

**December 11, 2023**  
**SELECTBOARD MINUTES**

---

Present: Terry Bergeron, Chair; Tim DeMillo, Vice Chair; Tom Goding, Lee Ann Dalessandro, Gary McGrane, Shiloh LaFreniere, Town Manager, Raeleen York, Deputy Clerk

Guests: Adrienne Foss (Mt. Blue TV, Daily Bulldog), Donna Perry (Sun Journal), Ronda Palmer (Town Clerk), Richard Caton (Police Chief), Mike Booker (Fire Chief), Mark Holt (Sewer Supt.), John Johnson (Public Works Director), Jill Gingras (Finance Director)

---

- 1. Pledge of Allegiance** – 6:00 p.m. – Tim led the pledge.
- 2. Minutes – November 27, 2023** – M/M/S Gary/Tom to approve the minutes from the November 27, 2023 Selectboard meeting. Vote 5-0-0
- 3. Old Business** – No discussion.
- 4. Hutchinson Road Temporary Construction Easements** – M/M/S Lee Ann/Tom to accept the Hutchinson Road Temporary Construction Easement. Vote 5-0-0
- 5. Disposal of Sewer Vehicle** – The Sewer Department has purchased a 2014 Ford Explorer. The 2006 Explorer has no sticker and Mark would like to sell it as is and put the money from the sale back into the Police Department revenue. M/M/S Lee Ann/Tom to put the 2006 Ford Explorer out to bid with no minimum requirement. Vote 5-0-0
- 6. Spirit of America Nominations** – Shiloh suggested the Board make a decision on the award by the end of February. The Selectboard will think about it and have it on the agenda for the next meeting.
- 7. Parade Donation** – M/M/S Terry/Tom to include the 4<sup>th</sup> of July parade in the eligible donation requests for 2024. Vote 5-0-0
- 8. Municipal Building Fire Alarm System** - The current fire alarm system installed in 2008 is having issues. The sensors are obsolete. We received a quote from our vendor, E.R. Field, to upgrade the system for \$7,142.00. M/M/S Gary/Tom to hire E.R. Field to upgrade the municipal building fire alarm system for \$7,142.00 using ARPA funds. Vote 5-0-0
- 9. May 1<sup>st</sup> and June 29<sup>th</sup> Storms** – Shiloh gave the Selectboard an update. Work with FEMA is ongoing. Terry acknowledged Shiloh and her team on what a great job they have done.
- 10. Other Business** – Terry announced upcoming dates of interest.
- 11. Executive Session-MRS Title 1, Ch.13, Sect. 405 ss 6.A. Personnel Issue-Compensation**

M/M/S - Tim/Tom to go into Executive Session under MRS Title 1 Chapter 13 Section 405, Subsection 6.A. Personnel Issue - Compensation. Vote 5-0-0. Terry declared the Board out of Executive Session. M/M/S - Lee Ann/Tom to authorize the Town Manager to enter into a retire/rehire agreement with Ronda Palmer, Town Clerk, regarding future retirement contributions and penalties, pay out of earned time off and time off allocated when rehired with a retirement date effective January 31, 2024 and a rehire date of February 1, 2024 and to approve a 5% increase effective July 1, 2024. Vote 5-0-0

M/M/S - Tim/Lee Ann to go into Executive Session under MRS Title 1 Chapter 13 Section 405, Subsection 6.A. Personnel Issue - Compensation. Vote 5-0-0. Terry declared the Board out of Executive Session. M/M/S - Lee Ann/Tom for July 1, 2024 to approve a 4% increase for the Fire Chief and to set the Per Diem rates at \$18/hr beginning July 1, 2024. Vote 5-0-0

M/M/S - Gary/Tom to go into Executive Session under MRS Title 1 Chapter 13 Section 405, Subsection 6.A. Personnel Issue - Compensation. Vote 5-0-0. Terry declared the Board out of Executive Session. M/M/S - Lee Ann/Gary for July 1, 2024 to set the Police Chief salary at \$77,000 with an additional 5% to his retirement; and to set the blue pin Reserve Officer rates at \$26/hr and the green pins at the starting rate of the PD Union contracts. Vote 5-0-0

M/M/S - Tim/Tom to go into Executive Session under MRS Title 1 Chapter 13 Section 405, Subsection 6.A. Personnel Issue - Compensation. Vote 5-0-0. Terry declared the Board out of Executive Session. M/M/S - Lee Ann/Tom for July 1, 2024 to approve a \$5,000 salary increase for the Finance Director with an additional week of vacation. Vote 5-0-0

M/M/S - Tim/Tom to go into Executive Session under MRS Title 1 Chapter 13 Section 405, Subsection 6.A. Personnel Issue - Compensation. Vote 5-0-0. Terry declared the Board out of Executive Session. M/M/S - Tim/Tom for July 1, 2024 to approve a 5% increase for the Public Works Director. Vote 4-1-0

M/M/S - Lee Ann/Tom to go into Executive Session under MRS Title 1 Chapter 13 Section 405, Subsection 6.A. Personnel Issue - Compensation. Vote 5-0-0. Terry declared the Board out of Executive Session. M/M/S - Lee Ann/Tom to authorize the Town Manager to enter into a retire/rehire agreement with Mark Holt, Sewer Superintendent, regarding future retirement contributions and penalties, pay out of earned time off and time off allocated when rehired with a retirement date effective June 30, 2024 and a rehire date of July 1, 2024 and to approve a 5% increase effective July 1, 2024. Vote 5-0-0

M/M/S - Tim/Tom to adjourn. Vote 5-0-0

Respectfully submitted,

Raeleen M. York