



**BOARD OF SELECTMEN  
MEETING MINUTES  
June 8, 2022**

**Present:** Bob Hamilton, Chair, Marybeth Quill, Vice Chair, and Karl Pruter, Selectmen; Sara Gravell, Town Administrator, Rachel Malynowski, Chief of Police, Laurie May, Finance Director, Amanda Urmann, Executive Secretary; and members of the public.

Public session opened at 5:30 pm. Bob motioned to enter non-public session pursuant to RSA 91-A:3, II (a) and (c). Second by Karl, motion passed 3-0.

Public session re-opened at 6:05PM.

There were 2 non-public sessions and Bob motioned to seal both sessions due to reputation. Karl 2<sup>nd</sup>. 3-0

**Pledge of Allegiance.**

Bob made the motion to seal the both sessions of the nonpublic meeting, Marybeth seconded the motion. 3-0 vote. There was 2 non-public sessions and Bob said it had been decided that the minutes would be sealed for reputation purposes.

**New Business:** Police Department Retention and Hiring

Police Chief Rachel Malynowski spoke on behalf of this agenda item. She first went on to explain how Rindge PD has reached what would be defined as critical staffing shortage; 24 hour staffing is difficult, double coverage is impossible. Rindge has lost 3 officers recently to other police departments. There is currently only Chief Malynowski, the Sergeant, 2 officers and a trainee. The biggest issue that needs to be fixed is to get to a point where the department will stop losing officers to other agencies that pay more money. The way to get over this hurdle is to build a solid foundation, basically rebuild from the bottom up. She had brought a budget spreadsheet to explain how she came up with salaries. This spreadsheet included a \$10,000 bonus for the current officers, which was a one year additional contract. The bonus and contract explained how if they accepted it, that in addition to their 3 year contract, they were signing an additional agreement that if they leave any time prior to May 1, 2023, they are required to pay that contract in full. It was given out as a bonus, but is only a bonus if they stay for that year. The goal of this was to retain existing staff. Her proposal, most importantly, included an increase in wages and the current minimum wage. Chief Malynowski went on to explain that the starting salary is currently \$42,971.82 and that the closest town to this starts at \$52,000 and it only goes up from there. After talking to numerous candidates, it became known that a lot of potential officers didn't even

bother to look twice at Rindge because of the low salary in comparison to others. Her proposal is to make Rindge more competitive. Chief Malynowski is asking for a \$10,000 increase in starting wages, become \$52,971.82. In addition to this, she also requested that there be an increase for the current salaries for the current officers, so that there is no one left out. This should also be a \$10,000 increase. Chief Malynowski's budget spreadsheet showed how these numbers would affect the budget. In a "perfect case scenario", there would be the addition of 2 officers. Currently the department is budgeted for 9 positions, and currently right now there are only 5 employed. So because of this, it will be difficult to get to the full staff of 9, so this leaves a little leeway. Chief Malynowski adjusted the current budget so that if she were to get 2 new officers with the new salary increase, the budget wouldn't take much of a hit, if at all depending on experience. Everything that was brought up in this meeting, was within the existing budget. Chief Maylnowski mentioned that this to begin July 1<sup>st</sup>, and to seek permission to hire with these new increases starting as of this meeting. Another addition she is requesting is signing bonuses; <4 would receive \$10,000, >5 years would receive \$15,000. These signing bonuses will be contractual as well, with the same conditions that if they leave before the contract is up, they will have to repay it in full.

Al Lefebvre asked if there was any other issues that patrolmen have mentioned, in addition to the ones mentioned before. Chief Malynowski mentioned that moral and sustainability are the biggest issues mentioned. Officers that have left, have explained that they don't think that the hours and what they are asked of them is sustainable. One example was that there are tough cases, like suicides, and that what they're being asked to do for this pay, and to also take on more on top of this, is something that becomes heavy on someone. Al then asked if the town offered resources for employees for situations like this, and it was established that the town does offer resources for this if needed.

Bob motioned to allow Chief Rachel Malynowski to move forward with her request to increase the salaries and give additional sign on bonuses to new officers. Karl 2<sup>nd</sup>. 3-0

Bob motioned to also allow Chief Rachel Malynowski to seek and hire 2 new officers. Marybeth 2<sup>nd</sup>. 3-0

### **Selectmen announcements:**

On July 10<sup>th</sup> Flags for Forgotten Heroes will be held at the Cathedral of the Pines to remember first responders. This will be held at 12:00 noon.

Karl mentioned Rob Jackson's memorial was last week and it was well attended and he will be remembered and missed. He is now resting at the Cathedral of the Pines.

### **Citizen's Forum:**

Lynda Hunt and Dan Bemis spoke on behalf of the 4<sup>th</sup> of July Family Festival event that will be occurring on July 1<sup>st</sup> from 5pm to 9pm. As of this meeting, there are 23 definite volunteers. They have signed with Atlas for the 1<sup>st</sup>. There is \$7,100 from clubs, sponsors and townspeople. There will be no parade but there is food, games, prizes, entertainment from 5:30pm-7:30pm as well as 7:30pm-9:30pm through the fireworks. This will be held on the common. Volunteers will be wearing a shirt so that attendees know who to look for for help. The Van Dykes have also given

permission for this. Parking will be at Rindge Memorial and people will come through School St through 119.

Bob asked if this was going to be posted so that people would know it will be happening. Lynda said that there was a newsletter/flyer and it'll be posted around town as well as on Facebook and on the town website. Fire Chief Rick Donovan asked about coverage for the budget for staffing at the event and where this funding is coming from and if it will be covered if extra staffing is needed. This question should be brought up in the next meeting, closer to the date of the event, in order to get a better idea of what is needed.

There will be no Rain Date for this event.

Judy Unger-Clark mentioned that NH Gives ended at 5pm, where Ingalls DT94 Association participated again this year. There was about 20 donors as of this time and \$2,160 was raised last she had looked and more might have come in since she looked.

Holly Koski brought up the Farmers Market on Thursday from 3pm to 6pm and that there are wine samples/tasting.

### **Consent Agenda:**

#### **1. Approval of:**

- Minutes 5/11/2022 Public Session, 5/11/2022 Non Public Sessions
- Minutes 5/25/2022 Public Session, 5/25/2022 Non Public Sessions
- Payroll 6/2/2022, 6/9/2022
- Accounts payable 6/2/2022, 6/9/2022

Karl motioned to approve Minutes from 5/25/2022 Public and Non-Public sessions, Payroll 6/2/2022 and 6/9/2022, and Accounts Payable 6/2/2022 and 6/9/2022. Marybeth 2<sup>nd</sup>. 3-0

Bob motioned to approve minutes from 5/11/2022 Public and Non-Public sessions. Karl 2<sup>nd</sup>. 2-0-1

#### **1. Old Business**

##### **a) ARPA**

Rick and Sara met and went over ARPA grants recently and he is compiling an Excel spreadsheet of all of this so it will be easier to look over. This will likely be covered next meeting. There was a safety meeting yesterday and there might be some recommendations that might be able to be covered under ARPA.

##### **b) Recreation Project Application**

Bob mentions that this subject is now the 4<sup>th</sup> time speaking on this subject. April 13<sup>th</sup>, when it originally got brought to the board and voted one way, then again on April 27<sup>th</sup>, and again on May 25<sup>th</sup> when Marybeth brought it up about how the change was made and there was a vote and a seconded vote which led the vote to the opposite way of the first vote to not go forward with the proposal. Minutes from these meetings are available on the town website.

Pat Martin read a letter to the Board about this agenda topic to try to sway their vote again. She explained how there were warrant articles that were previously passed. One that was stated was an article in 2014 that said "To claim authority by the legislative body (town meeting) for approving acceptance of grant funding from HUD". She states that this article would deny the people of Rindge the right to make their own decision about the acceptance of the funding. Another reason she brought up was by explaining how it may possibly look for the board if they were to tell them to pull the application. A big part in this is that the funding isn't guaranteed, this was just the application to apply for possible funding and she said that if the board requested them to pull this, it might possibly discourage volunteers and make them feel disrespected.

The result of this agenda item is that there was no motion to change the vote. The vote from May 25<sup>th</sup> stands.

## 2. New Business

### a) April Expenditure Review

This is 1/3 of the year, and it's about 28.39% **spent**. The biggest outstanding item is the fuel, gas and diesel. Considering the cost of fuel recently, this is not surprising but the town is working on using the smaller trucks since they have better gas mileage than the bigger ones. ARPA funds may be able to be used for help since the requirements have opened up on what can be used.

## 3. Informational Items/Communications/Updates

The Planning Board had a meeting the day before this meeting about the cell tower that was approved. There are still a few more steps that need to be done until this is completed fully. Once again, the cell tower is behind the state highway on Route 119 and it will be accessed through Bemis Tavern Road.

Karl motioned to make the Family Fund Festival on July 1<sup>st</sup> a Town event. Marybeth 2<sup>nd</sup>. 3-0

Bob motioned to go into non-public session in pursuant to RSA 91-A:3 II(a). Karl 2<sup>nd</sup>. 3-0

Respectfully submitted,

Amanda Urmann  
Executive Secretary