

**CONWAY VILLAGE FIRE DISTRICT
COMMISSIONER'S MEETING
Thursday September 20, 2018
Minutes**

Meeting was called to order at 4:45 p.m.

Commissioners present: Mr. Anderson Bamsey, Michael Digregorio, Tom Buco

Others present: Gregg Quint- Superintendent, and, Assistant Superintendent Mr. Anderson, Chief Solomon, Amy Snow- Municipal Bookkeeper

Absent:

Public: None

SUPERINTENDANT'S BUSINESS

Mr. Quint reported the anti-vandalism cage had been put back under the bridge. Other work that has been done this week includes discontinuing a water line, fixing hydrants and paving. Mr. Anderson reported the State is paving Main St. Sunday night and the lining outfit will be doing their pre inspection (cameraing and cleaning) for the lining on Main Street Monday night.

Mr. Anderson updated Mr. Bamsey on the lagoons. One lagoon is done, and the sludge is drying up well. When the Town slows down on their road projects, they will bring in more fill. The orange fencing is up and there is no methane.

FIRE CHIEFS BUSINESS

Chief Solomon handed out Matt Leavitt's proposed change to the sick leave policy and his analysis on how it will affect the budget on the back of the proposal.

Chief Solomon feels the proposal is expensive and will be very challenging to fill the shifts for the additional time off. Mr. Digregorio asked what the current sick time policy is. Mrs. Snow explained the current plan is twelve hours for the forty-eight- hour people everyone maxes out at nine weeks. Discussion ensued around different scenarios people use sick leave for.

Mrs. Snow stated she did look into how the Town of Conway and NCWP handles sick time and explained they differ in how they manage it. The Town does a buyback once you max out and NCWP has a unique formula where once an employee maxes out the following year they get their ninety-six hours and if you don't use any of the hours they would get a week's pay. If the employee uses two days, they get half a week's pay check and if they use three day's they don't get anything. Discussion ensued around the different views that employees may have regarding sick time and the changes made to comp time.

Mr. Bamsey is not opposed to looking at this issue and appreciates employees that show up to work every day even when they don't feel their best vs those who abuse the sick time leave. He went on to explain this is how budgets go up and recapped we just added a holiday, made changes to retirement and workman's comp and we are in a cash-strapped district.

Chief Solomon does not support additional time because of the challenges to fill open shifts and having to use overtime.

Mr. Digregorio asked how many people are maxed; Chief responded just himself and Josh. Mr. Digregorio stated instead of additional time off he would rather see a cash incentive after time is

Check future meeting minutes for any amendments or changes to these minutes.

maxed rather than people taking sick time off when they are not sick. Discussion ensued around how comp time works.

Mr. Bamsey feels if they want something from us then they need to give something in return and suggested lowering the number of days you can max out.

Mr. Digregorio reiterated he can't support additional time off but would consider increasing the max and buying back at a percentage at the end of the year.

A sick bank was briefly discussed and how CVFD does not track sick time beyond the maximum. Once an employee maxes out, that's as far as it's tracked. Mr. Bamsey shared how the school district has a buyback for hours over the max.

Mrs. Snow shared what it would cost CVFD if we used NCWP sick leave policy if everyone was maxed out and receiving a full week of pay, it would cost the fire department \$6,023.00 and water and sewer each \$2,800.00. Discussion ensued.

Mr. Bamsey suggested taking time to think on this policy and discussing it at a later meeting.

Mr. Bamsey wants to see calculations for what a buyback cost would be at 15%, 25% and 35% of the hours that they would accrue throughout the year including FICA and medi.

Mrs. Snow stated the current vacation time policy as it stands is if you don't use your vacation time you lose it. She suggested being able to carry a week of vacation over into the next year under the following criteria:

- Carry over of vacation time would be due to extenuating circumstances
- Would have to ask for it in writing before December 31st
- They would have to disclose the extenuating circumstances and to want to take an extra week off the following year would not be a reason. (How many weeks could be allowed to carry over was briefly debated).

Mrs. Snow will put together a package with all the calculations.

Garrett and Chad are on their home from helping with hurricane Florence. Chief Solomon reported he attended a meeting in Concord Wednesday regarding putting a second team together. Chief Solomon and the Chief from Keene stated they would like to see the issues of the first trip worked out first and make sure everyone that participated in the first trip is reimbursed appropriately first.

Lights will be done at the Fire Station next week and hydrant testing.

Chief will be attending a meeting next week with the Director of Communications, Grafton County, Campton Thornton fire chief, Bartlett Fire Chief and Conway PD to try to sort out who services what area.

BOOKKEEPERS BUSINESS

Mrs. Snow got preliminary numbers from DRA and the assessed value for CVFD went up 1.98 million. Tax rate is looking to be less than \$1.90 for a tax rate if everything stays the way it is.

Check future meeting minutes for any amendments or changes to these minutes.

David Mercier spoke with Rick Skarinka and he understands the project is out of our hands and grant money is now tied to it. He is not requiring any disbursements at this time. David sent a request to Johana McKenna requesting that we extend our loan to 2020.

ADMINISTRATIVE BUSINESS

Administrative

- a. Ratify and sign checks for Weekly Payroll Manifest for week ending 9/16/18
- b. Ratify and sign A/P manifest dated 9/19/18
- c. Approval and signing of Supervisors' timesheets for week ending 9/16/18
- d. Approval of Meeting Minutes dated 9/6/18
- e. Dana Bisbee

Mr. Digregorio made a motion to approve items A and B, motion seconded by; Mr. Buco
Discussion:

White Mountain Oil- Mrs. Snow explained it is a budget payment based on 1600 gallons.

Pike- For pavement to do some patches.

Motion passed 3-0-0.

Mr. Digregorio made a motion to approve and sign the Superintendent's and Fire Chiefs time sheets for week ending 9/16/18, seconded by Mr. Buco; Motion passed 3-0-0.

Mr. Digregorio made a motion to approve the meeting minutes of 09/13/18, seconded by Mr. Buco; Motion passed with the following amendment:

On the vote to approve the minutes where it says *Motion Passed 3-0-1 change to 3-0-0.*

Motion passed 3-0-0.

Dana Bisbee was briefly discussed and Mr. Bamsey asked Mrs. Snow to contact Mr. Bisbee by email to ask if he is available for a conference call on Sept. 27th or Oct. 4th.

Mr. Bamsey will not be available for the Oct. 11th meeting.

Nonpublic per RSA 91-A: 3II(c)

Mr. Digregorio made a motion to go into nonpublic per RSA 91-A:II(C), seconded by Mr. Buco; Motion passed by roll call vote: Mr. Buco-yes, Mr. Digregorio-yes and Mr. Bamsey-yes.

Meeting entered nonpublic at 5:58 p.m.

Meeting reconvened to public session at 6:05 p.m.

There being no other business to come before the board, meeting adjourned without objection 6:05 p.m.

Respectfully Submitted,
Stacy Bolduc Receptionist

Check future meeting minutes for any amendments or changes to these minutes.