

APPROVED

Board of Selectmen Town of Gilmanton, New Hampshire

6 Meeting

7 May 13, 2013

8 6:00pm. – Gilmanton Academy

9

10 Present: Chairman Ralph Lavin, Selectmen Brett Currier and Donald Guarino, and
11 Administrative Assistant Stephanie Fogg. Also present: Tom Scribner, Jim Presher, Sarah
12 Lakeman, Lori Baldwin, Mark Willett (Laconia Citizen), Bernadette Gallant, Terri Donovan, Bill
13 Donovan, Betty Ann Abbott, Aiyana Poulin.

14

15 6:00pm Selectmen Lavin opened the meeting, took attendance of those present and voting and
16 led the Pledge of Allegiance.

17

18 **6:02pm –Concord Regional Solid Waste** – Jim Presher, Director of Concord Regional Solid
19 Waste (Co-op), he will be reviewing the potential extension of the Co-op's contract with
20 Wheelabrator. The Co-op has had a contract with Wheelabrator to burn the trash to make steam
21 spin a turbine to sell electricity and an ash land fill in Franklin. The Co-op has had a contract
22 with Wheelabrator for 23 years. We have 2 years up on the current contract, with an option for
23 another 5 years. The Co-op has had to enter into negotiations earlier because the tipping fees are
24 at the point now where they are above market and they have had to go back to Wheelabrator and
25 ask them to adjust that. They have been willing to do that. (Mr. Presher handed out a proposed
26 2022 Solid Waste Disposal Contract with Wheelabrator Concord Company). The current
27 contract runs through 2014. There are 25 members (municipalities) that are part of the
28 Cooperative, including Gilmanton, which was one of the founding members. The Co-op has
29 decided to keep the tipping fee level at \$66.80/ton for this year and next. Selectman Guarino
30 asked if the \$66.80/ton would be carried for the next 7 years (2015-2022). Mr. Presher stated
31 that it would be \$66.80/ton at a CPI (Consumer Pricing Index), would only be increased by that
32 percentage between 1% -5%. Would never increase more than the 5%. Selectman Currier asked
33 about the ash credit back to the Town. Mr. Presher stated that it would be between \$15.00 -
34 \$17.00 per ash ton. Selectman Currier asked if that amount would be taken off the \$66.80/ton
35 amount, and Mr. Presher said yes. Selectman Currier stated that it would be about \$50/ton then,
36 for the next year and a half. Mr. Presher stated that was an overview of Wheelabrator.

37

38 Mr. Scribner, stated that Wheelabrator gets some of its money from selling electricity, is that
39 right? Mr. Presher, said yes. Mr. Scribner asked if that was a fixed contract, subject to
40 renegotiation or subject to fluctuations in the market. Mr. Presher stated that it is not a contract,
41 it is a rate, a PUC rate, at 14.5 cents per kilowatt hour. It is a fixed rate until 2019.

42

43 In talking about the Wheelabrator contract there are two scenarios. If we go forward with the
44 City of Concord, or without the City of Concord. Our option as a Community if we do not go
45 with Wheelabrator, our rate would stay at \$66.80/ton for the next year and a half, but we would
46 not receive any of the credit, if we decide not to go forward with Wheelabrator. The other choice
47 is to go ahead with the Co-op and they get 58.5% of the current waste is committed long-term

1 than the Co-op can get into a new deal. If they get 58.5%, then they will go at \$66.80/ton for the
2 next year and a half, with the cash back. After that you would be at the \$64/ton plus \$2 for the
3 administrative fee. The other option is that Gilmanton would go with somebody else, Bestway
4 for example. Mr. Presher stated that his responsibility, working for Gilmanton and the other
5 communities, he wants us to get the best deal for the tax dollar.

6
7 Estimated ash credit that will come back to the Town of Gilmanton is approximately \$31,000
8 over the next year and a half. Selectman Guarino asked how the tipping fee credit would be
9 handled. Mr. Presher said he would say that it would be a credit monthly against the tipping fee.

10
11 Mr. Presher outlined the terms with the agreement with Wheelabrator. Starting on April 1, 2013,
12 (which would be retroactive) the tipping fee is \$64/ton, escalation is at CPI with a floor and
13 ceiling of no less than 1% and no greater than 5%, from April 2013 to April 2022. We need to
14 make this decision by the end of June, if we are going to go with Wheelabrator, or not.
15 Retention of waste, if the City of Concord decides not to go with the Co-op, the Co-op needs to
16 have that 58.5% to go forward with Wheelabrator. If Concord elects to go with the Co-op, then
17 the Co-op would need 75% of the 87 thousand tons of waste. So the Co-op is not "held hostage"
18 with or without the City and Wheelabrator is in agreement with that. If Gilmanton decides not to
19 go with the contract, Gilmanton can stay as we are now and tipping fees would stay the same.
20 Selectman Guarino asked as towns are pushing for more recycling, could you say that you might
21 see Solid Waste tonnage decreasing substantially and you are not able to meet the commitment
22 to Wheelabrator for trash to make energy. In order to meet requirements Wheelabrator would
23 need either 58.5% without Concord, or 75% with Concord of the 87 thousand tons of waste.

24
25 Mr. Presher stated that there is about 12 million dollars in reserve, the Co-op expected to expand
26 the ash land fill at least twice in Franklin, and now that they are not doing that, that money that
27 has been set aside needs to be returned to the Towns. Some of that money was also going to be
28 used to build the single stream facility, but that is not going to happen now either. On page ten
29 of Mr. Presher's handout, the Co-op determines ranges for monies that need to be kept in reserve
30 and what needs to be returned to the Towns. Range of asset distribution leaves a reserve, and the
31 Co-op determined through the first look at it that 6.5 and 4.8 million dollars need to go back to
32 the communities. That leaves a reserve between 4.5 and 6.2 million dollars for things that may
33 be needed in the future, particularly the landfill closure. We know we have enough to close it,
34 but we need to keep some funds in reserve for potential over runs and things of that sort. After
35 the landfill is closed, there may be an additional distribution if there are other funds left over.

36
37 Gilmanton, from tax settlement payments from a dispute with the City of Concord and the Co-
38 op, received \$5,030 this year. In 2014 the Town will receive around \$4,000, could be as much
39 as \$5,000 again. That amount will come to the Town no matter what happens.

40
41 Gilmanton only receives the \$31,000 ash credit if we stay with the Co-op and extend with
42 Wheelabrator. Range of assets for total distributions between the settlements, ash, and
43 distribution, so somewhere between \$85,000 and \$111,000 is what is expected to come back to
44 the Town of Gilmanton. Only the \$31,000 would not come back to the Town if we decide not to
45 go with the Wheelabrator contract.

46
47 Mr. Presher advised that, after being in municipal government over the years, when we know the
48 distribution is coming, Gilmanton may want to consider establishing a fund for this purpose.

1 You will have to go back to Town Meeting and get it approved ahead of time so there is a place
2 for it to go. When it comes back to the Town and it is just put into the general fund to lower
3 taxes, but if you want it reserved for another purpose, you may want to establish that before you
4 receive it. Just a thought.

5
6 If you extend with Wheelabrator, stay with the Co-op, it talks about public waste only, this
7 would be the estimated total cost through 2022 of \$681,299.00 that includes the \$31,000 credit
8 (2015 distribution).

9
10 Almost all of Gilmanon's waste is considered residential waste. He discussed transportation
11 dollar amounts to other facilities. Mr. Presher gave general numbers and savings amounts, but
12 suggested that the Co-op would sit down with whoever has the numbers and fine tune them. In
13 general terms, he said by going with another facility ie. Casella you may be able to save about
14 \$25,000 over an eight year period. You would not save the \$31,000. Selectman Lavin asked
15 that if a number of Towns decide not to stay with the Co-op would that affect the bottom line to
16 Gilmanon? Mr. Presher again stated that if they do not have 58.5% without Concord or 75% of
17 the tonnage without Concord, the Co-op does not have a deal with Wheelabrator. It could affect
18 Gilmanon if they do not reach those percentages. Mr. Presher said they would go directly back
19 to Wheelabrator to see what they could offer, or go with the Towns that were in and see what
20 could be done. They need to know by June 30, 2013 if the Town is in or out.

21
22 Selectman Guarino asked if everything at the Wheelabrator plant was in good condition. Mr.
23 Presher stated that the facility is in excellent condition. Environmentally it has no issues at all,
24 the problem is that the plant is 25 years old, but they do an excellent job in maintaining the
25 facility. The only thing for Wheelabrator is the economics if it becomes impossible for them to
26 make any money because of taxes, etc.

27
28 Mr. Presher said the only thing he can offer is that after being in municipal government all these
29 years is that there is always strength in the group. If you have 87,000 ton of waste, people will
30 deal with you. If you have 3,000 ton per year, it is considerably less. We have done very well
31 for the last 23 years and we have been the envy of the northeast the first 20 years as the Co-op
32 had an outstanding tipping fee and we still are putting cash aside. Things have changed and will
33 look a little different in the future. Chairman Lavin thanked Mr. Presher for his presentation.

34
35 Chairman Lavin opened the meeting for public input.

36
37 **Transfer Station** - Mr. Scribner asked Mr. Presher, how do we know if we will receive the best
38 deal? Mr. Presher responded that we will not know we have the best deal until we get down the
39 road. What he has always looked for as far as municipal economics, is if he knows what he is
40 planning for for the next 5-10 years, I feel very fortunate. With Wheelabrator we know it will be
41 a 1-5% increase every year. We know it will be that. You as a Board for a budget will know
42 what it will be. If you go with another company, that is fine, they will probably give you a
43 shorter term contract, probably 3-5 years. Unless you want to advertise every year. That is time
44 consuming and a lot of work for everyone. Most communities want a long term contract so they
45 know how to plan for the future. Take your best educated guess and go forward with what you
46 think is right for the Town.

1 Sarah Lakeman regarding the likely hood of moving forward, Towns with the negative
2 amounts, are you assuming they will pull out of the Co-op and their tonnage is gone, would you
3 still have your 58.5%? Mr. Presher said they couldn't all pull out of the Co-op, but they have
4 calculated that some will leave and the Co-op would still meet the minimum 58.5%. Selectman
5 Guarino thanked Mr. Presher.

6
7 **7:46 Public Input -**

8
9 **Thompson Town Forest -** Mr. Bill Donovan stated that the last time he was before the Board of
10 Selectmen was February 4, 2013. He asked the question, "What did the Town make on the
11 Thompson Town Forest for profit?" There was a question as to whether there was a bill that had
12 been sent to the Town yet, for the workmanship/compensation of the three culverts in the parking
13 lot, which was added. Chairman Lavin said "off the top of his head" he was not able to give Mr.
14 Donovan the answer. Jen Correia said the Town has not received the final payment yet. Ms.
15 Correia said they were given the information that the Town had at the time. As compensation I
16 had them adjust their pine price to reflect the cost of the additional culvert and fill. The project
17 proposed to the Selectmen per the Conservation Commission was, let's do the logging in the Town
18 Forest, road work and parking lot will be deducted from the proceeds. After seeing the
19 Selectmen's Minutes that said no Town funds were used for the project. The question is simple
20 and we just ask that you follow up. Chairman Lavin stated there were no funds expended by the
21 Town. Jen Correia also stated that there were no funds expended by the Town. When they
22 quoted their project they quoted it as what they were going to pay us, they incorporated all of
23 their fees into the net check. It was all included into the price per thousand board foot. They gave
24 us a net cost per thousand board foot. Isn't it an accurate statement that the revenue to the town
25 from the sale of the timber, would have been higher if the road work hadn't been done. The
26 Selectmen agreed. Ms. Donovan just wanted the record to be accurate so the next time they do a
27 Town Forest, or the liability, there is a lot of historical discussion around that road. Ms.
28 Donovan's point is that Town resources should not be used for something that is not essential to
29 the logging operation. Selectmen Guarino said how were we to know that the culvert was not
30 essential. Tri-axels were going in and out, he must have needed it to get in and out of the Town
31 Forest. She believes that an analysis was not properly done or a specific approval whether or not
32 those culverts were essential. Ms. Donovan said that there were Town resources that were
33 expended on those. It is nice to see that when you go into a project that it is an improvement, we
34 are not disagreeing with that. Ms. Donovan would like to see some long term planning about
35 what it means after there is an improvement, regarding the maintenance of the new culvert, etc.
36 Ms. Donovan would like to see as it was promised at the February meeting, that there would be
37 some report back in the minutes and the Selectmen's final conclusion. The Selectmen Currier
38 said that what we need to do is find out what the pine price would have been, without the work
39 being done and then we will right the number down. Selectmen Currier said they will do that.
40 Jen Correia said the intent was not to do the road project, the intent was to do the logging. If we
41 didn't do the logging, there would be no improvement to do that road and there would be not
42 revenue to the Town. Funds are being spent to re-hash all of this. Chairman Lavin thanked Mr.
43 and Ms. Donovan. Jen Correia said she did make copies of everything they had at the time for
44 the Donovans.

45
46 **Civic Class from Gilford High School** – Aiyana Poulin from Gilford High School came before
47 the Gilmanton Board of Selectmen to ask questions regarding the Board of Selectmen's
48 responsibilities, requirements for election, salaries and terms as part of her Civic Class project.

1
2 **Dump Stickers** – Mr. Scribner asked how long the current policy is in effect. Chairman Lavin
3 said until December 31, 2013. Then the new policy of two free dump stickers will be in place.
4 Dump stickers are currently \$3.00 each, the Selectmen are rescinding that as of December 31,
5 2013, there will no longer be a fee for the first two dump stickers.

6
7 Sarah Lakeman asked if there was a representative from the Town to go to the upcoming Co-op,
8 NRRA meetings. Stephanie Fogg said it will be discussed at the upcoming work session with Jen
9 Correia and the Selectmen.

10
11 **7:05 pm – General Business**

12
13 **Town Owned Property** – Selectman Currier stated that the Town received a check for \$214.40
14 for the metal that was on the property when it was cleaned up. Selectman Guarino said that there
15 was a budget for the project. The tire pick up is arranged. He is making sure it fits within the
16 budget.

17
18 Chairman Lavin noted the barrels of oil that came from the property also. They were brought
19 down to the Highway Department, the oil was unusable by the Department. They need to go for
20 hazardous waste day. Selectman Guarino recently checked on disposing hazardous waste, he
21 found it was \$8/gallon. Selectman Currier stated that whatever it costs will be put on the bill for
22 the buy back on the property. The amount of money Jen Correia said was available was \$6,500,
23 the first roll off went out at 13 ton (\$1,000 roll off). Selectmen Guarino will follow-up with tire
24 removal with approval from the whole Board of Selectmen to do that once he has a price on the
25 containers that have been removed.

26
27 **7:10 - Gilford Student Council** – Selectman Guarino stated that he had faxed information about
28 the Student Council Volunteering for the Town. He requested four students, to help at the
29 Recycling Center, and to plant Elm trees. They will be planted in front of the Old Town Hall.
30 We will wait to hear from the Student Council regarding their availability. Stephanie Fogg left
31 her contact information for them to respond to. They will bring a supervisor and four students.

32
33 **7:15 pm-Close Public-Input-** Chairman Lavin closed public-input and called for a short recess.

34
35 **7:17 pm – Fire Department – Chief Hempel – Staff Update**

36
37 Chief Hempel gave year to date information in review. (See attached).

38
39 There is a new system for issuing burning permits, they are all done through the data base now.
40 They are printed off on the printer and they keep a permanent record of the permits in the data
41 base. Chairman Lavin said everything sounds great. Chairman Lavin asked if there were any
42 questions from the other Selectmen.

43
44 Selectman Currier said that he still had a question about the staffing. He wanted to go back in
45 history a little bit, 2004. Selectman Currier said Chief Robbins, came to the tax payers of
46 Gilmanon, looking for a third full-time Fireman/EMT; with a promise that he would cover seven
47 days a week, full-time, with full-time staff. The Town of Gilmanon gave him that money, and
48 that is what he did with it. We don't do that any more, I guess I'm trying to find out why we

1 went backwards, and the other thing I'm trying to find out, is when we went from not having
2 full-time cross trained Firefighters/EMT's filling shifts. When did that take place. Chief Hempel
3 responded that shifts have been covered by per diem personnel for quite some time, actually.
4 Chief Hempel believes Chief Lockwood did it quite often and he had quite a long list of per diem
5 employees. As far as going back to 2004, that was eight years ago. Things change, and the
6 scheduling that we currently have is the same schedule that Chief Lockwood had in place when I
7 took over two years ago. Sundays are a per diem staffing day. The shifts get filled on Sundays
8 by per diem folks. Because currently, as we've talked about, that is how the schedule works.
9 We have two guys that work four days, and all three of our guys work four day, they work 48
10 hours per week. Two of them work during the week and the third employee works Friday,
11 Saturday and Monday, Tuesday. It is a schedule that works and we think it offers good
12 coverage. I have gone over this with the Board a number of times with supporting documents. I
13 know you have a philosophical issue with the schedule. Selectman Currier said I have the Town
14 Report from 2004 and 2005, when it was sold to the Town. Selectman Currier said, the other
15 thing I don't understand, is when you didn't have to be an EMT to fill a shift. How long has that
16 been? Chief Hempel replied, how long has it been? Selectman Currier said, yes, you could be a
17 Firefighter, but not an EMT. Chief Hempel replied, what does it matter? As the Department
18 Head, I decide and our officers decide the hiring order, and it is outlined and explained. We've
19 gone over it again, there is a pecking order on how the hiring practices go. You all have been
20 given a copy of it a couple of times. Phone calls go out, emails go out and we staff as we can fill
21 the shifts. Again, it goes back to the First Responder, obviously, that is where you are having
22 your issue. I have explained to you time and time again, that this should not be an issue.
23 Selectman Currier said to Chief Hempel, with all due respect, I would like to give you the option
24 of going into non-public. Chief Hempel said, you can say whatever you want in public.

25
26 Selectman Currier said, you gave us a document in January. Chief Hempel said that the dialogue
27 was started in October or November of 2012. Chief Hempel said that Selectman Currier has a
28 philosophical difference with the way that I manage the Department and I ask the Board to allow
29 me to manage the Department as necessary as a Department Head. Selectman Guarino stated
30 that I think the thing he is bothered by Chief, is that the Board of Selectman had initiated a
31 weekend staffing policy that you agreed with. Chief Hempel said they had talked about it for
32 three or four months. Selectman Currier said this is the document right here, that you gave to us,
33 which we based our reason for sending a letter to you. Selectman Guarino handed Chief Hempel
34 a paper and said this is the paper he is talking about. Chief Hempel said it is our Standard
35 Operating Guideline, and if you have the correct document, I would be glad to share it with you.
36 We operate on Standard Operating Guidelines, they are dynamic documents, they have revisions,
37 they change. On September 12, there is a revision on the daytime staffing policy. All it does,
38 there are two things, it removes, as you see on that policy, I don't even know where you got that
39 one. Selectman Currier said from you. Chief Hempel looked at the document and agreed ok.
40 Paramedic Driver, Intermediate Driver, Basic Driver, First Responder Driver, that has actually
41 since changed because, that is correct, employees wishing to be placed on the eligibility list. The
42 only difference right now is and n and an o on the last two, basic and first responder. That is the
43 change. EMT/Basic and First Responder. So those are the changes, you wanted to see my
44 changes. If you go down the list you have First Responder/Driver, EMT First Responder/Driver.
45 The only change is the n and the o. This is the pecking order that these guys would be hired. So
46 this is the same document Brett that I gave you. Selectman Currier said I have the book just like
47 yours and it is way different. Chief Hempel said of course it is, this book is different too. While
48 we are talking about this, the Board did not request any SOGs from me. Selectman Currier

1 asked, Why would your employees not be notified about an SOG change. Chief Hempel said,
2 well here is the deal, the SOG's when they change, they are typically talked about at monthly
3 meetings. For instance, we just did chimney fires, the chimney fires SOG in here. This book
4 outlines, and they are guidelines, guidelines for the safe and effective operation of our
5 Department. So yes the employees are notified. Now there are many copies of SOG's out, but
6 the one that really matters is the one that says Chief's Copy, the one that is in my office. If there
7 is a question regarding any of the policies, or when there is confusion regarding the
8 policies...Selectman Currier said that it seems awful funny Joe, that this book, was never, in the
9 history of the Gilmanton Fire Department, since we have had full-time employees working for
10 the Town of Gilmanton, never, until you are telling us in September of 2012 we never hired a
11 non-EMT. It's right here, there is not a list of anybody that wasn't an EMT. All of a sudden you
12 get information and now we have something different. There is no revision date. Chief Hempel
13 said yes there is, right here, it says September of 2012. Well you didn't get your copy then did
14 you. No, said Selectman Currier. Selectman Currier said it looks like a document without a
15 revision, the document that you gave us. Chief Hempel said it is exactly the same, except the n
16 and the o and I just highlighted that. Selectman Currier said, not as far as this document, I'm
17 talking this document. Chief Hempel said that is the old document, you do not have the revised
18 copy. Selectman Currier said I have the copy you gave me, but there is no revision date. Chief
19 Hempel said there is on mine. Chairman Lavin asked to see the paper. Chief Hempel said that is
20 the old one, not the revised copy. Chairman Lavin wanted to read the paper. You even
21 mentioned it yourself, you brought it up. Cross Trained, ok. So now that you have a cross
22 trained Firefighter, who is an Officer, who is a First Responder, who is a driver and as we have
23 all discussed before a First Responder is licensed in the State of New Hampshire to be an
24 ambulance attendant, to be part of a component to operate an ambulance. Which you are familiar
25 with because you drove the ambulance for sometime. So, that is legal. If I can get a guy, that is
26 a Firefighter, who is a driver, who is checked off on all the Department's equipment, and is a
27 First Responder and he is going to drive for my EMT or my EMT-I, then it behooves me to use
28 that person over and EMT driver that does not have the firefighter training. So it is fine to use
29 the best certification for the vacancy. That is all we are doing. So I don't know why are we
30 visiting this time and time again. What is your ultimate motive? Selectman Currier said, I do
31 not have a motive, my problem is why two different documents...inaudible. Selectman Currier
32 stated that it looks funky to me. Chief Hempel said don't even look at that document. Selectman
33 Currier said that we had this conversation before you were even Chief for two years, and you
34 told this board that this has been in place for years. This right here was in place in April of 2011
35 for a fact. Chief Hempel said in 2011 and there was probably one before that, if you want I will
36 try to dig it out. Selectman Currier said this is when you became Chief, right here Joe. This is
37 the book that you gave us. Chief Hempel said, correct. I didn't give you that book by the way, I
38 don't know where you got it. You absolutely did, said Selectman Currier. You gave it to me and
39 my wife to share because we were both on the Department. Selectman Currier said it matters to
40 me. Chairman Lavin said lets calm down a little bit. I just want to ask you a question. The
41 Board has nothing to do with approving the changes you make, can you please then whenever
42 you change this book, send us a copy. Chief Hempel, absolutely. Chairman Lavin would like
43 the Board of Selectmen to have an updated copy. Chief Hempel said that his book has lots of
44 updates that the other book does not have, it is a dynamic document. Selectman Currier said, this
45 is my problem. If I have the document and I am a professional guy, like you are Joe, and it says
46 up in the corner, revisions. That should have a date on it. Joe you gave us this. Chief Hempel
47 said his does have a date on it. Selectman Currier said you gave this to us buddy. Chief Hempel
48 said this is what I will do. I will be sure to date my revisions. Selectman Currier said if I have a

1 book with a date effective 4/2011 and you give me the same thing with no revision, that makes it
2 look like it is a doctored document. Chief Hempel said I probably would have dated it if I
3 wanted it to be a dated document. What does it matter? Selectman Guarino said it does matter,
4 and I will tell you why it matters. Brett had said that he wanted to have EMT level ones on the
5 weekend shift and then when he asked you about that, you came in with that document with the
6 firefighter in the position higher up than he has on his SOG. It matters to him and it actually
7 matters to me now, Joe, too. Because I think that you utilized the new SOG 9/12 revised SOG to
8 actually change the position to the Board of Selectmen in terms of their policy of having the
9 EMT level one, I'm saying it matters to me. In fact I would be willing to reverse the previous
10 decision and go back to the one that was submitted last fall that places the EMT level ones in
11 those shifts. Chief Hempel said before you make a move like that, what you need to do is, you
12 are going to get the ball rolling and create some quite significant changes that I really don't think
13 are necessary. I based all of my information to you and to the Board, with substantiating
14 documentation to say that that is not necessary. I take exception to the fact, that you are
15 characterizing my changes as trying to force and opinion on the Board. This issue with, once
16 again the first responder is that they are licensed to operate the ambulance. The first responders
17 role on Sunday is to drive. He is not rendering patient care, it is to drive the ambulance. The
18 State of New Hampshire allows them to be a licensed ambulance attendant. We typically staff
19 with and EMT-I/Basic on Sundays and we provide the same level of care. I think I offered the
20 Board again the number of Sunday calls we have, the number of advanced EMT skills that were
21 necessary. Again, if you are not happy with the schedule that we do and you want to change it,
22 what else are you going to change. You are not allowing me to do my job. Selectman Guarino
23 said Chief, why was it that you accepted the change in November and then you decided in the
24 beginning of this year that it was unacceptable.

25
26 Chief replied, I accepted the change, I was not happy with the change. I didn't think it was fair.
27 I think what I argued with and agreed to was, the letter that I agreed to in November, stated that
28 there would be no first responders during the week at all. I agree with the week piece. I will
29 make that happen, I won't staff with first responders during the week. But I do need to staff and
30 have the ability to use my first responders on Sunday per diem day. There was dialogue and it
31 was agreed upon that I could go back and do that. During the week it is not a problem, we have
32 a full staff of EMT-I's, EMT-A's on Monday – Saturday. Again Brett going back to 2004 is an
33 opinion. Selectman Currier said it is not an opinion, it is fact. It is what you said. Selectman
34 Currier said, I want this in the minutes, let me read it to you, this is what the Town of Gilmanton
35 pays for, ok. Chief Hempel said do you think they are unhappy with what they pay for now?
36 Selectman Currier said I'm not saying they are or they are not. This is from Chief Robbins in
37 2004, (Chief Hempel said 9 years ago now). I am also requesting a third full-time
38 firefighter/EMS professional. This additional staff would allow me to have full time staff, 7 days
39 a week up from the current 6 days a week. This is what he asked for, this is what the tax payers
40 of Gilmanton decided they would buy. In 2005 after the Town meeting, after that vote took
41 place, Chief Robbins again said I would like to take this opportunity thank the residents who
42 approved the fire department budget for 2005. This allowed us to increase our full-time coverage
43 to 7 days a week. My question is and it has always been, I thought we were moving forward, I
44 did not think we were going backwards. Chief Hempel said we are not going backward.
45 Selectman Currier said, I think we are.

46
47 Selectman Currier said, if you can show me. Chief Hempel said, I can't show you because you
48 already have an opinion. Selectman Currier stated, I absolutely have an opinion. You do to,

1 they don't have to be the same. Chief Hempel said, I had showed you and a couple of times you
2 chose not to read it, data that supported and showed that we are providing absolutely the same
3 service. Selectman Currier stated that you showed me you are paying absolutely the same
4 amount of money to a per diem guy who is not the cross trained professional, who is not a
5 professional in the fire service. These people that you are hiring do not have those qualifications.
6 They have fire fighter or first responder course. Follow me now, you are paying them as if they
7 were a fire fighter/EMT-I. Chief Hempel said the person you are speaking about he is actually
8 paid a percentage rate. Selectman Currier said, I just think we are not getting the best bang for
9 our buck. When we can hire an EMT/Firefighter for the same or less money than the non-EMT
10 then I don't see it. Chief Hempel said you are getting great bang for your buck, because when
11 the Lieutenant works for you, you are getting someone who has some authority, can make some
12 decisions that a line guy can't. There is definitely value in having an officer work. Again, I
13 don't believe the service has suffered at all. Selectman Currier stated, do we want to wait until it
14 does? Chief Hempel said the request for EMT-I was initially all the time, that I was not to use
15 First Responders to fill any shift at all. I agreed that I was not to use a First Responder on the
16 week days, but that I needed to have the ability to work down that list on Sundays. Because that
17 First Responder is an asset and that First Responder is going to drive the ambulance. The EMT-I
18 is going to render the care to the patient and the law allows that. Our First Responders are
19 licensed ambulance attendants. There is no documentation from the Board, other than anecdotal.
20 The issue that we have is that Brett and I have a philosophical difference and you know this
21 might not be the only one down the road, who knows. Selectman Guarino said Chief, it is more
22 than philosophical. He is taking what the Town of Gilmanton voted on and how they anticipated
23 that the Fire Department was going to be staffed and he is pulling it right out of the Town
24 Report, and it is saying that adding another EMT is going to take it through the Saturday and
25 Sunday. Chief Hempel said that was eight years ago, Don and things change.

26
27 Chairman Lavin said it seems to me that we are not going to convince the Chief that he is doing
28 any thing out of line, is there anything that the Board wants him to do? Selectman Guarino said,
29 I didn't say that the Chief was doing anything out of line, we were just talking about it Ralph.
30 Chairman Lavin said, are we going to make a change as a Board, what can be done? Chief
31 Hempel said there are a lot of things to consider on a major change, this is not a simple change.

32
33 Selectman Currier said, if you are looking for one guy on a Sunday, why can't we advertise for a
34 Firefighter/EMT on Sunday? Chief Hempel said I certainly don't think we need to hire anyone
35 and I'm not interested in hiring anybody. Chief Hempel said what you are asking me to do is to
36 come back to you, increase the budget, you want to hire a Firefighter/EMT. Selectman Currier
37 said no I don't, I want a per diem guy on Sunday, I don't care about a per diem guy. I just want
38 him to be certified EMT, that is all I am looking to get and you won't go there.

39
40 Chief Hempel said, you said hire somebody, what I won't go with, what I try to do, if you are
41 saying Chief go solicit somebody for a per diem slot, what I try to do is to offer those slots to an
42 in Town personnel. Selectman Currier said I have no problem with in Town personnel doing it,
43 if the in Town personnel are EMT's. I have no issue with that, I have told you that Joe. If your
44 guys that you want to put in there, go get them certified. That s all I am asking you to do.

45
46 Chief Hempel said, here is what I will say to you, if you prefer to have us hire out side of Town a
47 per diem guy, you know I can look for someone. If that is really the crux of the issue.
48 Selectman Currier said, that is the only issue I have. I have no other issue, I don't. That is my

1 whole issue, is not having a Firefighter EMT. We have had it forever and then you, being the
2 Chief, decided to change that after April 2011. Chief Hempel said, we are using a resource that is
3 available. I will look to see how we may be able to bring a Firefighter/EMT on and so forth.
4 Selectman Currier said that would be great. Chief Hempel said I am not committing to it, but I
5 will look into it. Enough is enough already, that's it. Chairman Lavin said so you are going to
6 look into it. Chief Hempel said, my point was to try to hire in Town. Selectman Currier said I
7 have no problem with that. Chief Hempel said you don't mind if we go out of Town, is that what
8 you are saying. Selectman Currier said I would like for these individuals that you have been
9 hiring, get them certified, send them to school, get them an EMT class. Chief Hempel said that
10 might be a possibility. Selectman Currier said I have no problem with the people, I just want
11 them to be certified, so that they can do what they might be forced to do.

12
13 **EMT- Intermediate/Advanced 2016** -Selectman Currier said, while we have you here, where
14 the EMT changes from Intermediate to Advanced and 2016 is the cut off, are we going to get our
15 guys all the way up to Advanced before we get close to the deadline. Chief Hempel said yes.

16
17 **Fire Truck** - Chief Hempel said, talking about the Fire Truck, we had some discussion about
18 support of the Fire Truck. Is the Board interested in just listening to the process, we want you to
19 be on board and endorsing this project. We had talked about before. I would like to be able to
20 keep you tuned in. Selectman Currier said I would like to see what you are proposing long
21 before we have to make a decision. Chief said that was his goal. Selectman Guarino said the
22 truck that you are replacing, is that the truck that Brian, David and I had rebuilt. Chief Hempel
23 said no, that was the Pierce. Selectman Guarino, the one that we rebuilt is still being used fine.
24 Chief Hempel said yes. Chairman Lavin said it is my understanding that you are perhaps
25 interested in a warrant article. Chief Hempel said yes. Selectman Guarino handed a picture of a
26 Fire Truck listed at a good price to Chief Hempel. Chief Hempel acknowledged that he had seen
27 it. Chief Hempel will have information for the Board regarding the Fire Truck proposal.

28
29 Chairman Lavin thanked Chief Hempel.

30
31 **8:25 pm – Other Business:**

32
33 **Recycling Cardboard** - The Iron Works Market is willing to give the Town all of their cardboard
34 for recycling if the Town provides him with a covered trailer and haul it to the facility.
35 Selectman Currier asked, how much do we get for cardboard? Chairman Lavin, Selectman
36 Currier and Selectman Guarino voted unanimously no.

37
38 **Forest Fire Warden** - The Board of Selectmen received a letter stating that Chief Hempel has
39 been reappointed as the Forest Fire Warden for the Town of Gilmanton.

40
41 **Old Town Hall** – Mr. Bill Booth is willing to mow the lawn at the Old Town Hall for
42 \$45/mowing. He mowed there last year. The Selectmen said yes to the price and to the mowing.
43 Selectman Guarino said there should be specifications, when they put it out to bid last. When
44 we get the specifications, Stephanie Fogg will pass them onto Bill Booth.

45
46 **Carpenter Ants at the Academy Building** - Glen Lines sprayed a nest of ants that were present
47 this morning in the deck beam on the back of the building. Selectman Guarino and Selectman
48 Currier suggested that Mr. Bill Tobin, our Code Enforcement Officer/Building Inspector assess

1 the safety of the structure and report back. If he feels he needs to close the deck, then we will
2 put tape up to close it.

3
4 **Gilmanon Women's Club** – Permit for Raffle for the Gilmanon Old Home Day. The Permit
5 was signed by the Selectmen. Stephanie Fogg to forward the raffle permit to the Gilmanon
6 Women's Club.

7
8 **8:35 pm Security System** - Security System and Fire Drill. Selectman Currier said we should
9 have a date scheduled once a year to test both systems. Selectman Guarino said, it should be in
10 the Summer. Selectman Currier said, third Monday in July each year. It was last tested in
11 January 2013.

12
13 Jen Correia will be discussing the Security System with the Selectmen, tomorrow evening at the
14 work session. One of the reasons to look into updating the Security System was a walk through
15 the Academy Building with former Chairman Rachel Hatch and LGC. LGC made a few
16 suggestions to update the current System. The Selectmen will discuss putting it in the budget for
17 next year.

18
19 **Health Training for Town Employees**- Selectman Guarino and Selectman Currier would like
20 to know if the money remaining from the \$600 grant (after lunch is paid for), be used to pay the
21 employees that are attending? Stephanie Fogg to call LGC to see if we can spend the money
22 how we want to spend it,(ie. to pay employees during the training.) Selectman Currier and
23 Chairman Lavin said that as long as it does not cost the Town any money they approve it.

24
25 **8:39 pm – LGC - Assistance Guidelines**- Selectman Guarino contacted the LGC regarding
26 workman's compensation and the discussion we had last week with the Assistance Guidelines.
27 Selectman Guarino stated that if someone were to get hurt, that would definitely go onto our
28 workman's compensation bill. Selectman Guarino said that LGC represents almost all of the
29 Towns in the State and only one Town that she knows of that has ever used it. You can just
30 imagine the responsibility of it. Selectman Guarino said that the way the Selectmen voted last
31 week to omit the Section 11, was the right thing to do. He suggested that they stay with the
32 omission and do not let anyone work for the Town to repay their debt, because of the liability.
33 As it stands, no one will be allowed to work off their debt to the Town.

34
35 **8:46 – Town Property** – The Town property on South Road was cleaned up last week. The
36 cellar hole was filled in, the east side of the property was blocked off and the property was
37 posted, all debris and solid waste has been removed. All costs incurred on the South Road
38 property will be added to the tax re-purchase price. The following will be reimbursed to:

39
40 Brett Currier 34 gallons of diesel @ \$3.39/gallon \$115.26
41 Ralph Lavin Repair of tractor tire \$30.00
42 Justin Guarino Labor at site \$160.00
43 Mickey Daigle Moving Equipment \$150.00

44
45 Remaining costs are the dumpsters, tire removal and disposing of the oil.

46
47 Chairman Lavin called for a short recess.

8:48 pm Meeting Minutes – Regarding meeting minutes, the Selectmen will look into the RSA's regarding minutes of the meetings. Stephanie Fogg to forward RSA's to the Selectmen.

Meeting Minutes:

MOTION: On a motion by Selectman Guarino, seconded by Selectman Currier, the minutes of May 6, 2013, were approved as amended 8:55pm. (3-0)

8:50:pm – Non-Public Session – RSA 91-A:3,II(c)

MOTION: On a motion by Selectman Guarino, seconded by Selectman Currier, it was voted unanimously to enter Non-Public Session per RSA 91-A:3,II(c). (3-0 Voice Vote – Chairman Lavin–yes, Selectman Currier–yes, Selectman Guarino–yes)

The meeting room was closed to the public. Present during the Non-Public Session were Chairman Lavin, Selectmen Currier and Guarino, Administrative Assistant Stephanie Fogg.

The Board of Selectmen discussed a property in Town that has solid waste dumped on the property. Stephanie Fogg to call DES and report.

MOTION: On a motion by Selectman Guarino, seconded by Selectman Currier, it was voted unanimously to come out of Non-Public Session at 8:55pm. (3-0 Voice Vote – Chairman Lavin–yes, Selectman Guarino–yes, Selectman Currier–yes)

The meeting room was opened to the public. The Board noted the non-public session minutes were not sealed.

8:56pm – Non-Public Session – RSA 91-A:3,II(a)

MOTION: On a motion by Selectman Guarino, seconded by Selectman Currier, it was voted unanimously to enter Non-Public Session per RSA 91-A:3,II(a). (3-0 Voice Vote – Chairman Lavin–yes, Selectman Currier–yes, Selectman Guarino–yes)

The meeting room was closed to the public. Present during the Non-Public Session were Chairman Lavin, Selectmen Currier and Guarino, Administrative Assistant Stephanie Fogg.

MOTION: On a motion by Chairman Lavin, seconded by Selectman Guarino, it was voted unanimously to seal the minutes of the non-public session to avoid adversely affecting the reputation of a person other than a member of the Board. (3-0 Voice Vote – Chairman Lavin–yes, Selectman Guarino–yes, Selectman Currier–yes)

MOTION: On a motion by Selectman Guarino, seconded by Selectman Currier, it was voted unanimously to come out of Non-Public Session at 9:05 pm. (3-0 Voice Vote – Chairman Lavin–yes, Selectman Guarino–yes, Selectman Currier–yes)

The meeting room was opened to the public. The Board noted the non-public session minutes

1 were sealed .

2
3 **9:05 – Non-Public Session – RSA 91 –A:3, II(a) -**

4 **MOTION:** On a motion by Selectman Guarino, seconded by Selectman Currier, it was voted
5 unanimously to enter Non-Public Session per RSA 91-A:3,II(a). (3-0 Voice Vote
6 – Chairman Lavin–yes, Selectman Currier–yes, Selectman Guarino–yes)

7
8 The meeting room was closed to the public. Present during the Non-Public
9 Session were Chairman Lavin, Selectmen Currier and Guarino, Administrative
10 Assistant Stephanie Fogg.

11
12 The Board of Selectmen reviewed a tax agreement.

13
14 **MOTION:** On a motion by Selectman Guarino, seconded by Selectman Currier, it was voted
15 unanimously to come out of Non-Public Session at 9:10 pm. (3-0 Voice Vote –
16 Chairman Lavin–yes, Selectman Guarino–yes, Selectman Currier–yes)

17
18 The meeting room was opened to the public. The Board noted the non-public session minutes
19 were not sealed .


20
21 **9:12 pm – Logging -** The Selectmen reviewed the logging of property on Parsonage Hill Road.
22 Selectman Guarino to inspect according to the logging agreement and report back.

23
24 The Selectmen also discussed the Thompson Town Forest property that was logged and
25 information requested earlier in the evening. Selectman Currier stated that the information
26 requested will be researched and passed on to the interested parties.

27
28 **Adjournment:**

29 **MOTION:** On a motion by Selectman Currier, seconded by Selectman Guarino, it was voted
30 unanimously to adjourn at 9:20 pm. (3-0)

31
32 Respectfully Submitted,

33
34 
35 Stephanie S. Fogg

36 Administrative Assistant

37
38 **Approved by the Board of Selectmen**

39
40
41 _____
42 Chairman Ralph L. Lavin

43
44 _____
45 Selectman Brett A. Currier

46
47 _____
48 Selectman Donald J. Guarino



TOWN OF GILMANTON

FIRE DEPARTMENT
1824 NH Route 140
Gilmanton IW, NH 03837
Tel: (603) 364-2500
Fax: (603) 364-2501



Chief Paul "Joe" Hempel

05/13/13

To: Board of Selectman
From: Chief J Hempel

Re: Staff update ytd.

YTD the Gilmanton Fire Department has answered 147 calls year to date. This number is 23 calls less than last year during the same period.

Firefighter EMT Griffin will be testing 1 station on 5/19 for AEMT certification. Upon certification all fulltime employees will be practicing at the intermediate or advanced level.

Gilmanton Fire has added two new members to the roster. BJ Morse and Steve Harris. BJ is currently enrolled in level one class and Steve Harris is a certified FF-EMT-I.

Weekend Coverage for summer Ambulance has begun. Friday, Saturday, Sundays 7pm-7a.

Fire students Burke, Cleveland and Sanchez have left for the summer they will return for their senior year. Freshman students have been selected. A total of six students for the fall semester will be housed at the station.

During class IV fire danger days Forestry 1 will be located at the Corners station during corners coverage days.

Replacement of Engine one continues to be priority for upcoming year. Truck specs are currently being reviewed.

FF Pickowicz has been appointed a Deputy Fire Warden.

Apparatus will have annual pump testing completed in June.

9E2 has had broken rear spring replaced, 9E1 9E3 both have had pump repairs, and valve maintenance. 9E1 currently in the shop, with electrical/battery issues.

177 Fire permits have been issued from April 1st to May 11th