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**WEARE BOARD OF SELECTMEN
MEETING MINUTES
April 2, 2012**

PRESENT: TOM CLOW, CHAIRMAN; RICHARD W. BUTT, VICE CHAIRMAN; JOHN LAWTON, SELECTMAN; JAMES LEARY, SELECTMAN; KEITH R. LACASSE, SELECTMAN

RECORDING SECRETARY: Cherry Palmisano

GUESTS: Phil St. Cyr, Heleen Kurk, Sherry Burdick, Frank Campana, Robert Vezina, Bob Richards, Donna Osborne, Jon Osborne, Deric Farris, Owen Payeur, Jason Johannisson, AJ Johannisson, Eamon Scott, Alex Farris, Marc Payeur, Glenn Farris, Jim Johannisson, Jacob Couture

7:00 p.m. Chairman Clow called the meeting to order.

PUBLIC COMMENT – Heleen Kurk and Sherry Burdick presented a form for NH Beautiful that requires a signature from the Board. Mrs. Kurk said that last year the Selectmen participated in the town clean up, which is held on the last Saturday of April. Mrs. Burdick told the Board that last year 45 people signed up and they were able to clean up 100 miles of road in town. They would like to exceed the 100 miles of road clean up this year.

Frank Campana commented on Article 17 for the police cruiser that was zeroed out at Deliberative Session. He is not sure what the Board's definition of a police cruiser is, but to him it is a vehicle that has "protect and serve" and "911" clearly marked on the vehicle, has light bars, and is always on the road. Mr. Campana said that the Police Chief has a new car and it is not marked. During the presentation from CIP and Board discussions all he heard was that there was a need for a police cruiser, the second car in service was showing its age, and they need a police cruiser. Mr. Campana is not sure how much the Board is involved in spending the money from the Revolving Fund. The Police Chief has a new car and his old SUV got sent to the detective putting it in line to be taken home, but he does not see that the town has bought a new police cruiser. Mr. Campana told the Board that the voters put their trust in them. He is disturbed that they were in dire need of a police cruiser and the town does not have one. He would like to see the Selectmen get involved in the purchase. He thinks the Board and the public got swindled and were not told the truth of where the need was. Mr. Campana commented that the Police Chief's car is not black and asked if at some point in time the cost of a paint job will be incurred. Mr. Campana noted that Vice Chairman Butt questioned Chief Begin at the last meeting regarding a computer being put in the car, therefore showing he did not know of the purchase. Chairman Clow said that they know how the money is being spent. He told Mr. Campana that the reason that type of car was purchased is because Crown Vics are no longer available. The gray Taurus was purchased with a modest engine, has all the electronics of a police car, lights, but not roof lights. Typically the Police Chief's car is not marked. The Board does have to sign off on the purchase from the Revolving Fund. One of the cruisers will be retired, besides the one at the Highway Department, but the one with the highest mileage will also be retired. The Durango is going to the detective and they are not sure if it will get lights. Chairman Clow said that Vice Chairman Butt questioned the Netbook purchase because they did not know that the other computer was broken, all the cruisers have a laptop. The purchase will be coming out of the Revolving Fund that equips the cruisers. Chairman Clow said that he has also heard from others who are concerned about the car being unmarked. Vice Chairman Butt said that as they transition to a new vehicle they try to use all the equipment they can transfer, but they are unable to do that with the Taurus because a lot of the equipment from

FINAL

the Crown Vic does not fit in the Taurus. Mr. Campana said that Chairman Clow's explanation only aids the Police Chief's defense of getting a new car, but it was told to the voters that the Police Department needed a new police cruiser and what was purchased was not as described and recommended by the CIP Committee.

Mr. Campana commented on hearing discussion about the possibility of single stream recycling. He saw an article in the Concord Monitor that noted that \$3 million has already been spent on the project and the article stated that the users will be responsible for paying the debt if it were to fail, not the cooperative. He does not want to be in the position of paying off loans for something that fails.

Donna Osborne is also concerned with the new police cruiser not being marked. She commented on the blue flashing lights in the back window. Mrs. Osborne told the Board that if she were stopped by the unmarked Taurus she is not sure that she would stop. Chairman Clow believes that there will be grill lights on the front as well. Mrs. Osborne hopes that if the vehicle is passed down next year as a patrol car it will be marked.

Chairman Clow explained that Sherry Burdick requested a Mooseplate Grant from the NH Department of Cultural Affairs to defer the cost of a roof at Clinton Grove Academy. The Selectmen fully support the Mooseplate Grant.

Vice Chairman Butt moved, Selectman Lacasse seconded to authorize Chairman Clow to sign the letter requesting the Mooseplate Grant. Passed 5-0-0

It was mentioned that anyone that would like to support the Mooseplate Grant can write a letter of support and mail it to P.O. Box 33 in Weare. Mrs. Kurk said that the reason they did not get the grant last year was in part due to the trees at Clinton Grove.

Owen Payeur explained to the Board that he likes to fix up bikes. He usually gets the bikes from the metal pile at the dump. Mr. Payeur asked the Board why he can't take the bikes out of the metal pile. Chairman Clow said that there are safety issues. Jon Osborne said that it is purely a safety issue. It was suggested that Mr. Payeur ask an adult at the Transfer Station to assist him.

A Boy Scout asked if it is fun being a Selectman. Chairman Clow responded that there is a lot of fun in meeting people who say "thank you" to him.

OVERVIEW OF JOINT LOSS MANAGEMENT COMMITTEE ISSUES – Phil St. Cyr, Primex, said that he was asked to provide an overview of the latest activities of the Joint Loss Management Committee, which is a mandated committee through the state. The primary function of the committee is to ensure that all employers provide a safe working environment for their employees. A \$1,000 a day fine is assessed for any violations that are found. Mr. St. Cyr has been working with the committee since 2005 and there has been some forward progress. There are some serious issues still prevalent at the Transfer Station and Highway Department. Mr. St. Cyr recognized Mr. Redmond for his efforts in trying to make the facility as safe as possible for the employees. Primex does not want to see money being spent on fines, but would like to see money spent on updates. The forward progress needs to continue. Mr. St. Cyr noted that there were a great deal of life safety issues at the Town Office Building that have been dealt with. Vice Chairman Butt asked if there are any serious conditions existing. Mr. St. Cyr said that the Highway Department has an issue with repairing equipment in a mechanical room, which is a code violation, but they are doing everything they can with the space that they have. There are other issues identified such as, no shower facilities, no eye wash stations, lack of a drainage system to carry runoff from vehicles, and welding and spray painting ventilation. The Transfer Station had issues with traffic control and signage and redirecting the traffic were discussed. There are also structural issues and lacking of a drainage system. The Department of Labor says that all employers must provide a safe and healthy workplace and they mandate that all town owned properties must have an annual Life and Safety inspection. Chairman Clow commented that a new roof was recently put on the building even though they received many comments on why they would put money into a lacking building. There was water leaking into the electrical system. The height of the building is also an issue when lifting trucks. Mr. St. Cyr mentioned lighting and surge protection and a security monitoring system.

FINAL

Mr. St. Cyr said that he is responsible for 183 members out of the Primex pool of 400 members. He invited any member of the Board to sit in on a committee meeting.

LUFKIN ROAD DISCUSSION – David Caldwell, Lufkin Road, told the Board that he built his house six years. Shortly after he made a complaint to the Selectmen and the DPW that the road was not being repaired and came home one day and found that the town removed the asphalt. He does not know why the asphalt was removed from his road. There are twenty-three families on the street. Mr. Caldwell said that 1,500 ft of asphalt was removed and he would like Lufkin Road to be put into the rotation to put the asphalt put back on the road. He told the Board he spoke with Mr. Redmond, who agrees with him.

Mr. Redmond told the Board that Mr. Caldwell has been calling regularly because the road continues to get pot holes. They do the best they can to keep the road graded. Mr. Redmond said that he did not know about the asphalt removal until he was updated by Mr. Caldwell.

Mr. Redmond told the Board that the preparation and culvert work on Lufkin Road would take not less than eight working days. The cash out of the Reconstruction Account would be \$36,040. Mr. Redmond is not proposing to do the work this year. Vice Chairman Butt said that with twenty-three families it is a heavily traveled road. Mr. Redmond said that Lufkin Road was never in his proposal. He did tell Mr. Caldwell that he does not have the authority to pave gravel roads in the Town of Weare. Selectman Lacasse commented on the bulk of the cost of the project is the asphalt. Selectman Lacasse asked if it would be worth the effort to do the work without the asphalt this year. Mr. Redmond said that they can do the ditching and culverts this year and pave in subsequent years when they have the money available.

Vice Chairman Butt commented on Mr. Redmond's proposal not including paving graveled roads. Mr. Redmond said there are no plans to pave graveled roads. Chairman Clow said that this situation is a little different from paving a graveled road, because the road was once paved. Mr. Redmond said that they are getting numbers together for Old Francestown Road and he anticipates that there will be money left over. Top coats on Sugar Hill and Beech Hill are planned for this year. Selectman Lawton mentioned that in other states they use other materials on the roads Mr. Redmond explained that they try to put calcium chloride on the dirt roads to keep dust down, which does help harden the road, but he will look into other materials. Mr. Redmond is seeking authorizing from the Board to work Lufkin Road it into the schedule for the next few years. Vice Chairman Butt asked Mr. Caldwell to get a petition together from residents of the road. Mr. Caldwell told the Board that he submitted a petition, signed by every resident on the road, to the Board three years ago and never received a response.

Selectman Lawton asked if the road was in such bad conditions because the sub material was not up to standards. Mr. Redmond has not done any test pits on the road, but will review the road to determine the needs. Selectman Lacasse said that the cost Mr. Redmond submitted could change based on need. Mr. Caldwell said that the road was never maintained.

Selectman Lacasse moved, Selectman Leary seconded to authorize the Public Works Director to use his discretion and judgment to add Lufkin Road to the list of roads that need to be updated. Passed 5-0-0

DEPARTMENT HEAD AND COMMITTEE ITEMS

DPW Update:

Clinton Grove Academy Grounds: Sherry Burdick has requested that the DPW assist them to remove trees behind the Academy Building. Ms. Burdick explained that the trees need to be cut because the moss is lifting the shingles up. If the trees are not removed they will not get the Mooseplate Grant. Mr. Redmond said it is just something they would fit into their schedule. Ms. Burdick said it needs to be done before the grant is submitted within the next two weeks. It would take 2-3 days to remove all the trees. Mr. Redmond will fit the cutting of the trees into his schedule. Chairman Clow explained that last year there were trees cut along Rt 114 and all of those trees were taken to the Highway Department. Residents signed release forms and the wood was raffled

FINAL

away. Mr. St. Cyr said that waivers are not iron clad in the State of NH and the town needs to be careful with people not properly dressed or equipped to remove the logs. No one under the age of 16 should be permitted and there should be supervision. Primex tends to discourage those kinds of activities due to the high risk involved. Selectman Lawton suggests cutting the trees into logs and not allowing anyone to cut on the property, just load the wood. Mr. St. Cyr said if they implement a no cut rule there needs to be supervision to ensure there is no cutting on town property.

Personnel Discussion: Dave Enos has resigned as truck driver/transfer station attendant. The position was advertised, the applicant pool was narrowed, and four men were interviewed. Mr. Enos was making \$14.00 per hour. A recommendation will be made to the Board at their next meeting.

Peaslee Road Bridge Cost Discussion: Mr. Redmond consulted with Thom Marshall from Klienfelder/SEA Consultants and presented a cost breakdown summary to the Board for discussion. They are at the edge of being able to bid the project and once ready to be bid they can apply for their reimbursement from NH DOT. The unresolved issue is that the engineer on record was dealing with the Historic Mitigation and they need to get a sign off from the Heritage Commission. If the project is bid and a bid is awarded the State of NH will give the town \$516,000. The town needs to front \$664,640 and would need to have this amount on hand. When the project is completed the actual town share will be \$329,706.44. Mr. Redmond spoke with the engineer on the project and asked if it would be possible to get the project bid and then stall the project for one year to see how the town can get the money. The total currently available is \$197,964.21. Mr. Redmond suggests attempting to put off the project for one year to either rework the bond that is currently in place or get a new bond. Old Frankestown Road and Lull Road are still remaining on the list. The Lull Road project is approved for 80/20 cost sharing with the state.

Vice Chairman Butt does not think they can pay off the principle interest on the current bond, which is two years out. Chairman Clow said that when they are talking about fronting money for a project, it does not necessarily need to come from a bond if the timing is appropriate they could use General Fund money to fund it and have the money back within the calendar year. Mr. Redmond said it would be more than one year. \$330,000 is needed to start the project. Mr. Redmond will call Nancy Mayville at the DOT to see if they can do a monthly reimbursement with the state, then they might have enough money available to do the project. Vice Chairman Butt asked about having Jan Snyder look into renegotiating the current bond. He would feel comfortable putting the new bond before the voters next year if they were able to renegotiate the current bond. If the project does not move forward the town loses the 20% invested in engineering costs. It is possible that the bids could come in for less. This project and Lull Road have place holders in the state projects. In both cases the bridges could be accomplished by the Highway Department, but they cannot do the Peaselee Road Bridge project because of the large span. Naomi Bolton, Town Administrator, will check with Jan Snyder regarding renegotiating the current bond. Mr. Redmond will check with DOT regarding monthly reimbursements.

Crosswalk on NH 114: Mr. Redmond told the Board that the cross-walk on Rt 114 at Flanders Memorial Road and East Road needs to be re-painted. Vice Chairman Butt said that DOT has stated that the cross-walk leads to a false sense of security. Chairman Clow said that when they discussed the cross-walk with DOT they said they would not put a cross-walk there because there were no pathways on both ends. Mr. Redmond will check with DOT. Mr. Redmond told the Board that DOT did repaint the word "school" on the road, but they did not repaint the cross-walk. Mr. Redmond will let the Board know DOT's response.

Used Bridge Beams: There are several large used steel beams at the DPW property from a completed bridge project that were put out to bid, but are still at the DPW facility. He has received calls asking if the town would like to sell them, but Mr. Redmond may have a use for them. Mr. Redmond said that if they put them out to bid and sell them for scrap there is no labor involved from the town.

Fire Department Update:

Defibrillator update: Chief Vezina said that the \$30,000 for the new defibrillator was approved by the voters.

FINAL

He has a purchase order and needs to request an expenditure of \$30,000 from the Capital Reserve Fund and have it approved by the Board.

New fire truck discussion: Chief Vezina told the Board that this process was started prior to him becoming chief. The warrant article did not pass last year, but the vendor locked in a price and this year they did not re-bid the project just refreshed the numbers to \$374,900. Asst. Chief Richards said that late in 2008 when they first started looking into this purchase it was \$460,000 with some funds coming from the truck fund and some raised by taxation, but the article failed. During 2009 they put together new costs and needs and the request for proposal went out late 2010 for vendors to provide back. Seven vendors were solicited, three decided they weren't interested at that time, and four vendors returned proposals. The vendor who bid \$359,700 was chosen at that time and with the pre-emission motor saved them \$14,000-\$18,000. A motor was reserved for them saving \$18,000. The article failed last year adding \$22,000 to the cost of the truck. Asst. Chief Richards contacted the vendor again to update his price. The vendor contacted him and the factory and determined that there would not be a price increase. Selectman Lawton asked if those other vendors would be willing to quote now. Asst. Chief Richards feels comfortable that they have done everything possible to keep the price of the engine down. Engine 4 is 1,500 gallon tanker. Vice Chairman Butt asked if there is a trend to move towards different equipment. Asst. Chief Richards feels it is based on the communities needs. The overall length is the same as engine 4, but the turning radius is a lot better. There is a custom cab with four seats. Chief Vezina told the Board that the goal was even though they would be carrying more water to have two similar units.

Chief Vezina said that the second part of the transaction includes a trade on Engine 2. The trade-in value on Engine 2 is \$5,000 bringing the total price to \$373,508. March is motor vehicle inspection month and that vehicle is assumed to not pass inspection. If it does not they would like to physically trade that vehicle now and not have to incur a cost to trailer it later because it didn't pass inspection. Engine 2 has been taken out of service. The Board agreed with trading in Engine 2 now.

Selectman Lacasse moved, Vice Chairman Butt seconded to approve the department head's Capital Reserve Request for the Fire Department to use up to \$30,000 from the Fire and Equipment Fund for the purpose of purchasing an AED Defibrillator as stated in Article 13 on the 2012 Ballot. Passed 5-0-0

Building maintenance issues: Chief Vezina told the Board now that building is getting to a certain age some of the consumables are starting to fail. The weather stripping on the overhead doors needs to be replaced at a cost of \$560 for material only and will be installed with their labor. Chief Vezina commented on building a line in the budget, for maintenance expenses. At the south end station there was a problem with the sewer pipe freezing because the driveway was not paved at the time. The driveway is still not paved and the funding to pave the driveway is not in his budget. The assumption was that when a road project was done somewhere the extra material could be carried into this small 16x50 area. Chief Vezina doesn't want to wait another twelve months to pave the driveway. The Board suggested speaking with Tim Redmond. Vice Chairman Butt mentioned that the Building and Maintenance Fund is very specific and he does not know if it encompasses driveways. It was discussed that this would not be an operating expense so it does not go into the operating budget. Dave Hewey received the price for replacing the weather stripping. Chief Vezina will get a firm price, go through the Government Building and Maintenance Fund, and have it approved by the Board.

Raise – incentive discussion: Chief Vezina thinks that the pay raise can easily be managed by going through formal evaluations and the distribution of the pay raise should be simple. Chief Vezina said that essentially all get paid when they are on a call. The wage scale has been frozen for a number of years. The low end of the wage scale is very low and the high end is not very high for the EMS responders. If they are going to transport to the hospital it is guaranteed 3-4 hours and it does a disservice to the employee but not compensating them. They start at \$7.43 and as a medic they are paid \$10.00 per hour, EMT basic \$13.53, EMT intermediate \$15.00, and Paramedic \$17.00 per hour. People who work during the day get paid \$13.00 per hour, which is creating friction with part timers. Chief Vezina looked at how he can create a program that rewards people for stepping

FINAL

up to provide coverage for calls. He came up with a set of rules on how to best manage and focus the incentive on who is actually doing the work. If someone goes out and works 45 minutes they pay them one hour. Then he will take the hours they would pay them and used a 1.5 multiplier. For the people lower in the scale it brings them into line with the daytime pay scale coverage and helps to alleviate some of the friction. Currently if they go out on a call they get paid a minimum of one hour. It takes 2-3 hours to transport, so he would take the 3 hours at that person's rate of pay and pay that person 4.5 hours. Chief Vezina thinks this will encourage people to respond and it will be done on rotation with the ability to have three people signed up at a time. A person would have to respond to get the additional incentive. Chief Vezina told the Board that he would like to see the whole wage scale re-created to be more reflective to what goes on in the department. They are trying to have more consistent coverage and create equity and fairness in the pay scale. This response plan would include twenty-four people.

Selectman Lawton commented on the approved 4% raise and asked if everyone will see a pay raise of some sort and what line item this pay incentive would come from. Chief Vezina said it would come from the wage scale line and there are other places they are looking at to pull from. Vice Chairman Butt said that Chief Vezina should come back before the Board in three months to see how this program is working, but he cannot accept cutting an item in the budget to make this work.

Vice Chairman Butt asked about the 4% and whether he would make recommendations or evaluate the employees. Chief Vezina said that for the last 1-1.5 years they give points based on their involvement, which will provide justification for an employee's pay increase. Chairman Clow thinks the pay distribution discussion should be between the Chief and the Board of Fire Wards. Chairman Clow asked the members of the Board if they want to see the employee's reviews before they are given out. Vice Chairman Butt thinks that the Board should be involved would like to see the justification associated with the pay scale.

Chief Vezina thinks that the raises and incentives will go a very long way in his department.

The Board agrees that Chief Vezina should determine how to distribute the pay increases and incentives within his department for the Board to review.

MANIFESTS

Checks dated: March 29, 2012

Weekly Payroll	<u>\$38,874.19</u>
TOTAL	<u>\$38,874.19</u>

Chairman Clow moved, Selectman Lacasse seconded to authorize the Board of Selectmen to sign manifests and order the Treasurer to sign checks dated April 5, 2012. Passed 5-0-0

Accounts Payable	\$630,672.73	(John Stark \$500,000)
	\$539.35	(Check 51890 D. MacDonald)
	\$36,123.93	(NH Retirement)
Gross Payrolls	\$73,668.12	(Includes taxes, credit union, police detail)
	\$7,771.28	(EMT/Fire Per Diem)
	<u>\$5,500.20</u>	(Fire Monthly)
TOTAL	<u>\$754,275.61</u>	

Also, to order the Treasurer to sign payroll checks dated April 12, 2012, that will include payment for weekly wages and matching taxes. Actual amounts paid and reports backing up the numbers will be disclosed at the next scheduled Board meeting.

Selectman Lacasse would like to discuss a check in the Manifest in non public.

MEETING MINUTES

Chairman Clow moved, Selectman Lacasse seconded to approve the minutes of February 20, 2012 as printed. Passed 3-0-2; Selectman Lawton and Selectman Leary abstained.

FINAL

Chairman Clow moved, Selectman Lacasse seconded to approve the minutes of March 19, 2012 as amended. Passed 5-0-0

CONTINUED DISCUSSION ON VOLUNTEER POLICY – Selectman Lawton feels that they should not make it intimidating or difficult for people to come forward and volunteer, but should encourage people to volunteer. Vice Chairman Butt noted that there are only nine vacancies on the thirteen committees in town and he is unaware of difficulties in getting volunteers. The Board discussed that a volunteer should list their life experiences which interest him/her in serving on a committee. Perspective volunteers should attend at least one meeting of the committee in which they would like to serve. Candidates may be asked to interview with the Board of Selectmen and volunteers should be sworn in to a committee. The Board discussed Article 29 and the issue of whether current volunteers are grandfathered to serve on more than three committees. Vice Chairman Butt believes this is the only time that he is aware of where there has been conflict with a person serving on multiple committees. Selectman Lacasse feels that if there is an article on the warrant, and it is passed by the voters, then the Selectmen have an obligation to implement the voter's decision. The Board discussed that to phase the policy in over time when a volunteer comes up for re-appointment then the grandfathering would end. Chairman Clow feels that the individual should be grandfathered in until they choose to step down from a committee. Mr. Malette said that there is an Ethics Policy in place in the town.

Mr. Malette told the Board they need to get legal opinion because there are certain things in a policy that the town can change and certain cases when the town can supersede the states. The Conservation Commission is not a land use committee. The Zoning Board, Planning Board, Heritage Commission, and Agricultural Commission are the four land use boards. Mr. Malette told the Board that if a Board cannot fulfill their duties, then it becomes the responsibility of the town to uphold their responsibilities. Mr. Malette said that an appointed member or alternate member can only be removed upon written findings.

Naomi Bolton, Town Administrator, will forward the email to Mr. Malette the legal opinion they received regarding Article 29.

Chairman Clow told the Board that one thing on their agenda was to discuss employee reviews to determine the distribution of raises. Naomi Bolton, Town Administrator, has a copy of employee reviews to give to each member of the Board for their review. The Board will put this discussion on the April 16th agenda.

Selectman Lacasse would like to open up the town's Personnel Policy, he does not think they can write an ordinance or grant people the right of speech and proposed the following:

Consistent with Article 22 of the Constitution of the State of NH and Amendment I of the Bill of Rights of the Constitution of the United States of America, the people of Weare enjoy the freedom to speak, petition, assemble, and otherwise express themselves. This freedom is not limited to taking place in Churches, or on privately owned property, rather this freedom may be exercised on any property owned by the Town of Weare.

Freedom of speech is a natural right that governments (including the Weare BOS) don't grant, but must protect. A policy allowing people to exercise their freedom of speech should be unnecessary, but in an effort to clear up any confusion as to where it is allowed, it has become so.

Therefore, all Town of Weare department heads shall make it known to all the town employee's that they are not to interfere with people exercising their rights on town properties, unless it is an issue of safety. If a safety related issue arises, the town employee must make every effort to inform the people of the specific safety hazard they are posing, and propose a mutually acceptable alternative that does not interfere with the communication attempt the people are making.

Vice Chairman Butt feels that the last paragraph could go into the personnel policy in the area of "duties and treating the citizens of Weare with respect."

Selectman Lacasse said that there have been cases when town employees have prevented citizens from exercising their public rights.

FINAL

The Board discussed that the issue of time worked within the personnel policy also needs further discussion.

ADMINISTRATIVE REPORT – Naomi Bolton, Town Administrator, told the Board that Maureen Bilodeau, Town Clerk, asked her to get to the bottom of the Ethics Committee. There is one person that had the majority of the votes for a three year position and four people who had votes for two year positions. In 2006 the Code of Ethics was adopted, but nothing was put on the ballot in 2007. The legal opinion the Town Administrator received suggested to have the one person that won the most votes be member one, then the Town Clerk has the right to choose a second member out of the four that received votes, then together the two pick a third, the three pick a fourth, and the four pick a fifth. It was never put back on the ballot again in 2010 and 2011. The Board agreed to move forward.

Chairman Clow moved, Selectman Lacasse seconded to enter into non public session @ 11:45 p.m. pursuant to the authority granted in RSA 91-A:3II (a&c). A roll call vote was taken, Vice Chairman Butt – yes; Selectman Lawton – yes; Selectman Leary – yes; Selectman Lacasse – yes; Chairman Clow – yes. Passed 5-0-0

Chairman Clow moved, Selectman Lacasse seconded to come out of non public session @ 12:20 a.m. A roll call vote was taken, Vice Chairman Butt – yes; Selectman Lawton – yes; Selectman Leary – yes; Selectman Lacasse – yes; Chairman Clow – yes. Passed 5-0-0

Chairman Clow moved, Selectman Lacasse seconded to seal and restrict the minutes of the non public session. Passed 5-0-0

ADJOURNMENT

A True Record.

Cherry Palmisano, Recording Secretary