

Tilton-Northfield Fire & EMS Commissioners' Meeting Non-Public Session per RSA 91-A:3, II(a)

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| Meeting Called By: | Commissioners | Date, Time: | August 17, 2010 at 18:34 |
| Transcribed By: | Kathy Tobine | Place: | Tilton School, new Academic Building, School Street, 2 nd Floor, Room 213, Tilton |

Commissioner Auger made a motion to go into non-public Session per RSA 91-A:3, II(a). Commissioner Clark seconded the motion. There being no discussion, roll call vote was taken: Pat Clark, yes; Paul Auger, yes; Tom Gallant, yes.

At 6:34 PM they have gone out of public session into non-public session.

Present: Commissioners Paul Auger, Pat Clark and Tom Gallant; Chief Stephen Carrier, Captain Brad Ober, Administrative Assistant Kathy Tobine.

Commissioner Gallant stated that the matter before them is they have received a letter of resignation from Chief Carrier as he is stepping down in order to take another position with another town. The letter was received on August 10, 2010. He would like the letter scanned into the minutes.

Commissioner Gallant is not reluctant to accept his resignation but is sad to see him go somewhere else. He understands the reasoning.

Commissioner Clark expressed similar feelings. He is reluctant to accept the resignation at this time until all elements that go around it are flushed out. That has to do with what their game plan is for hiring a new Chief. If the Chief leaves at the time he plans to leave, the plan for setting up people to cover his duties until a new Chief is hired. Commissioner Gallant stated that's his prerogative to leave that's why he feels they need to accept his resignation. Commissioner Clark commented that his contract says he must give 90 days notice. Commissioner Gallant stated that #22 on his contract states "Upon separation at the wishes of the Commissioners, the Chief shall receive 90 days of pay and pay for any unused vacation time. Upon separation at the wishes of the Chief, he shall receive only compensation of unused vacation time."

Commissioner Clark asked where in there it states the Chief needs to give a 90 day notice. Commissioner Gallant stated it is under Renewal. #17 states "Renewal: The Agreement shall be terminated at the end of the agreed upon term by mutual agreement of the parties. The Commissioner shall give the Chief written notice of at least ninety (90) days prior to the end of the term as to whether it desires to renew this agreement. In the event the Chief does not wish to renew the Agreement, he, too, shall give the Commission at least ninety (90) days of notice prior to the end of the Agreement."

Commissioner Clark stated he is not pushing this to put the Chief between a rock and a hard spot. What he is saying is it puts them between a rock and a hard spot unless he is convinced they have a game plan that they can execute. He would like to appeal to the Chief's sense of concern for the District that he is leaving to consider the possibility of staying on another two weeks or month to get through a period that might be kind of rocky. Commissioner Gallant stated that Chief Carrier has taken another job elsewhere. He gave them 30 days notice. Chief Carrier stated he is disappointed that they feel that way and they are even asking that question. He wouldn't have put himself in a position where he violates the contract. He is not putting the District in hardship. He has a lot of appreciation for the District. There is no way he can extend his notice by any amount of time. The District will fare just fine with Brad and Mike. He is only 20 minutes away. He will help any time.

TNFD Commissioner's Meeting
August 17, 2010

Commissioner Clark asked Brad how he thought it was going to play out. Commissioner Gallant stated the baton should be passed to the Deputy. It would be he and Brad. The Chief stated they could only guess how they want department managed. Commissioner Gallant has no reservations Brad can handle the day to day operations. As far as the day to day operations and the men are concerned he has no doubt Brad can conduct the affairs of the department on an interim basis under Mike. Chief Carrier stated Mike would be the first to admit he doesn't have much feel for what goes on day to day. He will need to rely on Kathy and Brad for that type of stuff. Commissioner Gallant stated that doesn't mean Mike can't operate in conjunction with Brad. Commissioner Auger stated they have been in this spot before and it worked out fine. Brad stated his perspective needs to be clear. Commissioner Auger agrees. Somebody should be in charge. They should make that decision.

It was decided that Brad and Mike are to get together and come up with game plan by Thursday night.

Commissioner Clark wants to move quickly to come up with a game plan to hire a new Chief. Commissioner Gallant stated the Chief had taken him into his confidence. Chief Carrier had stated LGC is a thorough process. It is something they should look at. It will cost at least \$3,000. The process will be three to five months. Chief Carrier stated there are a number of different hiring processes. LGC will not vary from their process unless you sign off. If you want to do something different either hire private or do it on your own. If you don't want to end up with a smuck, use LGC. Brad thinks Thanksgiving would be earliest and they might be looking at first of year. The process used when Carrier was hired was discussed. Harold Harbour had put together an oral board. Commissioner Gallant is going to become insistent that whoever gets the job becomes a resident of either Tilton or Northfield within 18 months. He would love to see someone local hired, not someone who comes from NJ or NC. He would like to see someone from NH or any New England town so they are familiar with the politics of the area. Commissioner Auger feels that there might be somebody from a surrounding town or in NH that is a Chief in a small community who would want to better themselves and come in here. Further discussion ensued.

The Chief's job description was discussed. Chief Carrier stated they have set the standard. They have a good opportunity to stay on that and forge ahead.

The recruitment process was discussed. It was decided Kathy would contact LGC to meet with the Commissioners next week on either Monday at 5:30 PM or Wednesday at 6:00 PM. Kathy and the three Commissioners are to be present. It should be posted as public meeting.

Commissioner Clark made a motion to accept the resignation of Chief Carrier. Commissioner Gallant seconded the motion. There being no discussion, vote was taken. All were in favor.

It was decided the Chief's Health Insurance will be carried through the month of September.

Chief brought up his trip to FRI next week. He made the reservations in April. Do they want to discuss? Commissioner Gallant stated the contract is in effect through September 3rd. He has no problem with that.

Whether to enter into a contract or not with the new Chief was discussed.

There being no further items to come before them in non-public session Commissioner Gallant made a motion to go out of non-public session at 7:18 PM. Commissioner Clark seconded the motion. Roll call vote was taken: Pat Clark, yes; Paul Auger, yes; Tom Gallant, yes.

Respectfully submitted,

Kathy Tobine
Administrative Assistant