

Norfolk Board of Selectmen's Open Session Meeting Minutes September 24, 2019

Present: Kevin Kalkut; CiCi Van Tine; Christopher Wider; Blythe Robinson, Town Administrator.

The meeting was held in Room 124, Town Hall. Mr. Kalkut called the meeting to order at 4:30 p.m. Mr. Kalkut announced this meeting is being both video and audio taped. All present recited the Pledge of Allegiance.

ACTION ITEMS

Please consider executing a contract with Erron Kinney as Fire Chief

Ms. Robinson gave an overview of the contract terms negotiated with Mr. Kinney. She also discussed the cost comparison that was developed to identify that the overall cost of this contract was quite similar to that which had been paid to Chief Bushnell.

Mr. Wider brought up several concerns he had about the contract. He indicated that he did not believe we had negotiated it within the parameters set because we had not monetized the value of the vehicle. Ms. Robinson noted that both chiefs would have use of a car, and the Town did not need to procure a car, that the cost comparison was only on the terms where the Town would pay the Chief. Mr. Wider stated that he believed the vehicle was worth \$10,000 per year. Ms. Van Tine noted that she was glad to see that the contract was changed so that the vehicle could only be used in state rather than what had been previously. Mr. Wider also expressed his concern about the salary level. Ms. Robinson answered that we had made a lower offer, but that Mr. Kinney received a counter offer from his current employer that we had to either match or withdraw and select another candidate. She explained the reasoning behind the final numbers. Mr. Wider also questioned some of the contract language regarding various items that the Board discussed.

A motion was made by Mr. Kalkut to execute a contract with Erron Kinney as Fire Chief. It was seconded by Ms. Van Tine and so voted. All were in favor.

Mr. Ed Haddad asked what type of salary benchmarking was used to determine compensation. Mr. Kalkut answered that we did analyze data for salaries of other chiefs as part of this process. He also asked if there was a comparison to what other departmental staff are paid. Ms. Robinson noted that the other employees were governed by a union contract which is separately negotiated.

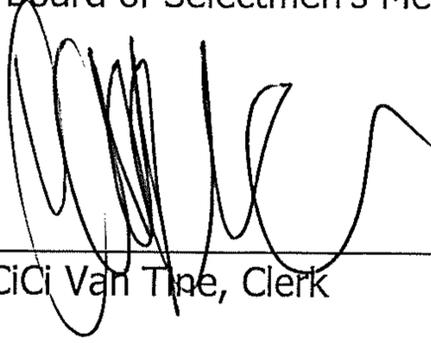
Mr. Paul Denver asked when the STM warrant would be available. Ms. Robinson noted that the Board would receive a list of articles at the October 1st meeting, a draft warrant would be available on October 15th and the Board would execute it on October 29th. All will be available on the website.

Mr. Denver also asked about a status update on the police station given that the STM will be held November 19th. Mr. Kalkut answered that this is something everyone wants, and the Town is working on this with Town Counsel with urgency, but there is nothing we can report at this time.

At 5:10 p.m. A motion was made by Mr. Kalkut to adjourn the meeting. It was seconded by Mr. Wider, and so voted. All were in favor.

The next meeting will be held in Room 124, Town Hall, on Tuesday, October 1, 2019 at 7:00 p.m.

This is a true and accurate report of the Board of Selectmen's Meeting of September 24, 2019.

A handwritten signature in black ink, appearing to read 'Cici Van Tine', is written over a horizontal line.

Cici Van Tine, Clerk