

Tilton-Northfield Fire & EMS Commissioners Meeting

Meeting Called By:	Commissioners	Date, Time:	01/08/14 at 18:00
Transcribed By:	Kathy Tobine	Place:	Tilton Town Hall, Downstairs Meeting Room, 257 Main Street, Tilton

Commissioner Auger called the meeting called to order at 6:00 PM

Present: Commissioners Paul Auger, Patrick Clark, Les Dolecal; Interim Chief Michael Robinson, Interim Deputy Chief Tim Joubert and Administrative Assistant Kathy Tobine

Tilton Selectmen Present: Sandy Plessner and Joe Jesseman

Firefighters Present: Dan Leathers, Jeff Sheltry, Jon Powell, David Hall

Minutes

Commissioner Dolecal made a motion to accept the minutes of November 16th as printed. Commissioner Auger seconded the motion. There being no discussion, vote was taken. Motion passed.

Commissioner Dolecal made a motion to accept the minutes of December 7th, 9th, 11th, 16th and 17th as printed. Commissioner Auger seconded the motion. There being no discussion, vote was taken. Motion passed.

Correspondence

Deputy Joubert presented a request from Derek Farrell to carry over 24 hours vacation time until the end of May. Commissioner Dolecal made a motion to approve Firefighter Farrell's request to carry over 24 hours vacation time until the end of May. Commissioner Auger seconded the motion. There being no discussion, vote was taken. Motion passed.

Public Comment

Jon Powell stated he came for discussion on benefits.

Chief Robinson commented this is the second meeting we have had since the request to change the time of the meeting to 6:00 PM. The person who requested the change has not been here since it was requested. There has been no increase in attendance. Discussion ensued. The Board of Commissioners decided they would review this again in a month or two. If nothing changes they will return to 5:30 PM.

Treasurers Report

The Treasurer was unable to attend the meeting. The reports will be emailed to the Board when completed.

Fire Prevention

Deputy Joubert presented his report.

Deputy Joubert reported he has approximately 68 hours at Walmart trying to get the fire suppression system operational. The Freudenberg addition and water line upgrades were discussed.

Discussion ensued about fire prevention fees.

Deputy Joubert reported all school inspections were completed in December.
Commissioner Clark requested the times be added to the fire prevention report.

Chief's Report

Chief Robinson commented they have a copy of his time sheet for the month. The administrative team has been very busy. The customer service we provide has not been affected at all. We did go into overload once or twice but with the help of the team and the officers and men of the department we have been able to get that under control. Chief Robinson thanked the team and members of the department. He apologized to the firefighters for not making fire training. Training is important. Everything is running smoothly. We are keeping our heads above water.

Deputy Joubert commented that they have been training in the Shaw's building this week. It has been an excellent training. Discussion ensued about the training.

New Business

Kathy presented the Warrant. DRA pre-review was presented. DRA stated that warrant article 8 cannot be included as you cannot move monies from one fund to another. LGC legal review was presented. It was decided the Warrant will be reviewed at next budget meeting.

Commissioner Auger reported on the Budget Committee meeting. Tim Sattler requested they consider making a presentation at District Meeting on the budget and what was accomplished in 2013. Discussion ensued.

Old Business

Paramedic Training

Deputy Joubert commented he has reviewed the policy. He put his comments on the form. He will email it to the Commissioners. The Commissioners decided they will deal with this at one of the upcoming budget meetings.

Personnel Policy

Commissioner Clark recommended they approve the personnel policies tonight and get it in place. Discussion ensued. Commissioner Clark made a motion to accept the Personnel Policies and Procedures manual for the Tilton-Northfield Fire & EMS under revision October 29, 2013. Commissioner Dolecal seconded the motion. There being no discussion, vote was taken. Motion passed. Commissioner Clark will contact Peg O'Brien to finish the manual. Commissioner Dolecal requested we be provided with an electronic version of the finished manual.

2014 Budget

210 Group Health Insurance

Discussion ensued about the health insurance comparison rates.

Deputy Joubert reported he talked with the employees about what else they would be willing to do. The employees felt changing plans was concession enough. When it comes to insurance, benefits, wages & salaries it is a big issue for employees. Morale has taken a hit over these discussions over the last couple of weeks. The reason for those hits is there is a lack of consistency. We discussed, in length again, the floating holiday and retro pay. No one wants to give up anything because it is going to cost them more money out of their pocket. If you are still asking us what people are willing to do, that discussion has taken place. Morale has taken a hit. The inconsistency and lack of structure has taken a

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hit on morale. The employees are comfortable with going to Harvard Pilgrim, keeping the contribution at 10% and talking about the retro pay.

Jon Powell commented it makes more financial sense for him to increase his contribution.

Dan Leathers commented that doing away with the retro pay and making raises effective after District meeting is the most collaborative was to solve the dilemma.

Commissioner Dolecal commented she came up with approximately a \$72,000 increase over last year's budget when she added in the step raises and the health insurance. Discussion ensued. The Board of Commissioners decided they would change the health insurance from Matthew Thornton to Harvard Pilgrim effective April 1st and give the step raises effective the first pay period ending in April.

Commissioner Clark reported that the Chief process is moving along.

The Board decided to meet Monday, January 13th at 5:30 PM to work on the budget.

Adjournment

Commissioner Dolecal made a motion to adjourn. Commissioner Auger seconded the motion. There being no discussion, vote was taken. Meeting adjourned at 7:45 PM.

Respectfully submitted,

Kathy Tobine

Next Meeting Date, Time, Place: 01/13/14 at 17:30. Meeting to be held at Tilton Town Hall, 257 Main Street, Tilton