

Town of Newington, NH
Board of Selectmen Meeting Minutes
Monday, April 29th, 2019 Town Hall

Present: Chair Ted Connors, Selectman Mike Marconi, Selectman Ken Latchaw, Police Chief, Mike Bilodeau, Fire Chief, Darin Sabine, Assistant Fire Chief, EJ Hoyt, Board of Fire Engineers; Jim Fabrizio, John Klanchesser and Ann Hebert, Library Director, Lara Croft, Library Trustees; Jack O'Reilly and Cathy Hazelton, Residents; Emily Savinelli and Megan Wyass, Martha Roy, Town Administrator and Eleanor Boy, Recorder.

T. Connors called the meeting to order at 6:00pm, followed by the Pledge of Allegiance.

Minutes Approval:

M. Marconi moved to approve the minutes of April 22nd, 2019. K. Latchaw seconded the motion with all in favor.

Manifest Approval: K. Latchaw moved to approve the manifest for \$49,493.30 dated 4/23/2019. M. Marconi seconded the motion with all in favor.

Collaborative Meeting with Police/Fire/Library Department Heads and Officials:

General Information about videotaping/streaming meetings:

The Selectmen thanked Emily Savinelli for streaming the meetings. It is a valuable tool for the residents. More meetings should be streamed for the residents. J. O'Reilly asked if the Selectmen had investigated getting a channel on Comcast. T. Connors explained that when the Town was negotiating the new Comcast contract there was a lot of discussion about the town getting a channel. The BOS found out that there would be a fee assessed on the cable tv bill and it would only be accessible to cable tv subscribers therefore the town decided against the idea.

T. Connors suggested that all open positions in town should be advertised and asked the departments to let the Board of Selectmen know when there is an opening. All positions should be advertised on the town website, even if the posting is for internal candidates only.

M. Bilodeau thought that advertising open positions would not be good for employee morale. The Police Department advertises positions for 30 days, but when hiring a master patrolman an internal posting is the only one needed because the position requires 6 years of Newington Police Department experience.

L. Croft stated that there are times when an internal candidate would be offended if there was an open position that they had been training for and then it was advertised to the public.

M. Bilodeau thought that a person's knowledge of the department's policies and procedures was an important aspect to be considered.

K. Latchaw wanted to know how the department would know they were getting the best person for the job if they didn't advertise to everyone.

M. Bilodeau responded by saying that the department reviews and evaluates the officers twice a year. He knows, from those reviews, if he has an internal candidate.

Ann Hebert stated that the departments should start with an internal candidate advertisement and then send out to the public if an internal candidate doesn't exist. The Town spends a lot of time, effort and cost training staff and it would be a shame to lose a current staff member.

D. Sabine has the same issues as the Police Department. To be a lead firefighter on the Newington Fire Department the candidate must have 5 years of experience at the Fire Department to apply. Knowledge of the Town is very important especially in the industrial zone. When the department pulls up to a call, the firefighters need to know what is in the tank, how many gallons it holds, etc.

C. Hazelton thought that the Board of Selectmen needs to trust the supervisors to know if they have qualified internal candidates.

D. Sabine stated the departments could post a "notification of vacancy".

The Board of Selectmen and the community just wants to know when there is an opening and when the departments have a new hire.

Ann Hebert thought that the new hires and vacancies could be listed in the town's monthly newsletter. A. Hebert agreed that the Selectmen shouldn't be blindsided by new hires or vacancies.

K. Latchaw stated that if internal candidates want a senior position in a department then they should compete with the outside candidates.

T. Connors thought the biggest factor is loyalty.

Ann Hebert stated with loyalty came skills.

Bidding Procedures:

The Selectmen stated that departments could combine bids for supplies, maintenance and technology to get the best deal.

D. Sabine said that the Fire and Police departments have already combined some bids, however most of what they buy is from the State bid list.

M. Marconi acknowledged that departments have been combining services but thought we could do better.

Meetings at 6pm:

The Selectmen have asked all boards and trustees to have their meetings at 6pm.

Ann Hebert explained that the Board of Fire Engineers is working to move their meetings to 6pm. D. Sabine would like a Selectmen to attend a Board of Fire Engineers meeting every quarter. M. Marconi explained that he was attending meetings when he first became a selectman and received some negative comments about it. Some residents thought that he was overstepping his authority. T. Connors doesn't want it to look like "Big Brother" checking in. The Selectmen agreed to attend a BOFE meeting every quarter.

Standardizing Personnel Policies:

M. Roy discussed that in the past the departments worked together to develop a town wide personnel policy that served all departments. The Selectmen understand that there are many differences between the departments, but there are also many similarities that could be standardized. All the boards thought it would be "ok" to try and update the current personnel policy. J. O'Reilly thought that there is a 90% commonality for all the departments. M. Roy pointed out that longevity is different for each department and it should be the same.

K. Latchaw thanked everyone for working so hard at the excellent Senior dinner.

T. Connors called for a 5-minute break.

Drone Registration Laws-Chief Bilodeau:

M. Bilodeau explained that NH doesn't have an RSA for drones, so the town follows the FAA regulations. Since Newington is in a 5-mile radius of an airport, the tower at Pease needs to be notified whenever a drone is flown in Newington. The NH House tried to pass a drone law in 2017-2018 but was unsuccessful. M. Bilodeau thought an article in the Newsletter explaining the regulations might be a good idea. The same FAA regulations apply to model airplanes and drones.

Fire Department Lease Purchase Agreement Approval:

M. Roy pointed out that in the original warrant article voted on at town meeting the lease included 2 defib units, rehab to the stretcher and 1 autopulse for \$80,144.46. Since then, the Fire Department was able to negotiate and get 3 defib units instead of 2 and 2 autopulse instead of 1. **M. Marconi moved to approve the Fire Department's 3-year lease for 3 defib units, rehabing the stretcher and 2 autopulse for \$80,144.46 contingent on legal review and further to authorize the Chair to sign. K. Latchaw seconded the motion with all in favor.**

Emergency Management Co-Director Appointment-EJ Hoyt:

K. Latchaw moved to appoint EJ Hoyt as the Emergency Management Co-Director. M. Marconi seconded the motion with all in favor.

Transfer Station Compactor Grant Application:

M. Roy explained that K. Anderson and Craig Daigle agree that the town should apply for a compactor grant. **M. Marconi moved to approve the application for the compactor grant. K. Latchaw seconded the motion with all in favor.**

M. Marconi thought this was a great move. T. Connors announced that Newington has very clean recyclables and commended the transfer station staff for their good work in this area.

Hazard Mitigation Plan: This item was tabled until a later meeting.

Portsmouth Water Department: M. Roy has been contacted by the Portsmouth Water Department to let us know that the water line under the Bay is showing exposure to salt water and has heavy pitting. They need to repair or replace these pipes. M. Marconi is hoping that they will be increasing the size of the pipe which will increase water pressure in Newington.

Megan Wyass stated that she was excited to see that the Army Corps of Engineers has determined that the Eversource project must be evaluated under an individual permit instead of a general permit. M. Wyass wanted to know if the Selectmen would be sending in their comments by the May 8th deadline. T. Connors explained that the Board is reviewing it with their attorneys and Denis Hebert before they send in a response.

Adjournment: M. Marconi moved to adjourn at 7:17pm. K. Latchaw seconded the motion with all in favor.

Respectfully submitted,
Eleanor Boy
Recorder