

Select Board Meeting  
Wednesday March 28, 2018  
Town Hall

Present: Kellie-Sue Boissonnault, Chair, Kermit Williams, Matthew Fish

Kellie-Sue Boissonnault begins the meeting with the Pledge of Allegiance.

She then stated her belief that Scott & Pam's Monday's actions were an emotional reaction and that, in the interest of the town, they should be offered an opportunity to return to work. She explained while talking with Pam Tuesday morning that she wouldn't return to the office unless Scott came as well.

Kermit Williams makes a motion to accept resignations. No second is made. The motion fails.

Matt Fish states there are multiple issues that need to be discussed regarding this situation. What was said Monday night were definitive statements that "one can't go back on". Scott actions and words were inappropriate and insubordinate. He further stated his feelings that all major decision should go before the Select Board.

Kellie spoke to say "road blocks" were constantly hindering Scott's work. "Every time Scott was told he could go forward on a project Kermit would differ". "Water & oil chemistry that created a difficult working relationship". The Town Administrator should be entrusted to do the job right.

Matt stated that Scott demonstrated unacceptable behavior in several public meeting, with the public, peers and town officials. All town officials are accountable to the voters. Our employees need to get the support of the Board as they are part of the team.

Kermit stated Scott exhibited personal outburst frequently. Specifically he frequently attacked Clerk/Collector Jane Farrell. He was rude and/or refused to interact or cooperate with her.

The further detailed that the hiring procedure for our new Ambulance Director was done as expected. Scott wrote up the job description, sorted references and then group interviews were conducted in conjunction with the Select Board. "A good process." When faced filling the Department of Public Works position he expected a similar process. Instead Scott went ballistic when told the Board wanted to be part of the hiring and made the choice on his own.

Caitlin Martin, supervised by Scott, was producing financial reports that were "found to be sloppy". As an example Water Commissioner Frank Edelblut, a CPA, had spent considerable time working with Caitlin to help her create detailed and accurate QuickBooks reports. He stated the reports were complete for a while and then slid back

to their prior unsatisfactory versions. He further detailed finding overdue bills including a town credit card that was two months delinquent.

Kellie-Sue spoke next to encourage the need to keep moving forward. She stated she supported bringing Scott & Pam back in either a temporary or permanent status.

Matt Fish stated the crucial need of a Town Administrator to work effectively with all town employees. There is a need to have the right person in that role.

Kermit spoke of the "need to organize the situation, get the trains to run on time". To that aim the Select Board had held a conference call on Tuesday March 27<sup>th</sup>, 2018 with Mr. Gould from Municipal Resources Incorporated (MRI). He explained MRI specializes helping municipalities with guidance, support and staffing in situation like what Wilton is experiencing at this time.

Kellie-Sue then asked John MacLean, from MRI to introduce himself. John explained he had over 40 years of administrative experience at the municipal and county levels. He joined MRI's staff after retiring in 2015 from his position as the Manager for the City of Keene.

Kellie-Sue then spoke to say she would like to offer both Pam & Scott the opportunity to come back short term. She stressed her conviction that Mondays quitting was an emotional, unplanned, reaction to the heat of the moment.

Kermit said he could support bringing Pam back in a limited capacity to process payroll and "capture, identify & document procedures" but he would not support bringing Scott back to work. He agreed it would be useful having Scott sit down and outline ongoing projects status, contacts, documentation so the work could move forward uninterrupted.

Matt next made a motion to accept Scott Butcher's and Pam Atwood's resignation. Motion was seconded by Kermit. The vote on the motion was approved by all three Select Board members.

It was then discussed to have the town attorneys draw up a contract to hire them, if they agree, as follows:

Scott services would be on a knowledge transfer only basis. It would be a non-management role, a consultant type role, for a maximum two week period.

Pam's employment contract would be for a longer period for up to a month.

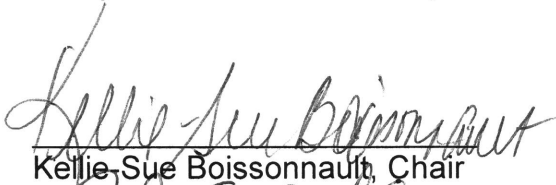
A motion was made to enter into a short term contract with MRI to bring in a part time Town Administrator. Motion seconded by Matt. Voice vote on the motion was unanimously approved. Kellie-Sue then asked Matt & Kermit to write down what points they want to see in the new employment contract. Kellie-Sue planned to then forward all three notes to the lawyers and have the lawyers draw up the contracts. By only

utilizing one way communication no NH RSA's would be violated. The plan would then have the lawyers send each of the Board members their contract verbiage. Another meeting, non-public, was scheduled for Friday afternoon to review and sign the contract if they met the approval of the Select Board. Matt indicated he would not be able to attend the meeting but felt that unless he saw a huge problem with what he saw in the paperwork Kelli & Kermit could handle the meeting.

At 7:25 Kellie-Sue -Sue made a motion to go into a non-public session, per RSA 91-A:3e. Matt Fish seconded the motion.

Following the non public session the Select Board voted to not seal the meeting minutes.

Lastly the Board voted to adjourn.



Kellie-Sue Boissonnault, Chair



Kermit Williams



Matthew Fish

Date signed 4/9/18

Wilton Select Board