



Town of Dublin
Board of Selectmen's Meeting
Monday, March 9, 2020

Present: Dale Gabel, Walter Snitko, Chris Raymond, Sherry Miller

Selectmen reviewed the correspondence file.

Dale called the meeting to order at 4:00 p.m.

4:00 p.m. Roger Trempe

Roger advised that he had the annual fire inspection completed at the Highway Garage. There are 12 detectors that work, but they are out of date and need to be replaced. Roger stated that Monadnock Security is working on a quote.

Roger and his crew are tending to the gravel roads. Roads are posted and will be posted until things dry out or May 1, 2020. He may grant special exceptions on request.

Roger and his crew are looking into attending a workshop on using recyclables for roads. This workshop will count as continuing education for both Highway and the Transfer Station.

4:30 p.m. Carole Monroe

Carole requested that the Board of Selectmen's minutes dated January 27, 2020 be amended to add "Consolidated Communications has offered with a Memorandum of Understanding (MOU) to reimburse the Town for Attorney fees and Project Management fees related to the Broadband Expansion project. At this time, and at the time of the meeting, there was no agreement between the Town and Carole Monroe. The Project Manager will be chosen by the Select Board after bond approval". The Board unanimously agreed to add the amendment.

Other business –

Walter moved to approve the private driveway agreement for Jordan and Jamie Moody (High Ridge Rd) Chris seconded. Vote 3-0ⁱ

Dale moved to approve the minutes of March 2, 2020 as amended, seconded by Walter. Vote 3-0ⁱⁱ

Dale spoke with the Town's Auditor about the required information that they needed to complete their Audit of the Town Clerk's records. The Auditor confirmed that the Town Clerk was in strict conformance with the relevant RSA and also stated that the Auditors had reviewed sufficient records for

audit purposes. As a result, Dale moved to withdraw the previous Board of Selectmen's action to request a Municipal Audit. Walter seconded. Vote 3-0ⁱⁱⁱ

Due to the larger number of people in attendance, the meeting was moved to the lower level.

Dale asked that since the person who was on the agenda for 5:00 was not present, was there anyone in the audience that wanted to talk about something. Ramona Branch expressed concern about an article on the front page of the Monadnock Ledger and inquired if the article was true. Further asking if the Town Office is a hostile environment? Dale stated that yes; there are tensions in Town Hall and that the Town Administrator and the Assistant to the Town Administrator have submitted their resignations. Dale stated that both pointed out a situation that involves an elected official. Dale said there may be some things the town could do, but as of right now he will not talk about town employees or an elected official. Ramona feels that with voting day tomorrow, the voters should be made aware if there are issues. The Board understands what she is asking, but this is not information that can be discussed. Leo Plante said that what caught his eyes was the word "hostile" and inquired if the Town would be facing a lawsuit. Andy Freeman asked if there was something in place to address this issue. Dale stated the Board has been in contact with the Town Attorney. There was a discussion about nepotism and if the Town had a policy against this. It was believed that there is something, but the policy was not readily available. Dale stated that there are currently several town employees that are related and work within the same department. A statement was made that it doesn't look good having a "mother and daughter" working together. Dale stated that the position was advertised and we did not have a good response. Two people were offered the position, but neither would accept because it did not include benefits. Dale stated that the Board did discuss using a temp service. Sherry advised that her daughter was available to assist on a temporary basis, so the Select Board approved hiring Tosha Desmarais on as a temporary employee. Dale said she was a great addition to the office so the Board made the offer to Tosha to accept the position on a permanent basis. Phil Marrotte asked why the previous outgoing assistant didn't get an exit interview. Dale said, because she did not request one. She was present at every Selectmen's meeting and never said anything to anyone at these meetings. Andy Freeman asked if there have been attempts made to try to make things better. Dale stated that he could not talk about town employees or elected officials. Steve Baldwin stated that he felt that the policy should be read and was in favor of recessing the meeting so Sherry could research the policy on nepotism. Dale advised that the meeting would not be recessed for this. Karl Echilson asked if Sherry had any other off spring working for the town, Sherry stated no. Nancy Campbell reminded Sherry that her son worked as a Camp Counselor about 7-8 years ago, Sherry apologized stating that it was 7 years ago, and she simply forgot. Leo Plante inquired again what the nepotism policy is. Dale read what the hiring policy is from the town personnel policy.

Geoff read from a prepared statement. Olivia Wolpe stated that as a young resident in town and engaging in the community, she has learned / heard that Sherry's resignation was a conditional resignation. She feels that town employees should not be allowed to voice their problems. Dale stated that maybe this is something for the future "code of ethics" policy. Bruce Simpson read a prepared statement and submitted the same to the Board. As Bruce was reading the statement Dale stopped him, stating that this is a personnel issue. Nancy Campbell stated that the last time a Town Administrator resigned the town was in chaos. Nancy stated that there were two people, who stepped in to assist, she's not sure that this is going to happen this time. There was a general concern with who will be counting ballots tomorrow. Judy Knapp, as Supervisor of the Checklist stated that there is a procedure in place and anyone who is running for a town position will count school ballots and the volunteers will count

town ballots. Judy believes in the integrity of the ballot clerks and doesn't feel that this will be an issue. Brie Morrissey stated that there has been nothing but negative talk and nobody has thanked Sherry for staying on and assisting. A round of applause was received. Steve stated that this would be a great time for the position to be 5 days a week, as this is what other towns do. Donna Garner expressed concern with how divided this small town has become. She suggested that perhaps the Selectmen could hold informal meetings. Dale stated that the Selectmen's meetings are open to the public and that there are rules that the Selectmen have to follow. Judy Knapp stated that she attends a lot of Selectmen's meeting and places herself on the agenda if she wants to discuss something. Police Chief Suokko announced that there will be another "Coffee with a Cop" soon as well as the Community BBQ. Traceymay Kalvitis' biggest concern is the safety within our town workplace. Traceymay read in the article that the Town Administrator has previously made the Board aware and asked if anything was done to try to address this before it came to this. Dale stated that this was addressed prior to her arrival to the meeting. Dale said that all current and potentially future Selectmen are present and are listening to the town's concerns. Nancy Cayford asked about the large sign and why it was put up and why it took so long to be taken down. Dale stated that it was most likely put up by the supporters for the write-in candidate. Dale went through the timeline for when he was notified and when the sign was removed. The Board felt that the response was appropriate as the trailer was removed in less than 24 hours. Leo Plante ended this by saying that he and a lot of other people appreciate the Board for their efforts.

There being no further business, Walter, made a motion to adjourn at 5:35 p.m.

Minutes taken by Sherry Miller

Dale Gabel

Walter Snitko

Chris Raymond

ⁱ Vote to approve private driveway agreement

ⁱⁱ Vote to approve 03/02/2020 minutes

ⁱⁱⁱ Vote to withdraw request to the DMV for a Municipal Audit