

Monday, June 13, 2022



Board of Selectmen Minutes

In attendance: Steve Smith (Chair), Dianne Craig (Selectman), Derek Tremblay (Selectman), Kevin Bevilacqua, Bonnie Beldon, Alicea Bursey & Bob Hodgeman. Cindy Rouillard (via phone)

Meeting called to order by Steve Smith at 6:30PM

Pledge of Allegiance was recited.

Consent Agenda:

- Dianne motioned to accept consent agenda, Derek seconded. Motion passed all in favor.

Review Minutes:

- Minutes from May 9th, previously tabled, were revised. Derek motioned to accept minutes as edited, Dianne seconded. Motion passed all in favor.
- Minutes from May 23rd were reviewed and revised. Derek motioned to accept minutes as edited, Dianne seconded. Motion passed all in favor.

Appointments:

Bonnie Beldon - Olive G Pettis Library

- Bonnie brought the RSA regarding library guidelines for trustee vacancy and alternative trustees. Under those circumstances, those people need to be nominated by the Board of Selectmen each year. In the future, right after election, the Library will need to come to the BOS to fill their alternative trustees. Bonnie requested to renominate Debby Griswold as Library Trustee. Steve motioned to nominate Debby Griswold as alternative library trustee. Dianne seconded. No discussion. Motion passed all in favor.

Ernie Dennis

- Ernie is the last living person who put the addition on the Town Hall, so he knowledge of the building. We discussed water / ice come into the building in the past. Richard Thompson had put a rubber membrane around the building 10 or so years ago. That

rubber is starting to break down. Ernie says it's an easy fix right now. If not fixed now, it could be costly for the town over time.

- 42 years ago, when they poured the foundation, only about 2/3rd of the building were poured. The town was suppose to appropriate money to complete the project, but never did. The back part of the building has no foundation. One side of the building is 8 inches lower then the other side, and there is ledge all around the building.
- In the attic, years ago, the pins were pulled out of the trusses. Ernie put in temporary collar ties 42 years ago, which are still there, still holding the roof together.
- Ernie said the water line went in around 1982 or so
- Steve asked if the building was worth saving. Ernie said yes.
- Ernie said water is starting to come back in and the rubber needs to be redone.
- The dehumidifiers should be looked at under the building.
- Ernie said he is available for information and wants to help.
- Derek suggested asking Ron, the contractor who is doing the painting, if he knows someone who can take a look at this. Dianne said she would ask Ron. Ernie said Ron can call him. Maybe Flexseal would be all that's needed.
- The trusses, he feels are probably ok. It's been 42 years and nothing has happened yet to the roof. But suggested having a contractor look at the trusses.

Alicea Bursey - Planning Board

- Alicea said they meet last week and will meet again next week. They have discussed the CIP.
- She discussed the joint meeting with Planning, Budget and Selectmen on July 21st at 7pm.
- Mr Hersey had received his letter, and nothing to report on following up
- She discussed a timber right of way.

Public Comments:

Bob Hodgeman

- Asked about sweeping the roads on Sholes Road. Kevin said the road has been swept. Mr Hodgeman is not happy with how the road was done, Kevin said because of the dips in the road, not all the road will be 100% clean. Steve said he will take a look at the road and get back to Mr Hodgeman.
- Mr Hodgeman asked about the ditches, Kevin said they have not been done yet but will be done later this year. He hasn't gotten to ditching yet.

Alicea Bursey

- Talked about driveway permits. Kevin says he has a folder at the shop for permits. Alicea asked if they can be brought to town hall. He said he would bring everything up at the shop to Town Hall. Planning Board will handle driveway permits until Road Agent is filled. Kevin mentioned an application for Dero Road.
- She talked about hours for the Planning Board Secretary. Steve said to email hours to the Selectman's email address.
- She said she does not have access to the Town Office and Planning Board mail box during off hours since doesn't have a key. Alicea asked if Mellisa could have a key. Steve will look into why things are the way they are.

Communications:

- Administrative Assistant - Cindy is not in attendance
- Board of Selectmen - None

Old Business

One Ton Truck:

- Kevin said the old truck hasn't been in shop yet.
- Kevin got two prices for a new truck, for a Ford and GMC. Both have plow and dump body. The GMC is on the lot right now, if we went Ford we would have to wait a month to come in.

- Kevin said the old one ton is not totaled, but said the front end is cocked around pretty good. Kevin said it's worth more in parts than anything else.
- In 2007, the town voted that the Selectman can sell old equipment, so the BOS would have the duty to sell the old one ton.
- Discussion transpired on the ability to buy a new truck.
- Cindy Rouillard joined via telephone to discuss the capitol reserve for the truck.
- Derek asked if the truck comes with a sander. Kevin said no, the town will need to wire its own sander.
- Derek motioned to use the Capitol Reserve Funds for Highway Truck to authorize the Road Agent to purchase a new one ton for the Town of Goshen. Steve seconded. Discussion: Dianne and Derek explored which quote between the Ford and Chevy had best options and price comparison. Kevin said we might be able to get a better deal on a plow if we do it ourselves. Kevin said he is will try to get the cost down to \$80,000. Derek asked if Donovons in Londonderry usually has used one tons there. Kevin said generally they do not. Dianne asked how long a one ton lasts. Kevin said 7 years is a good number to keep in mind, and replace after 7 years. The one ton is a year long truck and first line of defense. After no more discussion, the motion passed, all in favor.

Kevin's Vacation Pay:

- Kevin talked about how much vacation and sick time he has. Cindy Rouillard had given Kevin a list of his sick and personal time.
- The Board discussed the Town's policy for paying out past comp time.
- Steve found the Fair Labor Standards Act, stating Federally paying past time is not mandated. The Board questioned if it is State mandated.
- The Board discussed how to verify numbers and the budget will be affected by a buyout. Steve said whatever the employee handbook says, the Board needs to follow it, as it was voted on previous to the present Board. Steve read information from the Municipal Association regards to buyouts on comp time, sick time, etc. *"Public employers are uniquely able to substitute compensatory (comp) time in lieu of paying overtime wages to public employees. However, there is much confusion about this form of compensation. First of all, the employer cannot "mandate" that the employee accept comp time in lieu of overtime pay. The employee must agree to that arrangement (in writing or via a collective bargaining agreement) before the actual*

performance of work during which the overtime is earned. If the employee agrees, the comp time must be accrued at a rate of 1½ times the hourly wage—just as you would pay overtime wages at a rate of 1½ times the average hourly rate of pay for hours worked in excess of 40 hours (43 hours for police officers and 53 hours for firefighters) in a week. Once the maximum threshold has been reached, any further overtime earned must be paid as overtime wages. If the employee requests to use their comp time, they must be allowed to use it within a reasonable timeframe and cannot lose the time if not used by a certain date. There is a limit on the amount of comp time that an employee can be allowed to accrue. For public safety, emergency response or seasonal activity employees, this limit is 480 hours; for all others, it is 240 hours. If an employee quits or is fired, any accrued comp time must be cashed out at a rate of 1½ times the current average hourly wage—not the wage rate at the time the comp was actually earned.” (<https://www.nhmunicipal.org/town-city-article/important-new-hampshire-wage-and-hour-regulations>)

- Steve quoted the “reasonable time frame” and also how there is no legal requirement to give backpay to employees, however the Municipal Association suggests that Towns do. Dianne read excerpts from the Employee Handbook and discussed compensatory time as written in handbook. Employees are required to use their compensatory time in a reasonable amount of time. According to the handbook, all sick leave time is to be posted on each employees pay stub. Also the Board should conduct an exit interview with the employee.
- Kevin ran to the Highway Garage and back and brought his Employee Handbook. Steve asked how Kevin knows how much time he has. He said Cindy told him. He said his pay stubs tell him how much time he has. The Handbook says you can carry over one year of vacation time.
- Kevin’s last day of work will be July 13.
- Derek asked Kevin to send a note of consent to the BOS stating how many days he plans on working off, so we all have on record. It could be on computer or a handwritten letter. Kevin said he would do a note to the Board. The NH Municipal Assoc says the town needs it in writing.

FEMA Update:

- Dianne said there was no meeting, but there will be one tomorrow. Said FEMA has almost completed all the projects for the roads, so the Town should start getting that

money back. FEMA is waiting on Cindy for the benefits numbers. All of our bridge projects are on hold until FEMA is complete.

Culvert funding

- Kevin is working on a list of culverts that need to be replaced, he addressed two that he says needs to be replaced asap due to flood zone. Dianne asked about other culverts that could be in flood zones. Kevin said the two he listed are top priority.

Painting Of Town Buildings Update:

- Dianne talked with Ron the other day for estimate on replacing rotten wood, which is around \$1,000 so far.

SAU 102 Lease:

- Steve sent an email to Gail Paludi letting her know the BOS would like to have the School Board at the next BOS meeting. He has not heard back yet from Gail.
- The BOS would like to keep the language very simple in a memo of understanding and would to discuss with them and get their input as well.

Grange Update:

- Dianne explained the painting project inside, furniture has been donated for the Police Dept and is coming soon. She believes move in should be set for July 1.

Employee Interviews:

- The BOS will set up times to interview new employee candidates. Derek will email all who applied.

New Business:

Class VI Bridge work on Lempster Coach Road

- Dianne brought up what Trout Unlimited is working on for the bridge on the Class VI portion of Lempster Coach Bridge to install a new steel bridge, as well as bank score protection work. There is no cost to the town. Steve motioned for the Town of

Goshen to allow NRCS and Trout Unlimited permission to work on the bridge over Babb Brook. Derek seconded. No discussion. Motion passed, all in favor.

Standing Items

- Derek forwarded an email from the Mt Sunapee Advisory Committee.

Derek motioned to adjourn. Steve seconded. Motion passed. Meeting adjourned at 8:43 PM

Respectively submitted by Steven Smith