

**Town of Auburn
Board of Selectmen
May 14, 2018
Town Hall
6:00 pm**

Non-Public Session #2 of 3

A portion of these minutes was unsealed on June 4, 2018 by a majority vote of the Board of Selectmen

Selectmen Present: James Headd, Richard Eaton and Keith Leclair

Also Present: William Herman, Town Administrator and Nancy Hoijer, Recording Secretary

Non-Public Sessions pursuant to NH RSA 91-A:3(ii)(c) (reputation of persons other than a board member)

At 6:00 pm Mr. Leclair motioned to go into non-public session under NH RSA 91-A: 3 II, (c) reputation. Mr. Eaton seconded the motion. A roll call vote was taken: Mr. Headd – yes; Mr. Eaton – yes; Mr. Leclair – yes. The motion passed unanimously.

Mr. Herman provided the Board with a copy of the SOP dated December 1, 2017 which stated in writing that members need to retain a call volume of 10% and could earn makeup points by one of the following two methods entitled “Station Stand-by” which indicated four hours of standby for each missing emergency call signed into the IAMResponding system as on duty and be present at one of the two stations requiring sign in and out. Detail hours were listed as two hours for each missing call, preapproved by the Chief and “Preapproved unpaid detail hours” at the Duck Race, Sucker Brook Race, Roadside cleanup, Old Home Days and the Ten-mile road race. Additionally it states that Members who live in town and fall below the 10% will be considered on a case by case basis.

Mr. Herman provided the Board with a copy of the SOP dated October 19, 2017 which stated in writing the procedures for filing a grievance which encouraged the member to discuss the issue with his or her immediate supervisor prior to filing a grievance within 3 days of the event and then in writing to the supervisor if not resolved. Appeals should be directed to the station captain within three days of the written decision of the supervisor and meet with the employee within three days and respond within three days of that meeting. Then appeal may be made to the Fire Chief and then to the Board of Selectmen.

The Select Board shall meet with and then respond in writing to the employee within five days of the meeting.

Mr. Herman additionally provided the Board with the requested list of new hires after 1/1/2018 which Mr. Headd expressed concerns as they had not appeared before the Board as required.

Mr. Eaton stated that he would need to sit down with Chief Gannon to get his side of the story.

Mr. Leclair asked what the procedure was during an appeal. Mr. Herman stated that the status was held in abeyance, in limbo pending the appeal.

Mr. Leclair stated that turnout gear for each member cost \$2,500 so that if it lasted ten years, the cost was approximately \$250 per year.

Mr. Eaton stated that they would need to get all sides of the story, "We don't run the fire department and can't override their decisions."

Mr. Leclair asked whose job it was to hire and fire. Mr. Herman advised that the final say on hiring was voted back in 1995 by the town and gave the final say on hiring to the BOS. Mr. Leclair asked if Chief Gannon had the authority to terminate. Mr. Herman stated that he did.

Mr. Eaton advised Mr. Herman to ask Chief Gannon to come in next week so that we could dig deeper.

Mr. Herman stated that the grievance process should be by letter.

Mr. Leclair stated that it sounded like procedure and protocol were not followed on either side.

Respectfully submitted,

Nancy J. Hoijer
Recording Secretary