

December 28, 2018

0905 hrs.

Motion by RW to enter non-public session pursuant to NH RSA 91a :3 P1, 2, 3 to discuss legal and personnel issues. 2<sup>nd</sup> VM All members polled yes

First topic of business was Courtney Mitchells counter offer for the superintendent position.

RW- concern raised that her counter offer offered no compromise.

VM-felt as if she "was holding our head over a barrel" and expressed concern of retaliation if we did not approve the counter offer.

PO-also concerned there was not any compromise over the initial offer.

RW-suggested we invite the town administrator into the meeting to provide input as the position may end up under her supervision if the commission were to be dissolved. All commissioners in favor.

0912hrs TA Liz Dionne joined the meeting.

RW&PO-briefed the TA on the offer and counter offer from Courtney.

TA-offered some background in administration as Courtney has been filling the position on a part time basis for 3 years. TA advised she has minor concerns on her personnel management abilities and feels she is still developing in that area but mainly in the way of discipline and non-action on incidents that should have been addressed. TA advised Courtney seems to have a strong knowledge in systems and repair.

RW-Some back and forth discussion on her work history, experience and references.

PO-Suggested potential training requirements set forth by the commission relative to any areas we feel may need improvement.

TA-mentioned Courtney will need to understand the parameters of a bottom line budget.

TA-would support hiring Courtney into the position.

TA-left meeting with our thanks at 0935

Discussion on whether or not we should accept the counter offer.

PO-moves to amend the original offer to recognize 3 years of service to the water dept., waive probationary period, and provide 104 hours of vacation time. There was discussion back and forth and ultimately approved unanimously.

RW-moves to come out of nonpublic session not to disclose the minutes. 2<sup>nd</sup> PO all in favor, polled board all yes

PO- Moves to adjourn 2<sup>nd</sup> VM all in favor, passes unanimously.