

SPECIAL WATER COMMISSIONERS' MEETING  
NOVEMBER 8, 2007  
5:00 P.M.

MEMBERS PRESENT: Fran McNamara, Jack Caten and Niles Busler.

GUESTS PRESENT: Supt. Paul Rafuse.

Fran opened the meeting at 5:23 p.m.

OLD BUSINESS:

1. Paul discussed/reviewed agreement between Water Department and Gary Lorden for water main installation project on Turnpike Road and Barker Hill Road. Paul has been in contact with Ed Kukula, Highway Department, because he has final call since he maintains the roads. Ed emailed Paul back and said not crazy about doing it at this time in the year. As soon as the weather turns bad it will be shut-down. Bob Plamondon called Ed Kukula and was upset that project had going ahead and wanted to know why he had approved it. Ed said Paul may get a call from Bob Plamondon which Paul did. Bob was upset because being moved ahead. Bob asked Paul why he gave OK, and Paul said it is Ed's call because he takes care of the roads. The selectmen have a meeting tonight and can approve or disapprove the road opening permit. Paul would like to see it done, but if it is not done in fall it can be done in the spring. It would make it easier for Ed, Paul and all departments. Paul suggested recommending to the board creating policy that any projects of this size within town way need to be completed by November 1<sup>st</sup>. Paul forwarded agreement to town counsel, and they have a lot of corrections. Ed approved it, and board of selectmen disapproved it. Paul has asked town counsel to put together an agreement for contractors. The project was tabled to the spring until get permit.
2. Paul discussed/reviewed agreement with Amy Collins. She is not going to sign it. She doesn't want to get between Water Department and Robin St. Hilaire. Her family has suggested she not sign it. Paul has a letter in the files that we gave her permission to use the road. Niles would like to try to limit out liability. Jack would like to have mediator talk to her. Paul suggested to her to meet with the board. Paul suggested using our own equipment and put in driveway. Jack is going to talk to Robby. Jack also suggested Erving Marshall talk to her. The driveway would cost about \$100.00. Robin St. Hilaire wouldn't like it.
3. Paul discussed/reviewed COLA increase proposed by town. It's is 2.5% for us. Paul gave budget portion to board. Jim's 2.5 % includes \$.50 increase for treatment license in May. Paul feels that Jean and Brenda are underpaid. Jack feels they are not. Niles wants job descriptions. Fran asked Paul if he did salary survey. Paul would like to see salary survey and rate survey done. Jack has always given raises on merit. Jack would like to see reviews done. Niles said he doesn't have a clue of what Paul does. Fran sits down with employees and their reviews. Fran then reports back to his board. Paul said that he had for vacation advancement and was given a hard time about it. Fran said his policies and procedures are very similar to ours. Niles doesn't have problem with money but has problem with policy and procedure part of it. Fran said maybe we should have personnel policy and procedures. Niles would like to have a joint meeting between this board and board of selectmen and say this is where we stand with this. Paul said we have tried to do that. Dave Chenelle got on board, and he told Greg Barnes to do a survey. Paul did his own survey. Jack agrees that a salary survey should be done. Paul said we need to think about hiring another man. Paul thinks it is unfair for board to think that way. Fran knows what is going on in the department as far as work. Niles and Jack don't understand. **DECISION:** Board voted unanimously to approve increase to employees' salaries for 2.5%. Jack said for Paul to email Kim per my conversations with you that it is in the budget.

NEW BUSINESS:

1. Paul discussed/reviewed \$3,100.00 for invoices for Kopelman & Paige.

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Special Board of Water Commissioners' Meeting  
November 8, 2007

DECISION: Board voted unanimously to transfer \$3,140.51 from Water Main Extensions Account #061-400-5013 to professional services, Account #061-400-5300, to supplement the account for legal invoices due to Witch's Brook acquisition.

The meeting was adjourned at 6:37 p.m.

Respectfully submitted,

Jean R. Dinon, clerk