



# TOWN OF PIERMONT

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## MINUTES BOARD OF SELECTMEN MEETING TUESDAY JULY 12, 2016

Selectmen present: Chairman Randy Subjectk,  
Colin Stubbings, Terri Mertz

**Members of the public present:** Sam Rounds, Helga Mueller, Bob Giuda, David & Dawn Binford, Helena Saarion, Abby Metcalf, Tim Cole, Frank Rodiman, Bruce Henry, Bernie Marvin, Gary Hebert, Don Mitchell, Suzanne Woodard.

The meeting was called to order at 7:02 by Chairman Subjectk.

Chairman Subjectk announced the meeting was being recorded for the purpose of accurate minutes.

**Pledge of Allegiance-** The meeting was started by the Pledge of Allegiance

**Bob Giuda- Candidate for State Senate Seat District 2.** Mr. Giuda introduced himself to the Board and the public. He spoke about his background, his qualifications, and why he is seeking election. There was a Q&A session afterwards.

**Chairman Subjectk-** Introduced and welcomed the new Administrative Assistant, Jen Rugar and the new Bookkeeper/Assessing Clerk, Susan Belyea. Chairman Subjectk then read statements from himself, Town legal counsel, and newly hired Administrative Assistant regarding Mrs. Mertz's inappropriate and unprofessional conduct. Statements are as follows:

Tuesday June 14, 2016

Mrs. Mertz, you said you wanted to work together as a Board. Immediately after that statement and adjournment of the meeting your reporter approached me to ask, if you were not at the next meeting on June 16, 2016, would we still have it? He said you would not be there.

You did not inform the Board until less than an hour before the meeting convened. How could or should an "Out of Town" reporter know your intentions before the Board, you said you wanted to work with? This does not illustrate a wish to work with the Board.

The above meeting of June 16 should have dealt with the Business card issue but out of fairness to you it was tabled.

If you knew you were not going to attend the Thursday work session why would you agree to table the issue at the prior Tuesday's June 14 meeting? This does not show a willingness to work with the Board.

On Monday June 27, 2016 Jennifer Collins submitted her resignation. Immediately at my digression I had advertisements placed in an effort to replace Ms. Collins in the Town's best interest. This had been approved several meetings back but now this issue became very critical as there was a 2 week notice given.

There was also a prior advisement in a previous meeting this may happen. You were also advised there might be an additional meeting called to discuss and move on this issue which you had agreed to.

On July 1<sup>st</sup> 2016 an email advising the above meeting was noticed and legally called. This email was placed from the Tax Collector's address as Jennifer was not available. Usually you would "Reply All" but only chose to reply to the Tax Collector's email with your meeting date conflict. Following this notice were many emails on the same subject but none of them repeated your intention to not attend, only your opposition to the meeting even though we were running out of time. This is not working together in any sense.

This email barrage and your insistence on your illegal and combative behavior caused our Town Counsel (as she was copied for the Town's protection) to write a stern warning regarding your conduct without solicitation by the town.

(EMAIL FROM COUNSEL)

This further illustrates an unwillingness to work with the Board of Selectmen and the Town.

On July 7, during the BOS Work Session we had what was supposed to be a discussion with the Cemetery Trustees. During this meeting the Trustees noted an email sent by you to them. They said the letter was construed as disrespectful and was written as if the entire Board had written the letter. Neither I nor Mr. Stubbings approved the content of the letter you sent. So your insistence the letter was official was false and entirely you're doing.

You also engaged Mrs. Belyea and Mrs. Metcalf in what they considered a disrespectful tone. I too felt you had a disrespectful tone. During this meeting you left before its conclusion less than 1 hour into it. This is not working with the Board in anyway and was disrespectful to respected Board members and Citizens of Piermont.

Moving forward to yesterday, you engaged our new Administrative Assistant in an effort to what was to be construed as intimidation by Jen Rugar.

*Read Jen Rugar's statement:*

On July 11, 2016 at 2:45 pm Terri Mertz came into the office. She stated that she had received an email from me and questioned the manner in which it was signed. Terri asked me why I had signed it "administrative assistant"? I replied that I have been hired as the administrative assistant. I was then questioned by Ms. Mertz regarding whether it is temporary and when was I hired. I replied that there was a BOS meeting on July 5, 2016. I was offered a position on July 6, I did accept it.

Ms. Mertz told me that I was hired illegally. I stated that the meeting was legal and I was hired the following day. Ms. Mertz told me that she was unable to be at the meeting and therefore it was not a legal meeting. Ms. Mertz told me that since I was hired illegally, she would be taking care of it.

I stated to Ms. Mertz that she does not intimidate me with her bullying. I stated that I was hired legally and we should all try to work together. Ms. Mertz asked if I was threatening her. Ms. Mertz again stated that I was hired illegally and that she would be taking care of it. At that point I felt that I, and my livelihood were being threatened by Ms. Mertz. I asked if she was threatening me. She replied that she was not threatening me, but that I had been hired illegally and she would take care of it. I discussed the incident with Chief Hebert.

Bringing forward today, I spoke with Town Counsel regarding your conduct addressing Jen Rugar, the new Town Administrative Assistant.

Advisory regarding conduct in the Town Offices with the new Administrative Assistant Jenn Rugar-

We feel it is important that you know that this behavior is unacceptable in a professional environment, and that we expect you to refrain from such actions in the future. Moreover, should the town be subject to any action by an employee for creating a hostile work environment or any other claim which arises as a result of your actions, the town will not defend you or your actions.

Chairman Subject moved that a letter be written by Town Counsel to Mrs. Mertz advising her of such. Seconded by C.Stubbings. Passed 2-1

#### **Department Head Reports:**

**EMD-Bernie Marvin-** Mr. Marvin gave an update regarding the Weather Summit that was held on July 7, 2016. Cottages/homes on Armington Loop are in the process of being numbered so that in the event of First Responders needing to locate them, it will be possible. The Annual Lake Armington Association Meeting will be held at noon on July 24, 2016 at Sam Round's residence. See attached report for further information.

**Road Agent-Frank Rodiman-** Frank gave updates on the generator, the need for additional road signs, and gave an update on the Church Street project. The annual inspection of active gravel pits in town is coming up. The Indian Pond Bridge Project has one outstanding invoice. There was a Change Order that was submitted by the contractor, Stacy Thomson, which was denied due to being submitted late. Although submitted late, HEB Engineers approved the amount of \$13,000. The contractor is asking for an additional \$5,500 to cover his costs for completion of additional deadmen. There will be no additional cost to the Town.

Selectwoman Mertz made a motion to pay the amount \$18,500. Selectman Stubbings seconded. See attached report for further information.

**Police Department-Chief Gary Hebert-** Chief Hebert submitted his Police Log and gave an update on the police department. New tires had to be ordered for the cruiser.

**Fire Department-Chief Bruce Henry-** Chief Henry gave an update regarding the Fire Department. The Fire Department opened their restroom for use during the Prouty and offered water to the participants. Their efforts were much appreciated.

**Treasurer's Report- Susan Belyea-** See attached report.

**Approve Manifests-** The Selectmen reviewed the manifest. Chairman Subject and Selectman Stubbings signed the manifest. Selectwoman Mertz did not sign it. Chairman Subject questioned her

refusal to sign the manifest and was told there is as charge on it that Mrs. Mertz does not understand and will not be signing it until she does.

**Friends of Piermont-** Is having their End of Summer Concert at the Memorial Garden on August 20<sup>th</sup> at 5:30. Catamount Pipe Band will be playing and the Piermont Fire Dept. will be handling the BBQ.

**Old Business:**

**Recreation Coordinator-** C. Stubbings reported there will be updates to information available for the work Session on July 21, 2016.

**New Business-** An Intent to Cut was submitted to Board for Map R18 Lot 11, Charles Clifford. The Board signed it; pending verification of taxes being current.

**Public Input-** Helga Mueller had questions as to the new hours and positions of the Bookkeeper and the Administrative Assistant. The hours will be a bit different for the next couple of weeks, but will remain similar to what they have been. The elected positions of Treasurer and Deputy Treasurer are vacant now due to Susan Belyea needing to resign as Treasurer to become Bookkeeper. Deputy Treasurer Erik Wagstaff also resigned. The positions will need to be appointed until Town Meeting in March; when new officials can be elected. Sam Rounds expressed her concern over the amount of time candidates for public offices are given to speak during Selectman Meetings.

**Approve Minutes-** None ready.

**Non-Public -** Not needed.

Chairman Subject motion to adjourn the meeting at 9: 08 pm. Seconded by C. Stubbings. Motion passed 3-0.

Respectfully submitted,

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Jen Rugar

Board of Selectman

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Randy Subject

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Colin Stubbings

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Teran Lee Mertz

Approved: July 21, 2016

# ROAD AGENTS REPORT

JULY 12 2016

A Lightning storm caused the surge protectors on the school and church buildings that protect the generator to trip and needed to be replaced. The replacements are free but I recommend purchasing 2 more to have on hand so they can be quickly replaced as it only takes about fifteen minutes to replace each one.

The other issue that Powers Generators brought up was that the battery on the generator was 5 years old and should be replaced.

At our Storm summit meeting hosted by Mr. Marvin I mentioned that the one thing I felt we were lacking was that I had no temporary ROAD CLOSED signs that could be put up quickly in the event of a sudden emergency like a flash flood or other event. I contacted a company called Worksafe traffic Control about fold out reflective signs that are similar to the ROAD WORK AHEAD signs. It is my intent to order six of the road closed signs and three bases.

Leigh Cheney from FEMA contacted me about the invoices for the Indian Pond Bridge Project and wanted to go over the invoices that had been submitted. There is still one outstanding invoice for Thomson Timber.

I stated that it was my intent to do the pit inspections on Friday July 15<sup>th</sup> along with Colins and Barbara Fowler and possible Bill Morris.

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July 12, 2016

Selectmen,

Following is the treasurer's notes:

Finished reconciliation for June.

Thank you for your time,

Susan Belyea

Emergency management report July 12, 2016

EMD Report

1-HELD A STORM SUMMIT MEETING LAST WEEK FOR RESPONSE DEPARTMENT HEADS. REVIEWED STORMS AND PROBABILITY OF STORMS THAT MAY COME THIS WAY. THERE WILL BE OTHER WEATHER SITUATIONAL AWARENESS SESSIONS IN THE FUTURE.

2- PRESENTLY WORKING ON A CLUSTER OF VACATION HOMES ON OFF THE ARMINGTON LOOP TO ASSSIGN NEW RESIDENCE NUMBERS, AND ADVISE PROPERTY OWNERS OF SAME. THEY WILL BE URGED TO PLACE APPROPRIATE NUMBERS ON THEIR HOMES SO RESPONDERS CAN FIND THE PROPERTIES.

3-I HAVE COMPLETED THE FIRE DEPARTMENT GRANT REIMBURSEMENT FOR THE RESCUE ONE REPEATER. THE REIMBURSEMENT HAS BEEN RECEIVED.

4-I HAVE BEEN INVITED TO ATTEND THE LAKE ARMINGSON ASSOCIATION ANNUAL MEETING ON SUNDAY, JULY 24 TO BRING THEM UP TO DATE ON THE VARIOUS PROJECTS WE ARE WORKING ON OUT THERE.

5-THERE WILL BE AN EMERGENCY PREPAREDNESS TRAINING OPTIONS FOR HOUSES OF WORSHIP WEBINAR IN JULY AND I HAVE INVITED THE CHURCH LEADERSHIP TO WATCH IT WITH ME FOR FUTURE TRANING EXERCISES.

6-I WILL BE ATTENDING THE WEB EOC TRAINING PROGRAM AT THE LEBANON FIRE STATION ON JULY 26.

