

TOWN OF WILTON  
SELECTMEN'S MINUTES  
WILTON TOWN HALL CONFERENCE ROOM

Date: January 8, 2018  
Time: 6:30 P.M.  
Place: Town Hall Conference Room  
Present: Chairman William F. Condra, Selectwoman Kellie-Sue Boissonnault and Selectman Kermit R. Williams. Town Administrator Scott Butcher. Recording Secretary Pamela Atwood.

The meeting was called to order by Chairman Condra at 6:33 P.M.

Deb Mortvedt was first on the agenda to discuss the structure of the Selectmen's agenda. Deb introduced herself to the Select Board and told that she is on the Heritage Commission. She noted that recently she had been reading town meeting reports dating back to the 1960's and found it very interesting. Her questions tonight is in regards to Old Business and New Business discussions that seem to generate votes when these items are specifically listed on the agenda. Last week, she said, a vote for \$7,000 was approved for an item not listed on the agenda. She also commented on the nonpublic sessions; tonight they are at the end of the meeting and Deb said that she appreciates that. Last year the nonpublic sessions were in the middle of the agenda. Selectman Williams wanted to make a clarification: We did not vote to spend \$7,000, we voted to add \$7,000k to the budget, he said. He explained that the budget needs to be done ASAP. He said they try not to do actual spending without calling it out as an agenda item. Chairman Condra commented that nonpublic sessions are at the discretion of the Select Board. Sometimes it is difficult to get people here at certain times; but we will do 8 P.M. nonpublic sessions when we can. He also said that old business does not have to be announced on the agenda and new business items can be brought up by a member of the board, but they won't vote on it that night. Selectwoman Boissonnault said they should try to list them if they know ahead of time; the same with the Town Administrator update ; She suggested put bullet items if Scott knows what he's going to discuss. Deb Mortvedt said she would appreciate that, saying that she wants transparency. Tracey Ewing asked if not voting on public comment was a RSA or Board of Selectman requirement. Also, she asked, to be old business it has to once have been on the agenda. Yes per Chairman Condra. Edwina Hastings said there seems to be more nonpublic sessions than she thought; she asked for an example. Selectman Williams explained.

#### **Public Comment**

Tom Schultz stated that he wants to speak to the Water Superintendent's bonus as Chairman of the Water Commission. Chairman Condra granted that request.

#### **Town Administrator Update**

Scott had nothing new to add.

#### **Water Superintendent Bonus**

Town Administrator Scott Butcher spoke about the article in the newspaper regarding potentially giving the Water Superintendent a \$5,000 bonus. Scott has been approached by three employees asking where their bonuses are. As Budget Committee member Harry Daily pointed out, it does set a precedence and affects moral. Selectman Williams, speaking as a Water Commissioner, said it is not a performance bonus; it's a retention bonus. They put money in the budget for the opportunity to give to him after a decision was made. He went on to say that Mike Bergeron is the only employee of the Water Commission with a unique

set of skills; he would be difficult to replace, therefore, they are concerned they could lose him. He explained it as a unique circumstance which would cause difficulty if he left. Selectwoman Boissonnault asked why they did not just increase his wage, but instead they listed it as a bonus; now this person may expect a yearly retention bonus. Kermit said *he* is thinking to give him money with a commitment of a time period. Also, there is an increase in his pay in the budget; they are tools, he said. They have no back up for him. Selectwoman Boissonnault asked if he was a town employee. Water Commissioner Tom Schultz said no, he works for the Wilton Water Commission; his wages and benefits are managed by the Town but everything is being paid for by the water users; plus they pay the Town an administrative fee. We increased one line item by 4.1% and then added a line item, not to exceed \$5,000 that could be used for a retention item. This was brought about by a job description for a DPW Director for more money, and a position that is open in Milford. That's what started the discussion. Tom said that also Mike has been hired by the Town for plowing; he feels there is an ongoing effort to recruit him into the DPW, and he is very concerned by that. Kermit clarified that Mike volunteered for the plowing, and that Tom is being too suspicious there. Selectwoman Boissonnault commented that this is saying that town employees are not as important because we don't give them retention bonuses. We don't have the ability to give them bonuses, she said. It's not the right avenue. Look at our highway guys; Selectwoman Boissonnault is being told that the roads are being kept good and the sidewalks are good this year, so why not the same level for them? Tom Schultz said we didn't put the article in the paper, we put it in the budget. The DPW Director's salary number was put out there and his superintendent came to him. Chairman Condra said it doesn't mean they value one employee over another. Based on the compensation package the Town has in place; one for the DPW Director, and one for the Water superintendent; both have specific requirements. Scott spoke of the mechanism already in place - the merit based system so you can reward employees. This mechanism allows you to regrade positions also. Mike's back up and support is the DPW. Kermit said they don't have his licenses. Scott said that's true but Mike's not alone, he has a team of guys to back him up. Do you want to set the precedent for us to budget money to retain people and offer this across all departments? Chairman Condra said the DPW Director and Water Superintendent are positions that must be replaced ASAP and he will explain that to any employee who has concerns. Tom said that the Water Commission is not a town department or a town entity. He's sorry that town employees read into this item. He will also have the discussion with anyone.

### **Old/New Business**

Selectman Williams explained the letter from DTC Lawyers. The Quinn contract of 2004 was to mine gravel, and money was paid into a capital reserve account to potentially purchase the adjacent piece of land to protect the aquifers. It is a 15 year agreement that expires in 2019. Quinn must reclaim the property but he wants to extend the agreement and instead of compensation he would give the Town the piece of land they were previously going to purchase. DTC Lawyers were engaged to look at the proposed agreement and give an opinion. They feel it is important to put a warrant before town meeting. There isn't enough information on the proposed agreement so they propose we offer a short term extension and put it on the warrant. If it's not a lease, if it is exclusive use of the property then they should pay property tax, if we want to call that compensation, we can. Selectwoman Boissonnault agrees with this new opinion. Tom Schultz asked if the Town was going to get an independent appraisal. Selectman Williams said no we haven't done that. Tom said we are still bound by the existing agreement, if we want to buy the property there is a minimum purchase price. Selectman Williams said we need to decide what to propose to Mr. Quinn. DTC could give us the language for the warrant article. Selectman Williams would like a short term extension. He proposed to make a counter offer to Jim Quinn to extend the agreement that we have for use of our town property for one year including payment of the property tax plus legal fees required for this agreement and extend the use of the property for one year in anticipation for the Town researching what to offer for a long term agreement.

**Motion:** Selectman Williams moved to send a response for the request for extension to Mr. Quinn for a temporary extension of one year (same day as previous agreement) for a token payment of taxes and legal fees and we put a warrant article together to get the legislative body to approve the short term agreement. Selectwoman Boissonnault seconded the motion for discussion:

Selectman Williams explained that we are giving them a counter proposal. Scott asked if there was no additional compensation other than taxes and legal fees. Selectman Williams – correct, for now. There was further discussion. Selectman Williams said to extend the agreement as written just modify by a year. Tom Schulz asked if the Water Commission needed to vote on the counter proposal. Yes. Chairman Condra said to use DTC Lawyers to create the agreement. A unanimous vote in favor followed.

Selectman Williams suggested that Scott contact DTC Lawyers and ask them to prepare a counterproposal and wording for the warrant article. The Board agreed.

### **New Business**

Selectwoman Boissonnault asked Scott about weekend coverage for the Ambulance Service. She suggested a shift differential for weekend shifts. Chairman Condra said to put this on an agenda and invite Chief Desrosiers.

Selectwoman Boissonnault asked about the DPW Director Job. Scott said he was interviewing tomorrow. Selectwoman Boissonnault said to tell the DPW guys that they are doing a good job. The Board agreed.

Scott asked the Select Board which letter for DTC Lawyers they wanted to sign.

### **Interware Development update**

Jane Farrell said the town report bid is using the same company that keeps coming back. Last year she printed 600 copies but is proposing 500 the year. After further discussion Selectman Williams it make sense to get 600 until we are throwing 50 away. The Board agreed.

Selectman Williams asked what the deadline for submission is. Jane Farrell said the deadline for the Select Board to post the warrant is February 26<sup>th</sup>. After the Public Hearing on February 15<sup>th</sup>. She asked about the cover of the town report. Discussion followed.

**Interware:** They discussed the web services agreement for online options. Scott said originally we only wanted to do ACH's and the contract doesn't say PCI compliance so he would like ARMON to segment the network for PCI compliance or Sandy will have to modify her contract. PCI compliance is something we want to do anyway. We could add credit card readers whenever we are ready after that; there would be no need to upgrade equipment.

Chairman Condra called for a nonpublic session per RSA 91-a:3,II(c) at 8:26 P.M. The motion was seconded and unanimously voted in the affirmative.

Jane Farrell told the Select Board that the storage unit will be empty tomorrow. Devine flooring has measured the Building Inspector's office for carpeting.

She further explained that the front door leaks air. She got pricing for an inter-door airlock for \$2,300. She gave details. Discussion followed. Selectwoman Boissonnault asked why Jane is doing this and not Scott. Selectwoman Boissonnault said this falls under Scott. Chairman Condra agrees. Jane said she will ask them for electrical cost. They said Scott will do this.

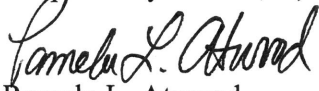
There was further discussion about the old records in the courtroom, shelving ideas, and elections booths.

Selectman Williams spoke on the LCHIP field visit memo. Scott said that Bart is coming in next week.

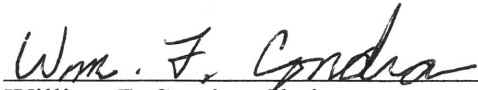
The Board reviewed their correspondence and informational material and signed the manifests.

A motion was made to adjourn the meeting at 9:20 P.M. by Selectwoman Boissonnault, seconded by Selectman Williams, followed by a vote with all in favor.

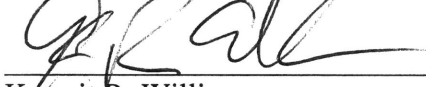
Respectfully submitted;



Pamela L. Atwood,  
Recording Secretary



William F. Condra, Chairman



Kermit R. Williams

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Kellie-Sue Boissonnault

*1-15-18*

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Date Signed