Ober, Deputy Chief Michael Robinson, Administrative Assistant Kathy Tobine and Greg Michaud

Description of matters discussed and final decisions made: The purpose of the nonpublic session was to conduct Greg Michaud's exit interview. Greg explained the biggest reason he left his full time position was the high turnover rate in the department. He feels it has a lot to do with the politics of the Board. The Department has come a long way since he started in 2005 but it has a long way to go. The pay scale is still low. The 48 hour work week is not competitive. The politics of the Board of Commissioners and two towns is too much for a small department. The Board worked had to set the Step & Grade pay scale and then talked about changing it mid-stream. The reason it is in place is a reference point going forward.

Commissioner Auger asked if the department treated the employees unfairly as a whole. They have always been given the best tools and equipment to do the job. He feels they do the best they can to keep a balance between the department and towns.

Greg recommended they look at the turnover rate. Seven have left since he started. In the fire service in general people don't move much. They usually pick a department and stay.

Commissioner Clark told Greg he hoped he was happy where he is. It is a big department with a lot of calls. He would welcome him back. It is a balancing act between the department and residency. He feels they could have handled the residency issue better. He hopes they get it right.

Greg told the Commissioners they need to strive to be competitive. A lot of the guys are looking to leave.

Chief Ober told the Commissioners they need to try to be more competitive. There is a lot of room for improvement. Once they start a program they need to keep it alive. They need to be a little more competitive. Their demeanor, actions and words need to be less negative.

Greg talked about the department vision. They need to keep up with the expansion. There is no vision to the future from the Board. A lot of time is spent on things that are the Fire Chief's job, not the Commissioners.

Commissioner Clark asked if facilities were number one. Greg replied that the facilities and staffing, they need to be competitive with pay and the work week. The loss of experience is magnified because we are a small department.

Commissioner Dolecal asked if there was anything else. Greg had mentioned the vision, pay and benefits. Greg replied the relationship between the Fire Chief and the Board of Fire Commissioners as well as the employees and the Board of Fire Commissioners.

Commissioner Auger asked Greg if he was going to stay on the department as a call member. Greg replied he was.

The Board wished Greg the best.

Note: Under RSA 91-A:3, III. *Minutes of proceedings in nonpublic sessions shall be kept and the record of all actions shall be promptly made available for public inspection, except as provided in this section. Minutes and decisions reached in nonpublic session shall be publicly disclosed within 72 hours of the meeting, unless, by recorded vote of 2/3 of the members present, it is determined that divulgence of the information likely would affect adversely the reputation of any person **other than a member of this board**, or render the proposed action of the board ineffective, or pertain to terrorism. In the event of such circumstances, information may be withheld until, in the opinion of a majority of members, the aforesaid circumstances no longer apply.*

Motion to leave nonpublic session and return to public session was made by Commissioner Auger and seconded by Commissioner Dolecal.

Roll Call Vote to exit nonpublic session:	Paul Auger	Yes
	Patrick Clark	Yes
	Les Dolecal	Yes

Motion: PASSED

Public session reconvened at 6:07 p.m.

Motion made to seal these minutes was made by Commissioner Clark and seconded by Commissioner Dolecal because it is determined that divulgence of this information likely would affect adversely the reputation of any person other than a member of this board

Roll Call Vote to seal these minutes:	Paul Auger	Yes
	Patrick Clark	Yes
	Les Dolecal	Yes

Motion: PASSED

These minutes recorded by: Kathy Tobine