

**NON-PUBLIC SESSION MINUTES  
Madison Board of Selectmen**

Date: **April 24, 2018**

Selectmen present:     Josh Shackford     X    
                              John Arruda         X    
                              Bob King             X  

Motion to enter Non-Public Session made by **Arruda**, Seconded by **Shackford**.

Specific exemption relied upon as foundation for the nonpublic session:

  X   RSA 91-A: 3 II (a) The dismissal, promotion or compensation of any public employee or the disciplining of such employee, or the investigation of any charges against him, unless the employee affected (1) has a right to a meeting and (2) requests that the meeting be open, in which case the request shall be granted.

       RSA 91-A: 3 II (b) The hiring of any person as a public employee.

       RSA 91-A:3 II (c) Matters which, if discussed in public, would likely affect adversely the reputation of any person, other than a member of the body or agency itself, unless such person requests an open meeting.

       RSA 91-A:3 II (d) Consideration of the acquisition, sale or lease of real or personal property which, if discussed in public, would likely benefit a party or parties whose interests are adverse to those of the general community.

       RSA 91-A:3 II (e) Consideration or negotiation of pending claims or litigation which has been threatened in writing or filed against the body or agency or any subdivision thereof, or against any member thereof because of his membership in such body or agency, until the claim or litigation has been fully adjudicated or otherwise settled.

       RSA 91-A: 3 II (f) Relative to adult parole board.

       RSA 91-A: 3 II (g) Relative to county correctional facilities.

       RSA 91-A: 3 II (h) Relative to business finance authority.

       RSA 91-A: 3 II (i) Consideration of matters relating to the preparation for and the carrying out of emergency functions, including training to carry out such functions, developed by local or state safety officials that are directly intended to thwart a deliberate act that is intended to result in widespread or severe damage to property or widespread injury or loss of life.

       RSA 91-A: 3 II (l) Consideration of legal advice provided by legal counsel, either in writing or orally, to one or more members of the public body, even where legal counsel is not present.

Roll Call Vote:       Shackford     **Yes**  
                          Arruda         **Yes**  
                          King          **Yes**

Public Meeting Video shut off – **YES**. Entered non-public session at **6:50 PM**.

Other persons present during the non-public session: **DPW Director Jon Cyr; William Chick Jr; Administrative Assistant Linda Shackford**

Description of the discussion and final decisions: **The Board met with Cyr and Chick to discuss the DPW position of Foreman. The Board at its weekly meeting on April 24 approved the new job description changing Assistant Road Agent to Foreman. Cyr recommended to the Board that William Chick Jr be appointed the Foreman; the Board agreed.**

Cyr spoke with the Board about the need to hold on to qualified employees and used comparisons to other open positions in the local area. The rates of pay offered by the Town of Madison are less than others being offered and fears losing those qualified employees to other towns or the private sector.

Cyr asked the Board to contemplate, noting the increased responsibilities and the local job offerings, an increase the Foreman’s position to a salaried position at Step 19 Grade 14; knowing Cyr feels a restructuring of the whole DPW Department is necessary and planned for the future.

After review of the budget and last three years of annual wages for the Assistant Road Agent position, the Board agreed to the increase effective April 22, 2018 noting that this position will not be eligible for an increase in pay at the end of the year and this increase will be worked into the 2018 budget, and the bottom line of the DPW budget will not be exceeded.

Note: RSA 91-A:3(II) Minutes of proceedings in nonpublic session shall be kept and the record of all actions shall be promptly made available for public inspection, except as provided in this section. Minutes and decisions reached in nonpublic session shall be publicly disclosed within 72 hours of the meeting, unless, by recorded vote of 2/3 of the members present, it is determined that divulgence of the information likely would affect adversely the reputation of any person other than a member of the body or agency itself or render the proposed action ineffective. In the event of such circumstances, information may be withheld until, in the opinion of a majority of members, the aforesaid circumstances no longer apply.

Shall the minutes be publicly disclosed: **yes**

If No, the following motion is required:

Motion by **King**, seconded by **Arruda** to not publicly disclose the minutes because it is determined that divulgence of the information likely would...

- Affect adversely the reputation of any person other than a member of the board, or
- Render the proposed action ineffective.

Roll Call Vote:            Josh Shackford   
                                   John Arruda          
                                   Bob King           

If yes, seal the minutes of nonpublic session until 2/3 vote to release

Motion to adjourn non-public session and reconvene the public session by **Arruda**, seconded by **Shackford**.

Roll Call Vote:            Josh Shackford   
                                   John Arruda          
                                   Bob King           

Public Meeting Video turned on **N/A**. (if applicable)

The Board ended the non-public session at session at **7:30**. Minutes recorded by: **Linda Shackford**