

Monday, July 25, 2022



Board of Selectmen Minutes

In attendance: Steve Smith (Chair), Dianne Craig (Selectman), Derek Tremblay (Selectman), Cody Osgood, Steve Belden, Bonnie Belden, Barbara Paronto, Alicea Bursey, Trisha LaBossiere

Meeting called to order by Steve Smith at 5:29 PM

On a motion by Selectman Craig, seconded by Selectman Tremblay the Board of Selectmen voted by roll call to enter into non-public session (NPS) pursuant to RSA 91-A:3, II(c)

Roll Call Vote: Steven Smith - Yes, Dianne Craig - Yes, Derek Tremblay - Yes

In attendance are Smith, Craig, Tremblay & Osgood

Non-Public Meeting entered at 5:31 PM

The Select Board exited non-public session at 5:47 PM.

Derek and Dianne explained the pricing structure of the Town's health insurance policy. The Town is locked into a single option for 2022, and can look at other plan options in 2023 to find the best option for the Town and employees.

Mr. Osgood asked about the retirement plan in the Town of Goshen. Dianne confirmed Goshen has NH Retirement, and is not planning on changing. Discussion transpired about the Town's dental & eye coverage, HSA accounts, and benefits to working for the Town.

The Board talked about the Road Agent position and the Transfer Station Superintendent, what the role of Superintendent is at Transfer Station including filling in when staffing shortage at the Transfer Station, scheduling, paperwork, and overseeing the operations. To be the Superintendent, one must be certified. The Board talked about the compensation of Transfer Station Superintendent.

Derek explained to Mr Osgood that the only way the Board can discuss hiring of any employee is during a meeting.

The Board said they are cognizant of the pay for its employees, since the pay structure has changed so drastically in a year.

Mr Osgood asked if the Road Agent uses his own phone or if the Town pays for it. Currently, the Town pays. The Board thanked Mr Osgood for his time.

Pledge of allegiance was recited

Consent agenda and minutes approval was moved to the end of the meeting

Appointments:

Bonnie Belden

Lillian Wright Race @ Gunnison Lake

- Bonnie Belden and Trish LaBossiere (Library Trustees) spoke about the Lillian Wright Race at Gunnison Lake on Saturday Sept 10th. Bonnie requested use of the Lake / Park for the race and requested a one day waiver for parking at the cemetery. This race is part of the Western NH Trail Running Series and Goshen's race raises money for the Library's park project they are working on. Steve said in 2015 there was a revision the Selectmen for Town Ordinance for use of recreation areas.
- Steve motioned to allow the Library Trustees permission to hold the Lillian Wright Memorial Race on Gunnison Lake on Sept 10th. Dianne seconded. No discussion. All in favor. Motion passed unanimously.
- Steve motioned to wave the parking ban at the cemetery at Gunnison Lake for one day on Sept 10th. Dianne seconded. No discussion. All in favor. Motion passed unanimously.

Olive G Pettis Library Play & Learn Park Grant

- Bonnie explained why the grant process has taken a little longer than expected, per the state.
- The deadline is coming soon to make final edits to the application. The State has suggested to look for more corporate sponsorships, as they believe the application is too heavy on volunteers.
- Bonnie asked if the Town could build the wall by the leach field, instead of having it bid out. This would save over \$20,000. Steve asked if this was the Redi Rock blocks. Bonnie said it would be. Years ago, Shaun Carroll had said it was very easy for a Road Agent or Highway Crew to put the Redi Rock walks together. Steve said it's like adult sized legos and should be in the wheelhouse for whomever is hired for Road Agent. Bonnie said this is not until 2023 when this work would need to be done. Derek said he certainly thinks it's something the highway crew could do to

help, just would need to be communicated to the highway dept. The Board said they would support the highway crew helping the Library Trustees.

- Bonnie also said as they clean out the woods for the trail, there is a lot of sticks that need to be removed. Joel has been coming to pick it up and has been accommodating. Steve said the town has a chipper, but it can only chip green material. Bonnie said much of it is dry wood. Steve said that wouldn't work, dry wood dulls the blades. Steve said it sounds like the best idea is to pile up brush and have Highway come get. The Board supports having Highway grabbing the brush when Joel has time. The Chipper is too big to go up in the woods.

Steve Belden:

Rand Pond Boat Launch:

- Mr Belden said over the years he has watched people struggle to back their boat into Rand Pond, since the boat launch is so shallow. He reached out to the state and spoke to Garrett Grasskamp from Environmental Services. Mr Grasskamp said the Rand Pond access road is a Class V road, and it's the Town's responsibility to take care of it. Mr Belden would like to see the boat launch dredged, to remove the shallow portions of the sand. He will look into what is needed to dredge the boat landing. Steve said he is not opposed to Mr Belden looking into it.
- Alicea said the permitting process might be very difficult and questioned what would happen if the flow of the water was then changed because of the dredging.
- Dianne said we would definitely need permits from the state because of dealing with water.
- Alicea asked if any work has been done on that access road. Steve said 2 years ago when the Town Beach was cleaned out, some underwood was cut, therefore the right away has been maintained.

Alicea Bursey:

Joint Planning Board / Selectman's Meeting:

- The Board of Selectmen reviewed the minutes taken from the joint meeting. Derek was not able to attend the joint meeting and abstained from the minutes review / edits. Suggested edits were provided.
- Steve motioned to accept the joint meeting minutes with edits. Dianne seconded. Alicea explained that more edits will be added from Barbara Paronto and the

Planning Board. There is no need to motion to accept, as the minutes are not finalized. Steve rescinded his motion.

Letter Of Support For Consolidated Communications:

- Alicea asked if the letter of support for Consolidated Communications has been sent yet. Steve said he did not have time last Friday to write it. She said the deadline has been extended and it can be sent by this Friday. Steve will write and send.

Waiver To Build On Class IV Road Application:

- Alicea made edits that were suggested at the previous meeting and presented to the Board. The waiver is a Selectman's document, she asked if there is a way to post the waiver on the town's website. Steve said if Alicea emails him a digital copy, he can upload it.
- Steve made a motion to adopt the revised building permit waiver to build on a class VI road document. Dianne seconded. No discussion. Motion passed unnamaniously
- Alicea presented the amended "Select Board Policy: Buildings on a Class VI Highway or on Private Roads which have not been Approved by the Planning Board" with RSA notes. The Board will review in spare time and discuss at next meeting. Derek asked if a digital copy of each will be sent to the Board. Alicea sent it to the Board directly after that via email.

Public Comment:

Alicea Bursey:

Rand Pond

- Alicea expressed concern on the discussing of dredging Rand Pond boat launch. Barbara said it would be great if a large grant could be obtained. Barbara said this should be a Conservation Commission discussion.

Barbara Paronto:

Trust Funds:

- Barbara talked about different trust funds the town has, including Library and Cemetery trust funds, and how they can be used. Some funds are very small, but the town's hands are tied and can't use them.

Communicaitons:

Administrative Assistant:

- None, as Melissa has not started yet

Selectmen:

Derek Tremblay:

Road Agent Benefits:

- Recently the BOS nullified the 2001 employee policy effective to new hires. Derek says we need to craft language as the Board looks to hire new employees.
- In regard to benefits, he proposed 2 weeks of vacation time, 80 hours of accrued compensatory (comp) time, 12 hours of combined sick / personal time for Road Agent.
- The Board discussed what types of benefits would be attractive for a new employee, but also work for the town for the long run.
- Barbara had suggested allowing a flexible date of “use it or lose it” based on winter plowing schedules. Dianne said for the first year, an employee’s vacation & personal/sick time would be adjusted down, however comp time can be earned on day #1. She also suggested of the 12 hours of combined sick / personal time, 5 days can be carried over to the next calendar year.
- Derek said the benefits are essential to getting a good employee. Dianne said she understands what he is saying but the Town can’t give too much or the Board can’t afford it. Steve said he liked the idea for the combining sick and personal time. Derek said his big thing is to have a simple system, so future boards can operate easily, and so it’s fair to the employees and fair to the Town. He said is in less favor of allowed sick / personal time to roll over, he likes a “use it or lose it” policy. Dianne believes if employees think “if I don’t used it, I lose it...then I will use all my days.” She believes less will be used if 5 days is rolled over.
- Steve asked how comp time works. Dianne said if you work 53 1/3 hours overtime, that equals 80 hours of comp time, capped.
- Derek said this policy gives employees some flexibility and saves the town money in paying extra overtime.
- Derek asked if the Board is ok with him drafting the benefits. Both said yes.

- Dianne said the policy needs to be very clear and times (sick / personal & vacation) should be posted on their time card.
- Alicea suggested having an approval clause and creating black out dates when vacations / days off can not be taken.
- Derek said this is just for the position of Road Agent, and is step one as the Board looks to create new policies for the employees.

Health Insurance

- Derek said it has come to the Board's attention that the Town of Goshen has the best health insurance plan available. He said Dianne has learned that a town can offer up to 3 different policies for employees to pick from. Dianne has done lots of research on health insurance. He would like to see what the actual cost is to the town and what is the best benefit for the employee.
- Derek said there are ways the town can save some money by switching to different health insurance policies. Barbara said budget committee used to budget for health insurance each year because the town was going through employees fast. She said NH Municipal came in to present different options for health insurance. During this, the employees attended and they stuck to their guns, requesting the health plan the town currently has now.
- Dianne said we can not change health plan in 2022, but in October it can be reviewed for the next year. Derek suggested every October the Board of Selectmen review the Health Plan for the next year, gather the information and assess the overall cost, before budget season, as it is the Board's responsibility to do this for the employee and the tax payers. There may be small changes needed, but would have to look at the numbers. Barbara said employees' needs change each year; she asked if there would be a probationary period. Dianne said no, health insurance starts on day #1.
- Derek said, wherever we go from here, it would be important to have a strong line of communication with the Administrative Assistant. Barbara said Health Trust will be very helpful.
- Alicea asked if employees would be grandfathered in. Derek said the policies could possibly change each year. Derek said the Board wants to be sensitive to health needs of employees.

Press Release for the hiring of Melissa Salinardi

- Derek wanted to take a look at the draft press release Steve wrote regarding the hiring of Melissa Salinardi as Administrative Assistant. Dianne had suggested an edit, which was fixed.
- Derek said with the change, the press release is good to go. Steve will post on the Town Facebook page and upload on the Town website.

Old Business:

FEMA Update:

- Dianne said FEMA was coming in on the 26th, but it's been moved to next Tuesday

Town Building Painting:

- Dianne texted Ron to please remove the planters off the building; the wrong planters were installed, and in the wrong spot.
- All the painting is done. As of Thursday the new planters will be installed.
- Derek thanked Dianne for leading the charge and bringing it to fruition.

Day to Day Operations:

- Dianne and Heather Peckham have been running the day to day business operations of the town.
- Steve thanked Dianne for her work. He said the accounting / quick books is not in his wheelhouse and he really appreciates Dianne's work here as she has stepped up. Derek said the office looks great. Dianne said "thank God" for Heather. Heather will stay on and help support Melissa as she learns the job.
- Alicea asked about the new lockbox outside. Dianne said to check with Cindy at Town Clerks office.

Hiring Janitor:

- The board discussed the applicant for janitor.
- Steve motioned to hire Tammy Russell as Goshen Town Custodian at \$15 per hour for 3 hours a week. Derek seconded. Dianne said the Library might be looking to hire a custodian as well. She asked if the custodian would be taking the trash to the transfer station. Steve said that was part of the job. Motion passed, all in favor. Derek will reach out to Tammy.

Transfer Station:

- Steve said we sadly lost Bill recently as he passed away.
- Michelle Roy has expressed interest in working at the Transfer Station again. Dianne said she wants the job and can start next Sunday. Steve asked Dianne if she can reach out to Michelle to confirm that she will start. Derek said that Michelle is one of the best Transfer Station employees the Town has ever had.

Brook Road 911 Address Issue:

- Steve recapped the 911 numbering issue addressed last meeting and updated the progress. At this point, the address has not been fixed.

Dianne motioned to adjourn, Derek seconded the motion. All in favor. Motion passed. Meeting is adjourned at 8:42pm.

Respectively submitted by Steven Smith