

Garland Select Board  
Meeting Minutes  
July 24, 2024, 6:00pm  
108 Corinth Rd

1. Opening Ceremonies:

- a. R. Fick called the meeting to order at 6:00pm.
- b. R. Fick, N. Watson and T. Scott attending, and this represents a quorum of the Select Board. L. Keefe, Administrator, also present.
- c. R. Fick motioned to accept the agenda as presented with one add-on to discuss Burnham Brook and Center Rd culverts. N. Watson seconded. N. Watson & T. Scott voted Aye.

2. Public Comments:

S. Giles, L. Dumont, D. Fogg, J. Rock, Y. Burrill, R. Marquis

- a. R. Fick motioned to open to public comment at 6:01pm. Seconded by T. Scott. T. Scott & N. Watson voted Aye.
- b. L. Keefe provided an update on her discussion with DEP about plant growth in the pond. R. Marquis to provide pictures of the different plants. Garland Pond is on the list for DEP water quality testing August/September this year. P. Devine is a monitor for the State and just did Secchi disk testing. He will be monitoring more frequently. Linda, DEP, stated that all ponds and lakes are experiencing increased algae growth due to the warmer winters.
- c. Can Andre Cushing do anything about the school assessment? No, the State bases the assessment on a municipalities valuation and growth rate. Between the 2020 revaluation and Covid increasing the housing valuations, it appears by formulary that Garland can afford to foot more of the school bill. Unless the State updates or changes the formulary, our assessment won't decrease.
- d. R. Marquis provided an overview of the Town Manager Steering Committee findings. Much discussion ensued about home rule alone versus home rule with Town Charter.
- e. S. Giles asked about potholes being filled on Oliver Hill Rd. Answer: Public Works has filled in the potholes numerous times. Some are staying filled but the large ones toward the Rte. 7 side keep getting pounded out by the traffic. That section of the road needs to be taken out and redone. S. Giles also said the shoulders are too high.
- f. R. Fick motioned to close to public comment at 6:36pm. Seconded by N. Watson. N. Watson & T. Scott voted Aye.

3. Motions/Discussions:

- a. R. Fick motioned to approve and sign the July 10, 2024, meeting minutes with an edit to "Q". Seconded by N. Watson. N. Watson & T. Scott voted Aye.
- b. Lynn Dumont provided the Garland Days Committee Report to the Select Board.
- c. L. Keefe presented the Certificate of Settlement on request of the Tax Collector. She advises us to table until the next meeting while awaiting an explanation of what the remaining amount consists of. R. Fick motioned to table until the next meeting. Seconded by N. Watson. N. Watson & T. Scott voted Aye.
- d. An announcement will be made at the Special Town Meeting that the Planning Board is looking for people to fill two seats. U. Bernier will be resigning her seat in September.
- e. Discuss an open seat on the Cemetery Perpetual Care Committee. S. Giles stated he is interested. R. Fick motioned to appoint S. Giles to the committee in place of T. Beem who has refused the nomination and vote from March Town Meeting. T. Scott seconded. T. Scott & N. Watson voted Aye.
- f. L. Keefe to ask Roman to price a basic laptop & printer for potential use by the ACO. Will revisit in August. L. Keefe to draft a user agreement for equipment.
- g. L. Keefe will meet with K. Wood to explain the road forms that need to be completed for a Comprehensive Road plan/grant funding.
- h. K. Wood confirmed the number of blocks needed for the Transfer Station retaining wall. Total cost \$4720. B. Marquis mentioned another vendor and will provide K. Wood with the information.
- i. Discussion on placing security cameras at the dam. R. Fick motioned to have L. Keefe purchase signs. Seconded by N. Watson. N. Watson & T. Scott voted Aye. L. Keefe to remind K. Wood to install the gate.

Add-On: R. Fick discussed the need to replace culverts at Burnham Brook (Campbell Rd & Center Rd). L. Keefe said she just received information on culvert grant opportunities through Community Resilience Partnership. K. Wood to attend the 8/14 meeting.

- j. Discussion on suggested changes to the Personnel Policy:
  - 1. Paid Time Off: Office Personnel will no longer be paid for holidays that are fixed on a Monday (6). They will keep Black Friday and 3 days will be added to PTO time.
  - 2. Reduce max accrued hours to 240
  - 3. Add no call/no show policy
  - 4. Under Paid Time Off/Unpaid Time Off Section: last paragraph, last sentence – add "discipline or" before termination.

5. Under Pay Raises Section: add "the department heads will provide completed staff evaluations to the Select Board at the first meeting in October. An Executive Session will be scheduled in the last October meeting to begin reviews."

Discussion on suggested changes to the Select Board Policies & Procedures:

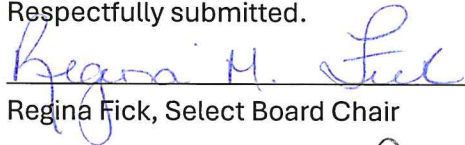
1. Page 1 – remove "A unanimous vote of a three-member board"
2. Page 2 – Clarify wording under Role of the Select Board
3. Approve the title change update to Office Administrator and approve suggested word/grammar changes as is shown in red.

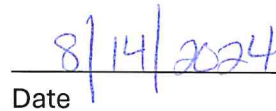
5. Updates:


1. L. Keefe spoke with V. Lambert on 7/18 to update the status of repairs. He is waiting on seals and is hopeful that he will have his tractor back soon.
2. L. Keefe to follow-up with R. Butler on the Campbell Stream Crossing start date.
3. L. Keefe to ask K. Wood to set up the speed sign.
4. L. Keefe to ask K. Wood to trim the brush from in front of the speed sign on Jones Rd.

6. Adjournment: R. Fick motioned to adjourn the meeting at 9:36pm. Seconded by T. Scott. T. Scott and N. Watson voted Aye. Meeting adjourned.

Respectfully submitted.

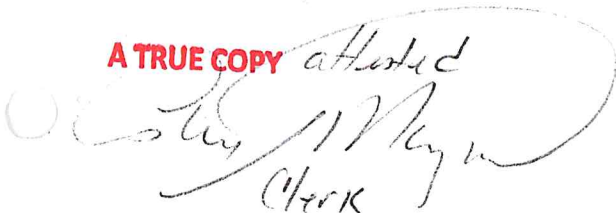
  
Regina Fick, Select Board Chair

  
Date

  
Nova Watson

  
Teresa Scott

**A TRUE COPY** attested

  
Clerk

