

**TOWN OF SANGERVILLE
SELECT BOARD
MEETING MINUTES
Beginning @ 4:00pm
Monday March 27, 2024**

Item 1. Open Meeting: Chair called meeting to order at 4:32 pm, followed by the Pledge of Allegiance.

- A. Selectpersons Present: Mike Wark (Chair), Dale Gray, and Jody Cabot**
- B. Employees Present: Michelle Nichols, Jeff Libby, Matt Blockler**
- C. Public Present:**

Chair Wark said that the main reason for this meeting was to amend the personnel policy in regards to on-call employees before the beginning of next quarter. Selectperson Cabot said that the last time the personnel policy was amended was February 20, 2019. No changes except for moving on to two types of appointments. Selectperson Cabot read Section 8 of the personnel policy, “8) E. On-Call- On call denotes an employee who is subject to being called in arbitrarily and/or on short notice (such as firefighters). The on-call employee is one that electively responds to work needs regardless of time or day of the week. He/she shall be paid a stipend on a per-call basis as set by the Board of Selectmen. On-call employees are not entitled to benefits as outlined in this policy. They are, however, subject to the personnel policy rules and regulations.” She said this is the change for the on-call description in the policy. Chair Wark interjected that the reason for this was because of the direction from the attorney because previously it was an hourly rate. The lawyer said they were doing wrong, and that they should be made per call on a flat per call basis. You can avoid department of labor issues this way.

Selectperson Cabot said that number 9 was left alone, and no amendments were made. Number 10 compensation was the next amended section. Before the change it was all over the place with hourly and contractual, so Selectperson Cabot broke it up. She said all employees compensation is subject to annual budget approval. All employees of the town shall be compensated based upon their range of duties, responsibilities, and level of work performed as established by the town manager. Subset A is the fire department; under sub a; Fire Chief- stipend as set by the Board of Selectmen paid biannually (June 30 and December 31). Sub b; Officers- Eligibility and stipend as set by the Board of Selectmen paid biannually (June 30 and December 31). Sub c; Firefighters- a call attendance/participation rate of greater than 25% of calls is required to earn compensation. A stipend is determined on a per-call attendance formula as set by the Board of Selectmen calculated and paid biannually (June 30 and December 31). Mandatory training may be compensated (per training) at the current stipend rate based on greater than 25% call participation/attendance. She said that she organized the rest of the sections in the policy. Chair Wark said that the stipend amounts are set annually. Chair Wark said that the stipends for the chief and officers doesn't say that's their compensation, and it should. Selectperson Cabot clarified that there is no on-call above and beyond compensation. Chair Wark said that what is agreed upon is what it should be.

Selectperson Gray said that his thoughts on it are that Matt provides them with a list of officers and the duties that each one is assigned, and give the stipend for those duties. He asked Matt if they all have certain duties. Matt replied that the lieutenants take care of the air packs, the captains take care of the trucks, the assistant chief takes care of personnel issues, etc. Everyone has their own job, per say. Selectperson Cabot asked Matt if he had an idea what the stipends currently were. He said that he thinks that the Chief's stipends were \$1300 a year, the assistant chief's is \$600 a year, captains were like \$300, and lieutenants were like \$150. These are rough estimates as no one had the list with them. Selectperson Cabot asked Selectperson Gray if he meant that they'd get their yearly stipend, along with a per call compensation. He said that his thought was that they needed to understand what the expectation, and understand what the timeline means. It takes time to go over the air packs every month. He explained that yes, they get stipends for being officers, but it's really for the tasks that they do. Chair Wark said that the clunky part is that you don't want to have to readdress the policy every time the stipend is set. Selectperson Gray said once you understand, that once you understand and Matt has the officer listings written out it could be part of the policy. Chair Wark said that the size of stipend depends on whether a per call compensation is required. If a stipend is larger then no per call compensation is required. If the stipend is smaller then per call compensation is required. Selectperson Gray thinks that the officers should still get stipends, even if they're smaller along with a per call compensation. Chair Wark asked Matt if his officers all participated more than 25%. Matt replied that all his officers had at least a 75% participation. Jeff Libby used this example to explain what they were talking about regarding stipends. (If he has a captain, and the captain is responsible

for checking the trucks, so after a fire the captain would come in and check all the trucks to make sure they're all ready to go again. Say he's getting a \$200 stipend, for checking the trucks which he might have to come in and do 20 times a year. So he gets that \$200 stipend for that, and also gets call pay.) Jeff said that he was looking at some of these numbers, and it looks like someone could make \$1700 on call pay. Chair Wark said that Matt's number of \$15,000 was a reasonable number, and it looks like there's plenty in the bank maybe outside of the stipends. Chair Wark said he's not sure what the stipends are going to amount to. Selectperson Gray said do you really need that many officers? Matt said that everything they have right now works to get everything done. Matt said that he has one guy that's gone half the year, so the other officer takes care of everything. Selectperson Gray brings up that the officer who is gone still is getting paid that yearly stipend though. Selectperson Cabot said that when things change that officer would only get half that stipend. Everyone agreed on that. Selectperson Gray said that they might have to get someone else in that officer's position to do those duties. The board was discussing stipends, and Jeff Libby brought up the point that the chief should have some say in stipends and how they're administered. If an officer isn't performing their duties then they don't deserve the whole stipend. Michelle asked Matt for some clarification about what the stipends currently are. She had \$1300 for the chief, the secretary gets \$500. She asked which designation one of the firefighters was at, which was captain. The captain stipend is \$300. She also inquired about another one's position, which was lieutenant, paid at \$200. The assistant chief's was about \$700.

Selectperson Gray asked Matt if he thinks the numbers are where they should be. Matt replied that it's acceptable, and doesn't think it needs to go up. He believes it's a fair number for what they are doing. Selectperson Gray asked that with everything they've learned so far, the board would like to have more of the fire department records over at the office. Selectperson Gray asked Matt if he was copying all of those documents what is left for the secretary to do. Matt explained that she takes minutes for their fire meetings, and Michelle brought up the fact that whenever she brings payroll stuff in, it's in a big packet. She told Michelle that it usually takes her roughly two hours to get through it. Selectperson Cabot asked if they would really need a secretary when it becomes per call? Selectperson Gray said that the secretary gets paid more than some of the officers. He's not suggesting getting rid of the secretary today. It's something to think about, and what to do in the future. Matt said he's not sure how long they've had a secretary. Both he and Jeff said that Guilford fire department did it differently. Chair Wark said that if it's going to be per call then maybe she should be making the same as the lieutenants. Selectperson Gray said instead of numbers now, all they'll need to do when returning from a call is mark it with a checkmark. Selectperson Cabot asked Matt if they recorded their minutes. Matt said, no, they haven't gotten out of the stone age yet. Selectperson Cabot said that it does make it easier to record them because the person doesn't really need to come to the meeting to record the minutes. Michelle offered up an extra recorder from the office for them if they want it. The board and Matt discussed how useful it is to refer back to minutes at a later date if trying to confirm something. Michelle mentioned a disposition of records policy at the office that tells you how long you need to keep your records for. Selectperson Gray asked if they needed minutes for the fire department. Chair Wark said the fire department is run through the town manager, so having minutes isn't really necessary.

Chair Wark asked how many of each officer there is. Matt replied; 2 lieutenants, 2 captains, 1 assistant chief, and 1 deputy chief. Deputy Chief is Jeff Willey. Chair Wark said he's trying to get a total number on stipends. Selectperson Cabot asked how often does the fire department have a meeting. Matt answered, once a month. Jeff Libby asked if a meeting once a month is considered a call. The board said no, a call is a call, a meeting doesn't count as a call. Selectperson Gray asked if the duties were the same as the assistant chief and deputy. Matt said, yes. Selectperson Cabot asked if they had two captains and two lieutenants for more coverage? Matt explained that, yes it's for coverage. If one of the captains isn't at a call then there is another who could respond, the same goes for lieutenant and assistant chiefs. Matt also explained that it has to do with their duties that they're responsible for. If one isn't there after a call, another is to complete said duties that they're responsible for. Jeff Libby explained that the system was set up that way as building blocks, for them to eventually climb the ladder if they wanted to. Chair Wark said that \$3800 is a little heavy, but \$4000 for stipends will work. Chair Wark said they want to list the positions on the personnel policy, but keep the money separate since they'll set it every year. Selectperson Cabot said that Matt will get that list to Michelle, for her to write up. Chair Wark said the variable is the per call rate, and the stipend rate. Matt doesn't think that there's much call to change the stipend rate, as they're fairly acceptable. Selectperson Cabot wanted to clarify that the chief gets a stipend, but not per call? Selectperson Gray said that stipends and per call rates should be completely separate. It should be about participation. Matt is there nearly 24/7, and has a lot of responsibility. Matt said that the stipend isn't really covering what's paid out on call in his eyes. It's covering more of what you're doing back at the station. Selectperson Gray said that he agrees with that and suggested that they could try to calculate a good number for duties of the department and the call volume. Selectperson Cabot asked how many calls there were last year in 2023. Matt answered, 159. The board was going back and forth about the calls run, the types of calls, and their costs. Michelle said that the fire department had run

about 1800 hours. Selectperson Cabot said that it's hours and that's not going to work. Matt said that's why he was talking about a stipend program earlier, along with the per call pay. He said if the call volume goes up, you won't go over the \$15000 because its been tapped. Selectperson Gray said, I don't disagree with you, the problem I have with that is nothing to do with that concept. It's the attorneys that don't do with that. Chair Wark believes that participation is an important factor too because you have some people who participate a lot and others who don't.

Matt said that there are both pros and cons to the system he came up with and the one the board came up with. He said he doesn't see the call volume going up much more, but it has been climbing. 160 calls is a lot for Sangerville, it shouldn't continue to go up much more, but who knows what the future holds? Selectperson Cabot and Selectperson Gray say that they can always adjust things later after they've used this new pay system for a year. They think this system will reward the people who show up consistently, and may even encourage others to show up more. Chair Wark talked about how much the call volume has increased since the call volume from three years ago. Jeff Libby is concerned with where the number will go due to automatic mutual aid and how much more use the equipment will be receiving. The pay may not change, but the equipment is still getting used extensively. Selectperson Cabot asked if anyone attending a lift assist used their personal vehicles or the fire trucks. Matt confirmed that they take their own personal vehicles. Chair Wark asked if they could move forward with this. Selectperson Gray asked if they could talk about training part. Chair Wark explained that a person will only get paid for training if their participation level is at 25% or higher. Matt said that he read it as mandatory training may be compensated, and have to meet a 50% threshold of trainings per year. The annual training is the only one that's technically mandatory. Selectperson Gray asked how many monthly trainings do they hold? Matt explained that depending on the time of year, they do two trainings a month. In the summer it might be just once a month because people are busy. Jeff Libby said that they're supposed to have 24 hours of training a year. Matt elaborated that each person has to log 24 hours a year in training. Selectperson Gray said that by doing two meetings a month, they're allowing for more people to not show up. Matt tried to explain that the fire department has found that with less trainings you halt everyone's growth. You want to get them trained to a point where they can keep growing. If no one is growing you're going to be at a standstill for progression. Chair Wark said to change the word 'may' to 'will'. Mandatory training will be compensated per training at the current stipend rate based on greater than 25% participation rate. Selectperson Gray asked how long are these training sessions, 2 hours? Matt said yes, they usually cap them at two hours unless it's a special training. There is one annual training can last up to a whole day. Selectperson Gray thinks they should cut back to one training a month. Chair Wark said that anyone who attends training and shows up to 25% of the calls is going to get compensated. Someone who attends trainings but not trainings isn't going to get compensated. Selectperson Gray asked if the senior firefighters who are teaching the younger ones going to get paid for that? Chair Wark said as long as they're making 25% of the calls they get compensated. Selectperson Gray said that you'd be compensating people who are over 25% participation who're attending these trainings, but are there to help train, not actually train. Jeff Libby pointed out that he thought Sangerville was set up with two trainings a month because if you couldn't make one of those trainings you could make the other. You don't have to be in both, but you had to be at one at the least. Selectperson Gray said that Matt and the officers should be a different layer to conduct these trainings.

Selectperson Cabot asked if they had a pre sign up to have an indication of who will be coming to the training. It seems like a little more organization to her. Matt said what it boils down to is that some of the trainings are on Sunday where some of the crew is at church, there are family stuff that comes up, worked all week and the spouse wants a day out. You can try the pre signup thing, but things are going to come up and people who signed up for a training may not be able to make it. It's hit or miss. Jeff Libby asked what is the participation as far as training goes? Selectperson Cabot asked about some of the people who attended and why they attended both meetings. Matt explained that they were there to help train the newer, less experienced ones. Selectperson Gray said that's what he was talking about, that whole tier of trainers off sets those who didn't show up for the training. Jeff Libby said that's where the officer level stipend comes in. Chair Wark said maybe that's part of their duties. Selectperson Cabot asked if the officers are all expected to show up for both trainings. Matt explained that it's not written but it's an unwritten thing that if there are 10 or 15 people there, Matt can't concentrate on all of them, so the experienced guys will help by taking some aside to help them. Chair Wark asked why training couldn't be part of the stipend? Matt said it's an added duty with an added cost. Jeff Libby asked that if you come to all the trainings, but none of the fire calls you get nothing. You've got to make at least 25% of the calls. Chair Wark said the flip side is that do we need to train you if you're showing up less than 25%? He said that the non participation needs to be weeded out. Matt explained that this works to a certain degree as you may have people who don't show up to calls like lift assists, but those people are ready for a structure fire if necessary. They not be here for every little call, but they're usually here when they really need manpower. Jeff Libby explained that there are a lot of variables to how a fire department operates. Selectperson Cabot said there are too many variables. Matt explained that

other towns are struggling to get volunteers because now there are more regulations and you spend more time training. Sangerville isn't having the problem, and he doesn't want to see it get to that. The board believes these changes will drive for more participation. Selectperson Cabot asked if 25% of 160 would be 40. Chair Wark said yes. Selectperson Cabot said they'd need to do 20 calls in half a year to reach the 25%. Chair Wark said it's a running 20%. Chair Wark said it looks like they're averaging a couple calls per week. Mat said that by the end of March they're averaging about 35 or 36 total. Selectperson Gray said with 160 calls in a year that's near 3 calls a week. Matt said that they figure at least 10 calls a month. Chair Wark said that's a lot of calls for a few people in terms of participation.

Selectperson Gray asked what the number for medicals was. Matt replied about 30%. Selectperson Cabot said that that doesn't hold true. Matt said that it holds true for most areas because they've really gotten on board with running the medical calls thing. Jeff Libby asked for Matt to explain their end. Matt said they get called out to cardiac arrest, overdose, unconsciousness, and seizures. The only other time they go is when the ambulance is on scene and they request us. Selectperson Cabot asked if that was anywhere in the mutual aid or just Sangerville. Matt clarified Sangerville. They don't get paged out for medical mutual aid in other towns unless said town is unable to respond. Jeff Libby explained that Matt has narrowed it down as much as he can narrow it down. Matt said the whole thing is because of all the calls for the ambulance, Matt has started recording numbers. For the last five years it's always been a pretty constant rate handy to 30%. It's never really climbed, but the big difference is that they have a lot more calls now. Matt said that there are towns doing medical full time like Dover-Foxcroft and they get paged to go with the ambulance. Selectperson Gray asked if they look at medical calls differently because only personal vehicles go to those calls. His issue is they're trying to drive the 25% participation of calls when medical is at 30%. Jeff Libby asked, "So what you're saying is you think that you're going to have a lot more people going to the first responder calls?" Selectperson Gray is concerned about the increase in call volume for medical and for people pushing that 25% participation can accomplish that by going to just first responder calls. Chair Wark said, you could but you're still only talking 10 people. Matt said he doesn't foresee that. He said that ambulance is good with them because they know that Sangerville doesn't have a first responder unit, so they don't get called in unless other first responders can't make it. Selectperson Cabot asked how much training involves first responder training. Matt explained that it's about a quarter of fit because you have to do CPR, AED refresher, stop the bleeding, and Narcan administration. There's really a fair amount of training for medical. You can't have just anyone operate an AED. Matt said he'd like to go forward with the plan, and see how they do in a year's time. Chair Wark said he agrees with Matt, and the best part about the personnel policy is that they can change things as they go. Chair Wark wanted to clarify that the 25% or great too should be greater than or equal to 25% to be more clear. The board said to pay the fire department on April 1st then we'll go forward from there with the new plan. Matt is going to give Michelle a list of officers and duties. She's going to write it all up, and the board will come in to sign the form. Starting on April 1st, they'll be following these guidelines. Selectperson Cabot clarified that they'll be changing stipends and per calls for officers and the chief. She'll get her notes together for Michelle.

The board is passing around an article from the town of Burnham and discussing the bylaws of it in reference to what Sangerville's should look like. Selectperson Cabot asked if Sangerville fire department had bylaws. Matt said there were, but he wasn't sure if it was before the fire department ordinance. He has to go back and look a little deeper on that. He does think there were bylaws before the ordinance, but the ordinance made them ineffective. Chair Wark said that no one knows this, but Rick Cabot secured five packs from Corinna. He said they could've gotten more. They also had equipment for training, but not actual use. Matt said that he appreciated Rick going out and doing that. These new packs are the same date as the ones they're using right now, so they'd have to figure out if it's worth spending the money to have someone come in and inspect them. Chair Wark said that Rick Cabot said that everything is fresh. Selectperson Gray said if it comes down to it then they can use the packs for parts. Matt said that the packs would need to be inspected first before using them for parts would even be an option. Jeff Libby explained, that IPS inspected the packs and if they needed a hose they could take that off and use the part. Selectperson Cabot said that some of the masks are new. Jeff Libby said he needed to call Mary and asked if IPS tested those packs specifically and can they be put into use or do they need to be retested because they changed hands. Selectperson Cabot asked how much would that cost. Matt replied that the ones at the station cost about \$1500 to have inspected, the price would probably be about half of that, \$700 where it's only 5 packs. Jeff Libby asked if they got into buying replacements, two new packs a year is that enough? Matt asked if you could consistently do two every year then you'd probably be all right. The problem is if you don't get ahead of it before, they continue to age then you get two, so you get two new ones but the older ones are about 29 years old. OSHA's rules have gotten stricter too it seems. OSHA is pushing for the adoption of NFP. Matt explained that the lifecycle of air packs was always 20 years. Now OSHA is trying to move that number up to 15, but we'll see.

Selectperson Cabot said that her concern is now they have two petitions going on the warrant, and that's half a million dollars they're talking about that citizen based petitions that have no bearing on what the budget is and what it

cost to run the town. There are things like hydrants costs, waste management, etc. This all adds up to about \$2 ½ million, and she asked where the money is going to come from. Matt said everybody. He also said, "That's why when I brought the options to the budget committee and you guys, I really wanted to look hard into the lease option because I understand it would be bad as far as all the dates being the same again, but on the other end of it, the money that we're taking out of payroll just this year, the savings we'd have from payroll if we added another \$4000m that's a yearly payment for those, so we're at \$58,000 last year to \$62,000 this year we would have 12 brand new packs, 24 brand new bottles, and we'd be good for over 15 years. And we'd see \$4,000 a year over what we had last year because of what we took out of payroll, how we saved by doing this stipend process we went from \$28,000 to \$15,000, so that's 13 and change right there towards that lease payment. You get another \$4,000 you made the lease payment every year for 10 years. That's why I really liked that idea. I understand the interest rate may leave little to be desired, but ultimately it isn't a huge chunk all at once, you can swallow it, in my eyes." Chair Wark said if we needed them that would be completely different, but Jeff has assured him like three times now that we don't need them. Jeff Libby said that he just called again on Monday and there's still wire frames packed out that don't have an integrated pass as long as you can get parts for them and as long as they pass the yearly inspection, there is nothing out there that says we have to replace those packs. What I'd like to do, and what I indicated to Matt is I'd like to have a plan down the road for him that he can count on that what are we going to do going forward.

Chair Wark said, Well, another thing though to really acknowledge is Dr. Cabot just demonstrated that with one phone call now maybe you're every day you're not be able to pull this off, but the amount of time that was spent gathering signatures if that had been spent maybe reaching out to other communities, building a network of people that because not everybody got their stuff this year there's more stuff coming in 6 months and 8 months. Matt said that he reached out to all of the departments. Greenville has the exact same packs that they just replaced. Charleston, they replaced theirs, and theirs were like four years newer, but they're the 4500 packs, so you'd have to spend \$30,000 just to use the old packs. There wasn't any real purpose in bringing that information to anybody because if you're going to spend \$30,000 to put an old pack in service why wouldn't you spend \$30,000 on new? Jeff Libby said that it's a different bottle. Selectperson Cabot said that he's right, it doesn't make sense to spend that much on a different bottle. It has to stay in the same format. It concerns her that they sat in a budget meeting, and that Matt knew he had this and you didn't discuss this, it was sort of like if I don't get what I want. Matt said it wasn't going to be a threat. Chair Wark and Selectperson Cabot said it would've been a courtesy. Matt said he did that as a voice of the 22 other people who have to put the packs on and what did you say in the budget meeting about that air pack? You wouldn't wear it. How do I ask them to? Jeff Libby said that the air pack he said he wouldn't wear could go, and they could replace it, but I mean it depends if you hung up on new or if you want to keep yours going for a while to come up with a plan, so that's your call. Selectperson Gray said that his other thing is I don't know, I obviously have no idea how that petition went. Who asked who. Who, when, and where. I was talking to a citizen last week, the conversation come up, well of course they need them, they're not in compliance. He asked what the citizen meant, and they replied that they were told that the air packs weren't in compliance. Selectperson Gray said that's not true. The citizen argued that no, the air packs aren't in compliance. Selectperson Gray said that's not true. The citizen then asked what did they get written up for by the Department of Labor? Selectperson Gray said that didn't have anything to do with the air packs. The citizen said, well what do you mean? Selectperson Gray said he doesn't know who talked to these people, but the impression that I got is that whoever went to them to get signatures was asking for signatures and stating things that aren't true. Matt said that he wrote something up for the town meeting, explaining that was probably some confusion, and that no the air packs are not currently out of compliance, but even if you get on a format now of buying two a year you may not get them replaced before they are not. Selectperson Gray said you're creating a false concern that you don't know why you don't need to worry that we're not there and we clearly have the money that in 4 years if there's an issue we can buy the packs. Selectperson Cabot asked Matt if he would like to go into Executive session. Matt said he was ok with doing everything now. Chair Wark asked Matt, other than him who collected the signatures. Matt replied that he and his father collected signatures. Chair Wark said I would suggest that some of the now obviously the signatures are mostly firefighters. He thinks the town manager should call some of these citizens and ask them if they were told what Selectperson Gray's citizen was told. The equipment is compliant, and the idea that the selectboard would ignore the safety and health that's really the implication, if I show up in your door yard and say hey I got fined last week because our packs aren't in compliance, so we're having to do this to get safety equipment that we need because the select board won't do it. That's just not a good situation. Matt said that you can say that they got the wrong information or they can twist whatever they want. Chair Wark said the citizen might've made it up. He doesn't know why they would. Matt said that on the petition it says word for word, "...to keep the breathing equipment in compliance..." It doesn't say to bring it back into compliance, it says to keep. Chair Wark said even if a person just read this, it would be reasonable to infer that if we

don't do this we will be out of compliance. It's not my job to make them read it right. Matt said that anyone who signed the petition was informed of the situation and the age of the packs and the fact that they should be replaced. Nothing said that they had to be replaced. Nothing said that they weren't in compliance, and everyone he talked to said yeah, I mean if they're 25 years old we should have a plan. Selectperson Cabot said, a plan is one thing, this is a taking of \$40,000. Matt said that it's the townspeople voting to appropriate it to another part of their town. It's still them using their money, how they see fit. If they don't vote it through then that's their decision. Chair Wark said, they know that if you have enough people show up you can pass anything. Chair Wark said that if you get enough of a coalition together you could get a 10 story statue of Donald Trump, it cost you a million bucks they vote for it you're going to have it. Chair Wark said that his concern is that if this gets on the warrant based on a false pretense, that's not really the correct process. Matt said there's no false pretense. Chair Wark said if indeed someone said to the citizen Dale talked to that you would admit to that person that it wasn't true that our air packs weren't in compliance. Matt said they weren't fined for the air packs. Chair Wark thinks if people were repeatedly led astray this might be cause to pull the petition. Jeff Libby said, "I just wish everybody could work together, instead of doing stuff that way." Selectperson Cabot said that the people may have a right to decide where their money goes, but they don't know what it entails. Selectperson Gray said that some people sign petitions specifically because they appreciate the process, but has nothing to do with the content. Selectperson Cabot said they have a hard job because she's losing sleep over paying the town's bills. Matt said he's losing sleep over his guys not feeling safe. Selectperson Cabot asked why don't they feel safe. Matt said because the packs are almost 30 years old. The board said that all the packs are certified. The Chief of Corinna spoke to Chair Wark and told him that the packs that they gave to Dr. Cabot for the Sangerville fire department are certified. He was supportive. Selectperson Gray said that he doesn't get it. You could spend the money on a new pack and certification, take it to a scene and it breaks. Matt said, yes but what are the chances of that vs the chances of it happening to a 27 year old one. Selectperson Gray said in his business right now, that he would take his 24 to 25 year old parts any day. Matt said yes, when it comes to something like a pump motor, not when it comes to a breathing apparatus. Chair Wark said that they're paying lots of money to keep this equipment safe. Michelle asked if the informational meeting that they wanted to have before the town meeting was just going to cover the town hall building petition or were they going to include the fire department one too. Chair Wark said, we'll see what we uncover. As far as he's concerned if two or three more people say that then we're probably going to have to reach out to the attorney and see what our options are. You can't just fabricate, actually you can because he's learning you can do a lot more than he thought you could do. Jeff Libby said, that the totality of the two petitions, what it does to the budget of the town, what it leaves left for operating capital. That's where it starts to hurt because you're going to lose all that operating capital on the back ground. I hate to see that go back into taxation somehow. The board said it will. Jeff Libby asked if they could reasonably talk about a compromise regarding maybe holding off on getting new packs where the ones they have and received are in compliance and passed inspection. Chair Wark said, "Ironically, if the this theater thing goes through, if the old hall goes through, the fire department is in more jeopardy than any other department we have." Selectperson Cabot said that's exactly right. Chair Wark said it took 200 years to save this money. Selectperson Gray said if you take it all out, you're not generating any more. Your infrastructure money, gone. Chair Wark said, now everything is 100% taxation if this all goes through and an issue arises where we need that money.

Chair Wark made a motion to accept the language they talked about, regarding the personnel policy and on call employees. Selectperson Cabot, 2nd. All in favor. Michelle just asked for the board's signatures on a few things.

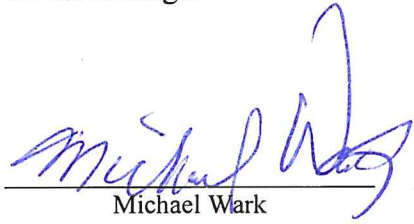
Adjourn.

Chair Wark a motion to adjourn at 6:00pm, Selectperson Cabot, 2nd. All in favor.


THE NEXT MEETING IS April 3, 2024, at the Fire Station (*Agenda subject to change without notice*)

Respectfully submitted,

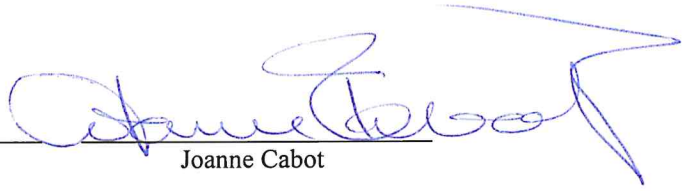
Town Manager



Michael Wark



Dale Gray



Joanne Cabot