

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

BOS

MCH

JD

**DATE:** January 25, 2022

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

- X (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.
- X (b) The hiring of any person as a public employee.
- X (c) Matters which, if discussed in public, would 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 any body, 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:**

Hubbell

X	
Yes	No

Durgin

X	
Yes	No

Waldron

X	
Yes	No

**THE BOARD ENTERED NON-PUBLIC SESSION AT 5:28pm**

**OTHERS PRESENT DURING NON-PUBLIC SESSION:** Town Administrator Ken Robichaud, and DPW Director Justin Bernier and former Police Chief John Raffaelly.

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**SUBJECT MATTER DISCUSSED AND DECISIONS MADE:** Director Bernier asked the Selectmen to consider the rehire of Arthur Demass to remove snow from the sidewalks and smaller parking lots. The Selectmen discussed this in detail and at the end of discussion there was a 2-1 in favor of hiring Mr. Demass at a rate of \$25.39 per hour. The Selectmen wanted to make sure that Mr. Bernier uses this employee wisely, as this hourly rate is unusually high for this type of work, but as Mr. Demass is experienced in this position, and Mr. Bernier feels that he will not abuse the time.

**SUBJECT MATTER DISCUSSED AND DECISIONS MADE:** The Selectmen met with Director Bernier on Mr. Bernier's request for an increase in his salary. Mr. Bernier feels that he spends a lot of time over his 40 regular hours, and he is not compensated for it. He explained that he had worked 252 hours over his regular 2080 hours last year and would like to be compensated for this extra work. Director Bernier believes that he should get time and ½ for those extra hours, which total over \$11,000.00. Director Bernier is requesting \$74,000.00 in regular salary going forward. One Selectmen stated that this Board agreed to an additional 80 hours of PTO time last year to compensate you with working overtime. The Selectmen discussed this in detail and asked Mr. Bernier if he would give back the 80 hours of PTO time if they increased his salary. Director Bernier was not in favor of this. After much discussion, Two of the Selectmen were in favor of increasing his salary to \$68,000.00 this is up from about \$64,000.00. Mr. Bernier agreed to the increase. Bernier asked about compensation for his overtime hours. Two of the Selectmen offered Mr. Bernier a one-time compensation check for \$2,500.00. Director Bernier agreed to this. One of the Selectmen stated that Merit pay will be coming up soon, and we can revisit this then for any additional increases at that time.

**SUBJECT MATTER DISCUSSED AND DECISIONS MADE:** The Selectmen met with former Police Chief John Raffaely to discuss with him a return to his former position but in a part-time status. The Chief stated that he would like to return but it is up to the Selectmen as to the terms of his return. The Selectmen discussed some of the issues in the department as well as the questionnaire that they sent to all employees of the Police Department looking for input to several questions that were proposed to those employees. The Chief said that he heard about it from Lt. Hutchinson. Mr. Raffaely also said that he would come back to assist the Selectmen in hiring a new Police Chief if that is what they wanted. They said that they will meet with him again to discuss what they decide to do.

**Motion made by Sel. Hubbell seconded by Sel. Durgin to reconvene the public session at 8:46 pm, all in favor, motion passed.**

**Minutes recorded by T/A Ken Robichaud**