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**December 14, 2010
Selectmen's Meeting**

Present: A. Richards, R. P. McGinnity, & A.A. Milkovits (C. Guiry DMD Ch. was absent due to attendance at a CPR recertification class.)

Meeting opened at 7:30 PM.

Vendor checks were discussed and signed.

Agenda:

Appointments:

1. William Downs, Wallace Brown, Rose Lyons and Denise Ginzler part time employees were disputing the changes to the Personnel Policy. Ms. Ginzler spoke about her concern for losing the dental benefits by January 1st and stated she felt valued by the Town for her fifteen years of employment. Mr. Brown stated that he felt issues started when the part-timers were not given a raise in 2010. And now they are losing the little benefit that they had received. He feels that the cuts are directed against the part time help. He also expressed his disappointment that the policy had not been presented to all for discussion. Mr. Downs gave the background of the "permanent part time position", how it was created by the former Road Agent Curt Dunn to maintain quality part time help. He kept stating that it was a special category that applied to only a few. He feels now that he is losing 10% of his pay and wanted to see where others are affected this way. He requested that the Board reinstate these benefits to grandfather this small group into that category. He also feels as Mr. Brown that the part time help is being singled out. Ms. Lyons stated that she would miss the dental benefit but did not take advantage of the other benefits of holiday and vacation pay as the members of the Highway Department did. Mr. Morrison stated that he was present to show support for the part time employees. After all had spoken, Selectman McGinnity explained why the policy had changed the part time benefits. He first stated that this was not a personal vendetta against anyone, the Town is not a family, employees are paid to do a job and the job is a career for full time employees; part time employees are a supplement not a permanent part of the organization. He also explained that in the past Town Departments were making up their own policies and this practice does not agree with the Department of Labor rules and regulations. The Selectmen had examined businesses and other towns and found that part time employees do not get any benefits and no guarantees for work hours. This allows a business to be flexible. Mr. Downs objected to this insisting that the Town needs this workforce and the Selectmen are dissolving the permanent part time position. Selectman McGinnity explained that things change and the Board had to determine what was in the best interest of the Town. After more discussion, the Board stated that they would take the employees' comments under advisement and would review this issue later on that evening. Selectman McGinnity thanked them for their input.
2. Susan Wagoner, Town Clerk and Ray Scholl, Tech Adviser discussed the need for a server for the Town Clerk's Office and Selectmen's Office. At this time all data is on the computer in the Selectmen's Office and could cause many problems if the system goes down. The Selectmen gave their approval for the server. The

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- server, including labor to install, will cost about \$500. The Selectmen and the Town Clerk will share the expense.
3. Church Trustee Darrell Scott requested resolution of the current use penalty issue. Mason School Board member Bob Hemmer was also present. Mr. Scott stated that the Parsonage was moved for the convenience of the Town to build the school addition. After some discussion, the Selectmen voted to deny the abatement request citing Chapter 237 that clarifies that exemptions under RSA 72:23 do not apply to the land use change tax; therefore the Church was not exempt from the current use land change tax. This had been verified by the DRA.
 4. Steve Willette and company discussed their findings after their "ghost hunting" in the Mann House last month. Mr. Willette explained the process: worked with three teams on the three levels, temperature readings were taken, audio as well as video was also taken. They had interesting results in the Library area and the Historical Room where there were temperature changes noted, their flashlight turning on and off, filmy apparition seen moving from chairs in the Historical Room and other sounds recorded. Selectmen thanked Mr. Willette for the followup.
 5. Police Chief Barry Hutchins discussed an upcoming Eagle Scout project involving the K-9 training. Scout will be presenting "cubes" used for K-9 search training to the Mason Police Department. This will be a very valuable search tool. The Chief would like to store these items in the barn on the Town land, lot K-52, however that issue of the driveway access to that lot has not been resolved. Attorney Little will be contacted on this matter.

Selectmen reviewed the following:

1. From Road Agent Mark Brackett – information about his truck. He would like a decision from the Board whether or not the Town will buy the truck. The Selectmen feel the Town is not in a position to purchase his truck.
2. From Mason Roads Evaluation Committee: minutes from meetings on November 11th
3. From Highway Equipment Committee: minutes from November 10th, December 1st meetings.
4. Concerns on changes to Town policy from Police Officers Duval and Thompson.
5. From Granite State Forestry Services, Inc. request to change from surety bond to a certificate of insurance. Selectmen voted to request a letter for credit for \$5,000 instead of the surety bond.
6. From LGC-PLIT; contribution breakdown from removing several vehicles: \$1,572.22. The Board will request a check from LGC for that amount.
7. Building Permit: #10-29 Murto, lot J-75, gray water dry well.
8. Completion Certificates: Wilson, lot G-75, Yurt deck and Murto, lot J-75 dry well
9. Police logs
10. From NHMA -2011 dues \$1,045.65
11. State Education Tax Warrant: \$397,327
12. From BTLA – order to answer original order to settle with Rocheleau by December 20, 2010.
13. From Con. Com.: Stewardship Report on lot E-2

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14. From Howard Turner: Subdivision Agreement for Town files.
15. Other correspondence – notices of meetings, additional Fletcher Granite bankruptcy notices.

The Board signed the following:

- Intents to Cut: Robinson, lot K-3 & Doonan Family LLC, lot G-65
- 2010 EQ Ratio Study – only 10 of 34 sales will be used.
- 2011 Brookline Ambulance Contract

Selectmen reviewed a letter from Police Officers Duval and Thompson concerning the changes in the Personnel Policy as it affects retirees and medical benefits. They objected to the change in the requirements for retirees to have worked 20 consecutive years before retirement and receiving medical benefits. They would like to be grandfathered. They also requested part time status changed to anything under 32 hours. After review of these requests, the Board voted to maintain the policy as it is written: no grandfathering or changing the part time status. The Board also further reviewed the requests made earlier by the part time employees. They voted to deny these requests and maintain the new policy as written. All will be notified of this decision.

First meeting for the 2011 proposed budget was set for Tuesday, January 4, 2011.

Meeting adjourned at 9:45 PM.

*Barbara L. Milkovits
Admin. Assistant*