



**Warner Board of Selectmen  
Meeting Minutes  
Tuesday, January 3, 2017  
APPROVED**

Selectman Carson opened the meeting at 6:05 pm.

In attendance: Selectman Clyde Carson - Chairman, Selectman Allan N. Brown, Selectman John Dabuliewicz, Jim Bingham – Town Administrator

Others present: Martha Mical, Barbara Annis, Marianne Howlett, Judy Newman-Rogers, John Leavitt

**1. Projects**

- A. Town Hall Front Lawn Project – Clyde said there has been money donated for the project. The question is do we want to consider moving forward in the spring and if so do we need to start working towards it. He said to leave it the way it is, is not in the best interest of the town. Allan said he would just contact George Pellettieri on what he would recommend to grow grass with the trees there. Clyde said he has heard of 5 more people who want to chain themselves to the trees if they are taken down. Clyde is wondering if a Town Hall Lawn Committee should be formed to make a recommendation to the Selectmen. Clyde asked if the trees remain should the flag pole be moved. Martha said George Pellettieri said he could prune the trees so the flag could show through. Allan said trees are continuous maintenance. John said if we put new trees in, those will also need trimming. Clyde said the original plan was we had money donated to take down the trees, put some sod in with irrigation and put some new trees back up. John asked if that was the understanding of the people that donated? Clyde said that's what I described when I approached them. Martha said why don't you just contact Mr. Pellettieri to come to a Selectman's meeting for his opinion. Clyde spoke with George P. who said as long as the trees are there you won't get a lot of grass, but he said he can save the oak trees. Marianne said there is a lot of foot traffic on the grass as well. Allan said there are sods made for that. Marianne's point is, it's not just the trees that are the problem. Clyde said if the Board is going to do something we should start thinking about the spring time.
- B. Odd Fellows Building – Allan said he the attorney got together. To finish the deeds the attorney needs the plan number off the Mylars once they are registered. The Land-use Secretary will go to Concord tomorrow to register them, she will call Allan when she gets back with the plan number which will then be forwarded to the attorney and he will have the deeds signed this weekend, then he will register them. Marianne asked if the building will be discussed at Town Meeting. Clyde said yes, he expects to.
- C. Roundabout – The project is complete, the town is waiting for the final billing. Jim learned the Precinct has no problem picking up the 1/3 cost of the damaged sewer pipe. Jim will submit the invoices next week that the town has already paid to DOT to start the reimbursement process.
- D. Economic Development – John said the Committee hasn't met since the Board last met, their next meeting is January 11<sup>th</sup>.
- E. Fire Dept. – A copy of a proposal from SMP was provided to the Board for the engineering. John feels strongly the Construction Manager Contract should be reviewed by the town's attorney. John said he also doesn't see the \$25K reduction in the estimated cost of work. Allan said he received an email from North Branch late this afternoon that should have had an attachment but wasn't there. The Fire Station Building Review Committee will meet on Wednesday, January 4 where SMP will review the figures. Allan is hoping for an engineering figure and some conceptual's as well. Clyde said the Board needs to confirm the cost reduction from North Branch and then pass the whole contract on to the town's attorney. Jim asked Allan how much leeway does the town have with getting more than one quote for engineering to try to stay close to the Purchasing Policy. Allan said he is going to try to find an answer to that tomorrow night because he doesn't know how everything plays out, he thinks there is time to do so. Audience member Barbara Annis agreed with John about having the contract read over by the town's attorney because during the roundabout contract things were found that needed to be corrected. Allan reported the right-of-way agreement has been finalized as well.

- F. Wage Study, Employee Compensation Plan – Appropriating funds to conduct compensation study will be discussed later in the meeting.
- G. Solar Panel Array – Clyde reported he submitted an application to Community Development Finance Authorities for financing the solar array. The cost for the Solar Array Project for 2017 is about \$16K less than last year, which becomes a wash at a certain point because the state rebate has been reduced in the past year, but, the project comes out close to the cost it was last year. He feels the good news is the financing will be at a lower rate than last year. Clyde will be talking to Sugar River Bank and Lake Sunapee about their financing. His goal is to have the project cash positive beginning in year one. He will also apply for a grant from Rural Development, but, a final decision won't be made until after Town Meeting, he would like to go to Town Meeting with a proposal that explains the financing regardless with what Rural Development does, if Rural Development comes through, the finance amount will be reduced. The application to Rural Development is due by January 9.
- H. Allan reported the easement for the Fall Foliage Festival parking area is completed and will be signed by Ron and Deb Moore tomorrow.

## **2. River Nomination – Letter of Support**

- A. Clyde asked the Board to review the sample letter of support that Nancy Martin sent the Board to consider. Clyde suggested a deadline of next meeting, January 17. If there are no adjustments the Board will go with Nancy's sample letter.
- B. Allan said he has asked several times if there will be any more restrictions with the nomination and he was told several times, no. Then Allan received a copy of Town & City magazine which specifically discusses river protection and there is a whole paragraph saying when a river is designated that it does enhance the restrictions that are already there. John asked how are they enhanced. Allan said he didn't know, he was just telling the Board what he read, he said when you have a Class III river, the way it is right now those rules don't apply but when the river is protected new rules apply to water quality. Judy from the audience provided a copy of the Town & City Allan referenced. Allan read "as of 2008 designated rivers benefit from additional protection measures". Clyde recommended asking Nancy to comment on the article.

## **3. 2017 Budget Review – New Changes**

- A. The Board reviewed new changes in the Selectman's budget.
  - Professional Services line (#8) has been added to the Board of Selectman's budget to capture the anticipated consulting firm for the wage study. Jim has added \$10K, which is the estimated cost for services provided by Municipal Resource Inc.
  - A line called Temporary Services has also been added to the Board of Selectman's budget with a \$1 holding place.
  - Expense of Town Officers (line 18), there was a discussion about assisting and contributing to the improvements at the property the town will be receiving an easement on (Fall Foliage Festival parking area) so Jim added another line called Board of Selectmen Special Projects with a holding place of \$5,000.
- B. The Board discussed the \$15K increase in the Selectman's budget. Both Allan and Clyde are in favor of the two increases. Clyde said another way to help the FFF is to get the back drive-way done at the Town Hall to access the parking area behind Foothills, he doesn't think Tim built that cost into his budget. Allan said to Clyde if he wants that project done, another project will need to be dropped. John likes the idea of the Festival asking on a warrant article for the town's contribution and he definitely thinks the wage study should be completed. Clyde proposes a warrant article to help the FFF as a separate item and leave the wage study cost in the budget, Allan also agreed. John said it's not just about wages, it's also about classifying jobs and comparable's. Clyde concluded that it is the sense of the Board to leave \$10K in the budget for a wage study and delete the \$5K for FFF. Allan said the FFF needs to know the Board is not budgeting for the \$5K, but will support a warrant article. Martha asked the Board if they will write the warrant article, or does Ray Martin need to petition. Clyde said he would like to talk to Ray about it, the Board agreed.
- C. The Board decided to remove \$1,349 worth of overtime from the Finance budget. Clyde feels the overtime will not be needed this coming year. The overtime was budgeted in case the hourly rate guidelines for salary positions change.

- D. Jim said the figure in the benefits line that covers social security and medicare reflects the cost for the town employees, the library staff will be deducted from the Library's allotment.
- E. Printing costs were increased in Land-use by \$800 to cover the cost of printing the Master Plan.
- F. Martha said the American Legion was not paid their full amount last year. Jim said that was in 2015, and this year the Legion was caught up by paying them \$1,800 this year. The yearly amount is \$1,200, in 2015 the town did not receive the second billing, so that cost (\$600) was provided to the Legion on top of the regular \$1,200. Martha said but in last year's budget it indicates the town paid the Legion \$1,200, this should be recorded correctly.
- G. Allan said the part-time officer, Warren Foote, has retired from the Police Department. The PD will be looking to fill that position. There is also an increase in the Police budget under health insurance, a two-person plan has moved to a family plan, which will show about a \$5K increase.
- H. The Highway Department also is seeing an increase in health insurance costs from changing plans from a two-person to a family plan for 2 employees.
- I. Jim said the Transfer Station is down one part-time employee, it hasn't been filled, there's been discussion between the Foreman and the DPW about whether to fill it and when to fill it. Jim said if there is no decision, and we will be in the year about three months, that money could be removed rather than budget for it and not use it. This is one area the Board could make a reduction.
- J. The Board talked about reducing the Parks & Rec budget to \$28,107. Barbara Annis asked if the Board ever found out the answer about the Pay/Pal rather than checks coming into the town going to the Treasurer and did the Board ever find out about the Parks & Rec. Revolving Fund and will it ever effect their budget in the future? Jim said he spoke with Parks & Rec member Apryl Blood, their revolving fund is similar to the Policeman's Revolving Fund. They have the ability by law to have a separate fund that is not attached to the towns finances, and any donations, any fund raising or any fees for programs can go into the revolving fund and they can use it with no town permission because it has nothing to do with town funds. Barbara said that is correct, and it's under the Treasurer. Jim said no it's not. Barbara said the Treasurer is in charge of the revolving fund according to the law, and she said if you look back at Selectman's meeting minutes you will find it says it will be in the hands of the town Treasurer. Barbara said we don't know what it's for, originally it was done at a vote at Town Meeting to be used for enhancing the parks and the fund sat at zero 16 years, and now the Commission has revised it, her question is what will the fund be used for and will it be used to off-set their budget? Jim said when he came on board he reminded Parks & Rec that they are a Commission and part of being a Commission is developing funds that can be placed in the revolving fund. The initial money came from a youth soccer program and they took that money to reactivate the revolving fund. Jim said he will need to check if the fund falls under the Treasurer. Clyde recommended meeting with Apryl Blood from Parks & Rec to talk about it. Marianne said to follow-up on Barbara's question, when the fund has been active in the past, it has been shown in the Town Report. Jim said after his discussion with Apryl, the Commission has been using the fund to purchase some items on line such as fence posts that were rotted at Riverside Park, they are using the fund to cover some small material expenses. Marianne said she doesn't think the question is how they are using the fund, it should be reflected in the Town Report. Jim said there was a question from Barbara on how they plan to use the fund.

Judy asked if the Revolving Fund is a fund the Treasurer oversees, how did they get the money into the fund if it didn't go through the Treasurer? Allan said he talked with Apryl about that and it was a debit card that was used to pay for small items and if it was a larger expense they would get a cashier's check from the revolving account.

Clyde is recommending that Parks & Rec hold off on the security camera's for one year. Allan recommended keeping money in the budget for Riverside Park camera upgrades and holding off on camera's for Bagley Field instead. The camera upgrade for Riverside is for \$2,300 and the camera's for Bagley cost \$3,600. John asked how effective is the current system. Allan said different things have been seen, but one circumstance the number plate on the vehicle could not be seen. The Board decided to reduce Improvements & Maintenance to \$9,850.

- K. The Board talked about removing \$2,000 from Assessing Services and \$1,000 from Transfer Station part-time labor. Jim said in regards to the part-time labor at the Transfer Station he would like to have the DPW to come in and talk about that. Marianne said another area to take from is the part-time labor from the Police Department because that position is vacant as well. The Board asked Jim to approach the DPW and Chief Chandler for another \$1,000. John recommended taking \$500 from each part-time labor budget, contingent upon the conversation with both the DPW and Police Chief.
- L. Marianne said in the meeting minutes dated December 20 it talked about encumbering money for the Emergency Management budget, but in 2017 there is \$1,000 budgeted for computers, is that in addition to what was encumbered? Jim said yes, the Emergency Management Director will be purchasing two PC's and a projector from the money that was encumbered and what is budgeted for 2017.

#### **4. Warrant Items – Language Review**

- A. Clyde explained part of the warrant for the solar array needs to include wording about an account that will be set up with the payments from EverSource and the sale of renewable energy credits to pay the cost of the bond for the solar array and anything else to do with the solar array. Martha recommended to the Board to check with the Department of Revenue first. Clyde said he did so, their recommendation was to set up a restricted use account in the general fund. Allan asked if this has to be done every year. Clyde said yes. The amount that will be financed is \$274K. Jim asked does the Board need to raise money for the first loan payment and how much will that be. Clyde said he will know more in the next couple of weeks. Clyde said the biggest thing is creating the correct wording for setting up the account for the array. Clyde said that was John Leavitt's issue last year. John L. said that was not my issue last year, the issue was it wasn't going directly against the electric usage, the same as it does at the Water District. John L. said the payback from EverSource is set basically by the state, that can change at any time, so your assuming it's going to stay the same for 25 years. The more solar projects that come into play, he thinks that's going to go down, because EverSource's cost per kilowatt hour is (the rest not audible). Clyde said what happens is the town's cost of electricity goes up and the payment from EverSource goes up accordingly. Jim said possibly. John L. said it's not that quite a trade off, it has to be approved by the state, the state could go up or down. John L. is saying it's a fluid number. He said if it was credited right to the meter, it doesn't mater what the rate is, because there is immediate credit, apples to apples. John L. said the Water District was a great deal, the one for the Transfer Station site, he's not so sure. Jim said that's because the Water District uses well over 50% of electricity right at the plant. The Transfer Station and Highway Department is only about 15% of the total usage. John L. said that's what makes the difference.
- B. The Board continued reviewing the wording on the remaining warrant articles. An article will be added for the DPW in the amount of \$25K for facility improvements specifically saving for a sprinkler system, one for the FFF, and another asking the voters if they wish to change the voting hours permanently to start at 7:00 am.

#### **5. Sale of Used – Arms**

- A. Jim said back in April 2016 Police Chief Bill Chandler came to the Board and discussed the gift of firearms from Sturm Ruger and he also mentioned a plan for the officers to purchase the older firearms for a basic price. In the meeting minutes it was not clear the Board provided approval for purchasing the used firearms. The Board said it was sense of the Board at that time that they did approve the purchase of the used fire arms by the Police Department staff regardless of the wording in the minutes from April 12, 2016. Jim provided the purchase and sales agreement for the Chairman to sign.

#### **6. Moving of Finance Office**

- A. Clyde asked to have this topic on the agenda mainly because the Selectmen were unaware this was going to take place. He said the only reason the Board found out about it is they saw filing cabinets in the lower meeting room, we asked what's going on and someone said we are switching the offices. Clyde said in his mind the Selectmen were unaware of it and didn't have a chance to weigh in on it. Clyde wanted to bring it up for discussion. John asked what's the problem, just that we didn't know about it? Is this something we have to approve? Clyde said in his mind it's something that at least come to the Board for discussion and approval. Clyde said in his mind he thinks it makes a whole lot more sense for the public to have access to a Land-use office that's close to the entrance, and we really didn't have the chance to discuss whether that made sense at all.

- B. John asked what are the security and reasonable accommodation issues? Jim said the security issues are basically this, the room the Bookkeeper has been using as an office so that she could use the handicap lift to get down to the office, is not a very secure office. There's a number of keys out because the property cards are stored in the same room as her office now, and there are people from various offices accessing the property files. So that becomes an interruption now in the Bookkeeper's office and a security issue, we are not sure how many keys are out, there's been evidence that people are accessing the office while the Bookkeeper is not there, things have been moved around on her desk and such. John asked if the door was locked when that happened. Jim said yes, the door was locked. Clyde asked if changing the lock could cure that. Jim said it could, but it doesn't address the need for others to access the property files which becomes a disruptive process for the Bookkeeper because some people unlock the door and come in and the Bookkeeper could be meeting with someone dealing with personnel issues. Jim said it made more sense to have the Land-use office, who has to access the property files as well, to switch offices. The Land-use secretary and the Bookkeeper talked, Land-use ran it by both Planning and Zoning Chairs, and signage was put up. And now we have an office in with the property card files that's appropriate for it. The Land-use office is only open 27 hours per week versus 40 hours for the Finance office which is now more secure, and it meets the needs for reasonable accommodations. Jim said we have not run into any problems with people trying to find the Land-use office, except if they are misdirected by other people. Allan said I bet the Land-use office doesn't see anybody in a week. Jim said it depends on how active the office is. Jim said typically those who are looking for the Land-use office stop by the Selectman's office anyway. Jim said the Land-use office is not an office that has a lot of customer activity. Clyde said in his mind, the previous location accommodated the public first in terms of easy access to the Land-use office.
- C. Marianne said perhaps if you had an opportunity to discuss this, you could have discussed the possibility of moving the property cards to another location, which seems to be the issue, and you could have left Land-use where it was.
- D. Allan said he doesn't have an issue. We pay Jim to run this Town Hall, and if he talked to the Planning Board, he talked to the Bookkeeper, he talked to who ever, and they all agree it was a good move, it's a good move. He said Jim's right, people shouldn't be coming in and out of the finance office to get property cards, it should be an off-limits room. Martha said why doesn't she go back upstairs, it's the most secure room. Judy said that's what she was going to ask, and she thought this was temporary. Jim said it is temporary until the doctor clears that she can do steps at this point, right now she can't. Martha said she would only have to go up two flights of stairs once a day and come down once a day, because she has a bathroom and she has water up there. Allan said you don't know that for sure, maybe on a perfect day but that doesn't mean every day is perfect. Martha said she has the printer up there, she has the copier, she has a scanner, I mean she.... Allan said, I say we let Jim Bingham run the Town Hall. John Leavitt thinks the people should run the Town Hall. Allan said we hired Jim to run the Town Hall. Marianne said no, you didn't hire him to run the town Allan, he's not the Town Manager. Allan said it is part of his job to manage the facilities. Judy said he didn't include us in any of this. Allan said your not involved in it. Judy said we have never moved any of the offices and it's been discussed a few times about where people should be and where effectively they work to greet public and meet the public, but it never really happened. Clyde said any time we talked about changes, at least in my tenure, its always been a discussion amongst the Board, that's why he felt the Board was caught off guard.
- E. Barbara Annis said because it was on the agenda tonight and it said security, she said she called the Police and asked, she said she spoke quite a long length to Bill Chandler this afternoon about security in the Town Hall and she asked Bill very specifically if one side of the Town Hall is more secure than the other. Barbara said he did not answer her question, he said it depends upon the number of individuals who have keys to that office and it is also the number of people coming in and out of the office. Barbara said she understands what Jim is saying about the keys, there are keys all over the place and that sort of thing. Changing the keys is one thing, but she doesn't know of any time the Land-use secretary has gone into the property card office except to see the Bookkeeper. Barbara said it's kind of a slap at Martha, and she said this is Bill's.... she's a long term employee, and if we can't trust Martha to go into the office and get her files then who can we trust? Barbara said can we trust Tracey (Bookkeeper)? Maybe she's getting into Martha's files. We have to trust our employees as far as that goes. Barbara said that Bill said why are you concerned about security now in the Town Hall, what about all the months the town lap top was up at her house, stuff was traveling back and forth between her house, what about her house and her family being in there and friends being in there. Where was the lap top at her house. Jim said OK, let's stop right here, we have gone

through this laptop routine dance over and over again. Jim said the laptop that Tracey has is finger print secured, only her finger print, so unless someone wants to cut off her finger or twist her arm to press her finger on the identifying pad, you can't get in, that's the security we have on that. The Bookkeeper has more security on her laptop than I have on mine. Judy said something about security but it was not audible. Jim said the bottom line is we're looking at something that was a simple move because it dealt with two issues, it maintained reasonable accommodations for an employee who is recuperating from an injury or medical condition. The other thing is we did have security issues in that room with the property cards, and we had people interrupting the finance office, it's just not appropriate. Barbara said one more thing, I said I heard about it at a Selectman's meeting, the last one they had at night, I said I went home and the next day I sent all of the Selectmen and Jim an email that I was very concerned and that I was very disturbed. She said Bill said what day was that, Barbara said she didn't know, she went in and looked at her computer and it was the 21<sup>st</sup>, she said Bill said well then why did the Bookkeeper call us on the 22<sup>nd</sup> about security. John said he thinks this is getting a little personal. Clyde said ya. John said I think we ought to stop, I don't disagree with Clyde that in fact us knowing about this and weighing in on it would have been appropriate. Jim agreed. John said and should be in future, if we need to make a policy we can do that, but I think we've had enough of talking about it. Clyde said I think we have to focus on....Martha said her one comment is it's freezing cold in here tonight because that that door is not on the hinge and that door has been off for two weeks because of the move, they had to take the door off to get the filing cabinets over there. Martha said I'm looking at that door, and I have not measured it, but I don't believe that's 3 feet wide which is ADA compliance which is what you need to have for a room that's publicly accessed, which is the Planning Board. John said the two doors will open up to 3 feet wide. Martha said try opening it because she thinks there is something behind it, which is usually behind it. John got up and said all you have to do is slide this back. Martha said but they don't. Martha said this room is used a lot and that door needs to be put back on. John said definitely. Martha said and there is only 4 keys to the property card room, she has one, Tracey, Selectman's office and she assumes Lois has one. Barbara said now, she didn't before. Marianne asked how many keys are out for the Land-use office. Barbara said Conservation, Ben has one, Janice and Lois. Martha said it would have been nice if you had a conversation because I would go into her office before she got here so I didn't interrupt her, if she wanted me to come when she was there, she never said a word, she never said a word that she didn't want me to come when she was there. I always knocked before I entered when she was there. Jim said he's not going to get into specifics, but there were issues with you being in that office that the Bookkeeper had some concerns about. Marianne said maybe if we had a staff meeting once in a while all these things could be discussed with everyone, and we would be a more open communication between people. Allan said he thinks we've worn this subject out. John said to Jim don't make anymore moves without talking to the Selectmen. Clyde said he still maintains that the original Land-use office makes a whole lot more sense for public access than the property card office, and he thinks we could look at ways to get that back. Marianne said we could have just moved the property cards if that was the issue. Jim said that's a pretty big ordeal to move the property cards. Marianne said I'm sure it was an ordeal to move her from one side to the other. Jim said no where near the same as moving the property card files. Martha said they have been moved several times, if Tracey is not going upstairs than my files can go upstairs. Jim said the hope is Tracey will be able to go back upstairs, at this point we have to make accommodations at this time so that she has access to the lift, that's all we are doing at this stage of the game. Jim said he personally finds it interesting and somewhat a bizarre argument between the public access and an injured employee, we would do this for any employee, to make reasonable accommodations and he is just finding this very surprising. Clyde closed the subject for tonight.

## **6. Minutes**

Selectman Brown moved to approve meeting minutes dated December 7 & 12 and December 7 nonpublic. Selectman Dabuliewicz seconded the motion, motion passed 3-0.

## **7. Manifest**

Selectman Dabuliewicz moved to authorize the Selectmen to sign manifests and order the Treasurer to sign Payroll check numbers 4537-4556 in the amount of \$40,288.07 (including 23 direct deposits) and Accounts Payable check numbers 53114-53198 in the amount of \$427,286.50 (Includes a check to Kearsarge School District in the amount \$350,000.00). Selectman Brown seconded the motion, motion passed 3-0.

## **8. Consent Agenda**

Selectman Brown moved to approve the Consent Agenda for January 3, 2017:

- 1.** Building Permit for:

- a. Map 32 Lot 002
- b. Map 26 Lot 23-2

Selectman Dabuliewicz seconded the motion, motion passed 3-0.

### **9. Solar Exemptions**

- A. Assessing Clerk, Martha Mical, explained her office doesn't get a good response from people who have solar power in regards to the solar exemption and she said they get upset when they are taxed for the solar and they haven't applied for the exemption. So she is suggesting a letter be sent to those along with an application telling them what they need to bring in. Clyde recommends attaching the exemption information to the building permit.

### **Board Action**

Selectman Dabuliewicz moved to direct Martha Mical to send a letter to those who are aware who have the solar exemptions. Selectman Brown seconded the motion. Clyde asked if this sets a precedent. Martha didn't think so because the other exemptions are not known, unlike solar exemptions that can be tracked through building permits. Clyde said let's do it one more year and come up with a procedure so that a letter doesn't need to be sent every year. And to enact something in the Selectman's Office that will inform those of the solar exemption at the time of applying for a building permit. Motion passed 3-0.

### **10. Vacation Carry-Over**

- A. Clyde said the Director of Public Works, Tim Allen, submitted a request to carry-over vacation time that is over and above what is allowed, Tim worked on projects this past year and didn't get to take all of his vacation time. The request is to carry-over 118.5 hours of vacation time in addition to what he would normally carry over. Jim reminded the Board that during the month of August, Tim and the entire crew were working full-time on the school project, it disallowed Tim from taking vacation time during that period. Clyde said we basically asked Tim to work and get things done, and he worked and got things done, but didn't take his vacation.

### **Board Action**

Selectman Brown moved to allow Tim Allen to carry-over 118.5 vacation time. John is concerned about the precedent this sets and how the other employees with extra time were told to use it up. Allan said if we expect Tim to use the time, we have to make time to use it. John said Tim has to request to use it, and he hasn't seen any. Clyde amended the motion to say Tim must use up the vacation time in 2017 or lose it. Allan agreed. John said he is going to vote against it right now because he hasn't had time to think about it. Clyde said we can wait till next week, but he is inclined to approve it. John said the Board can do so 2-0 wins. John said take the vote. Clyde said there's a motion to approve the carry-over of 118.5 vacation hours over and above the allowed 80 hour carry-over, plus 17 hours of personal time. The provision being that that the vacation time be used in 2017 and at the end of 2017 it would expire. Clyde called for a vote: Clyde – yes, Allan – yes, John – no. John said it's not that I don't value what Tim does, the request hit him fast and he hasn't had time to think about the implication.

### **11. Other Comments**

- A. Judy asked if the Board is aware New London is doing a wage compensation study? This may be a resource. Allan asked Judy if she knew who was conducting the study and she did not. Judy said if New London thinks they are not paid adequately, she can't imagine how we compare to that. Jim said he will contact the NL Town Administrator.
- B. School District Deliberative Session is Saturday, January 7.
- C. Judy said in regards to what we were talking about, it's not specific to an injured employee, because for what Lois had gone through recently, she should be the one being accommodated because that woman is a trooper and she has been through hell. So I also think she needs to be considered in what we were discussing before, and not have it be a conversation that was so called personal against one person. She said there's a small group of us here in Town Hall and we've always communicated well and worked well together and sometimes lately people have over shadowed other people, but Lois has gone through quite a bit and Judy doesn't think she should be excluded from being accommodated. Jim said I don't think she was, in fact Lois is more pleased being in the property file office because it is warmer there for her. Allan said Lois sent the Board an email saying this move was a positive move. Martha did say Lois said it was much warmer in her new office. Barbara said Lois also said she won't be involved in politics.

- D. Jim asked to go over the planned information dates for solar and fire department. Allan said the dates for the Fire Station will be set tomorrow night. Clyde said February 7 at 7:00 pm is the Public Hearing for the Solar Array and Wednesday, March 8 at 7:00 pm is the Solar Array Informational Meeting.

**12. Adjournment**

A motion was made and seconded to adjourn at 9:20 pm.

Board of Selectmen

Clyde Carson

Allan N. Brown

John Dabuliewicz

Recorder of the minutes: Mary Whalen