

NORTHFIELD BOARD OF SELECTMEN'S MEETING **BOSS**
NON-PUBLIC SESSION MINUTES

DATE: April 28, 2020

Motion made by Sel. Brown seconded by Sel. Waldron to enter non- public session under the provisions of RSA 91A-3 II:

- ☒ (a) The dismissal, promotion or compensation of any public employee or the disciplining of such employee, or the investigation of any charges against him, unless the employee affected (1) has a right to a meeting and (2) requests that the meeting be open, in which case the request shall be granted.
- ☐ (b) The hiring of any person as a public employee.
- ☒ (c) Matters which, if discussed in public, would likely affect adversely the reputation of any person, other than a member of the body or agency itself, unless such person requests an open meeting. *This exemption shall extend to any application for assistance or tax abatement or waiver of a fee, fine, or other levy, if based on inability to pay or poverty of the applicant.*
- ☐ (d) Consideration of the acquisition, sale or lease of real or personal property which, if discussed in public, would likely benefit a party or parties whose interests are adverse to those of the general community.
- ☐ (e) Consideration or negotiation of pending claims or litigation which has been threatened in writing or filed against the body or agency or any subdivision thereof, or against any member thereof because of his or her membership in such body or agency, until the claim or litigation has been fully adjudicated or otherwise settled. *Any application filed for tax abatement, pursuant to law, with anybody or board shall not constitute a threatened or filed litigation against anybody, board, or agency for the purposes of this subparagraph.*
- ☐ (h) Consideration of applications by the business finance authority under RSA 162-A:7-10 and 162-A:13, where consideration of an application in public session would cause harm to the applicant or would inhibit full discussion of the application.
- ☐ (i) Consideration of matters relating to the preparation for and the carrying out of emergency functions, including training to carry out such functions, developed by local or state safety officials that are directly intended to thwart a deliberate act that is intended to result in widespread or severe damage to property or widespread injury or loss of life.
- ☐ (j) Consideration of confidential, commercial, or financial information that is exempt from public disclosure under RSA 91-A:5, IV in an adjudicative proceeding pursuant to RSA 541 or RSA 541-A.
- ☐ (l) Consideration of legal advice provided by legal counsel, either in writing or orally, to one or more members of the public body, even where legal counsel is not present.

ROLL CALL VOTE:

Brown

<input checked="" type="checkbox"/>	<input type="checkbox"/>
Yes	No

Haskins

<input checked="" type="checkbox"/>	<input type="checkbox"/>
Yes	No

Waldron

<input checked="" type="checkbox"/>	<input type="checkbox"/>
Yes	No

THE BOARD ENTERED NON-PUBLIC SESSION AT 7:25 pm

OTHERS PRESENT DURING NON-PUBLIC SESSION: Andy Buteau, Stephanie Giovannucci, and John Raffaelly

SUBJECT MATTER DISCUSSED AND DECISIONS MADE: Mr. Buteau presented the Board with his recommendations for merit increases for the employees at the Public Works Department. The Board reviewed his recommendations. Mr. Buteau added that he would like to promote Sean Donahue to a Heavy Equipment Operator, Sel. Waldron asked about a possible promotion to Assistant Highway Superintendent and removing the Working Foreman position all together. Mr. Buteau stated he would talk it over with Mr. Donahue to see if he is interested and Shane Dow who is currently the Working Foreman. Mr. Buteau recommended to the Board to change the Mechanic/Heavy Equipment Operator position to Mechanic/Truck Driver. Sel. Waldron recommended additional pay to Gary Burke Part Time Recycling Attendant, Board agreed to increase his pay by \$1.00 per hour. Board agreed to increase Dow's merit from 3% to 4.75% to keep the \$1.00 he would lose when removing the Working Forman position.

Andy Buteau left the meeting, Chief John Raffaelly entered the meeting.

Chief Raffaelly presented the Board with his recommendations for merit increases for the employees at the Police Department. Board reviewed his recommendations. Chief Raffaelly proposed a step raise in the future to assist with the retention of the officers for a course of 5 years. Board asked Chief Raffaelly to write up his proposal.

Chief John Raffaelly left the meeting.

Mrs. Giovannucci informed the Board that Heidi Cole is not going to continue to work from home as she found it too difficult. Mrs. Giovannucci recommended hiring part-time temporary help until COVID-19 restrictions are lifted, and at the request of the Clerk's office would like to hire Mrs. Giovannucci's daughter Britani who is 24 years old as she has assisted here at Town Hall in the past. Board agreed, and asked Mrs. Giovannucci to do a PAR.

Sel. Waldron stated that he is aware of Complaint Forms issued to Jason Durgin that have not been resolved. Board agreed that Mr. Durgin is to complete the pending complaints within the next 60 days and going forward no other complaints are to be more than 30 days old.

Mrs. Giovannucci presented the Board her recommendations for the employees at the Town Hall. Board reviewed.

Glen Brown left the meeting.

Board reduced Heidi Cole's from 2% to 0.

Board reviewed the Department Heads in comparison to the wage study. Board agreed to bring Andy Buteau up to \$75,000 per year, Chief Raffaelly a 3% increase, and Stephanie Giovannucci 8.75% increase after the Interim TA position is reduced.

Haskins/Waldron moved to reconvene the public session at 10:21 pm. **Motion Passed.**

Minutes recorded by Stephanie Giovannucci