



**TOWN OF
BROOKLINE, NEW HAMPSHIRE
SELECTBOARD**

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*Selectboard – Non-Public Minutes-1
Wednesday, January 13, 2021*

Present via Zoom were Brendan Denehy, Eddie Arnold, Ron Olsen, Drew Kellner, Dana Ketchen, David Joki, David Santucci, David Flannery.

Compensation of Fire Chief

Brendan noted the meeting was being recorded and asked if there was any objection, no objection.

The Wards talked about their rationales for the pay increase. These included work to bring the Town's insurance rating lower, successful grant writing, not taking insurance. Later the Wards discussed that the posted salary for new Ambulance Chief was higher than the Fire Chief who had been in position longer. The Wards also noted that they felt when we originally hired the Fire Chief the salary was too low, but we did this in order to get the position created.

The Board didn't agree with some of these items and explained why (compensating for **Charlie** not taking insurance, getting insurance rating lower was part of the job's expectations, **Charlie** accepted the position with the stated salary). We explained the process we typically use when posting a position or reviewing a position for compensation increase - the Wards have not done this, but understood the process we use. They have some resources but may reach out to **Tad** for peer town information, although the type of fire department may be a factor in their determination in which towns to use.

During the discussion we clarified a misunderstanding regarding proposed salary increase. The Board was using an 8% increase which is over \$6,000; the Wards proposed a \$5,000 increase.

The end result of the discussion is that the Ward's will do further research and bring it back to the Board, hopefully in time to discuss at the Budget Hearing. They won't have a chance before the budget packets need to go out, so we will keep the current number in there. We talked about how we could still discuss and adjust until town meeting.

We had agreement that **Charlie** will continue to receive the 2021 2.28% increase until something is decided and if approved at Town meeting. If an additional increase is approved, **Charlie** will get a retroactive payment.

Brendan Denehy

Eddie Arnold

Ron Olsen

Drew Kellner

Dana Ketchen