



WEARE BOARD OF SELECTMEN  
MEETING MINUTES  
MARCH 16, 2020

**PRESENT:** FREDERICK W. HIPPLER, CHAIRMAN; JOHN (JACK) MEANEY, VICE CHAIRMAN; JONATHAN H. OSBORNE, SELECTMAN; SHERRY M. BURDICK, SELECTMAN

**TOWN ADMINISTRATOR:** Naomi L Bolton

**GUESTS:** Police Chief, Chris Moore; Weare Police Officer, Paul Lewis; Weare Police Sergeant, Ryan Frisbie; Weare Police Sergeant, Austin Maguire; DPW Director, Benjamin Knapp; Town Moderator, Eileen Meaney; Holly Lamothe; Jeremy Lamothe; Frank Campana; Donna Osborne; John Van Loendersloot

Chairman Hippler called the meeting to order at 6:00pm. Chairman Hippler swore in John Van Loendersloot and Jonathan H. Osborne, who both took the Oath of Office, do solemnly and sincerely affirm to perform all duties incumbent of a Selectman.

**NONPUBLIC SESSION:**

**Chairman Hippler moved, Vice Chairman Meaney seconded to enter into nonpublic session @ 6:04p.m. pursuant to the authority granted in RSA 91-A: 3II (a & c). A roll call vote was taken, Selectman Van – yes; Selectman Osborne - yes; Chairman Hippler – yes; Selectman Burdick – yes; Vice Chairman Meaney - yes Passed 5-0-0**

**Chairman Hippler moved, Vice Chairman Meaney seconded to exit this nonpublic session @ 6:25 p.m. A roll call vote was taken, Selectman Van – yes; Selectman Osborne – yes; Chairman Hippler – yes; Selectman Burdick – yes; Vice Chairman Meaney – yes. Passed 5-0-0**

**Vice Chairman Meaney moved, Selectman Burdick seconded to seal and restrict these nonpublic session minutes. Passed 5-0-0**

Vice Chairman Meaney opened the meeting at 6:30pm., welcomed those present to the March 16, 2020 meeting of the Weare Board of Selectmen and proceeded with the pledge of allegiance.

**PUBLIC COMMENT:** Frank Campana made two points. He first mentioned how the Road Agent brought to his attention the error Mr. Campana had made concerning his letter to the editor in *The Messenger*. In this letter, Mr. Campana had the wrong amount of money quoted for roadside mowing, so in an effort to correct his misinformation, he drafted another letter to the *Concord Monitor* and *The Messenger* correcting his mistake.

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Chairman Hippler thanked Mr. Campana for the second letter to the editor.  
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Mr. Campana's second point was in reference to his request at the Deliberative Session to have the town mailer include the total amount of the police contract (\$174,000.00) included with Article 5. Mr. Campana noted at the time, our Town Moderator stated, "strong urging from a citizen to include the cumulative amount..." in the town mailer. "Vice Chairman Meaney said, I believe we can do that and looking down the Board there is no problem, and we will do that, discussed at the time," stated Mr. Campana.

The mailer did not include the total police contract amount. He felt, with the six people that sit at the table reviewing at the Deliberative Session, for the mailer, it is too bad his request was missed. Mr. Campana went on to say, "Misinformation is terrible, but no information is even worse, especially when the commitment was made to do that."

Town Administrator Bolton explained this omission was not intentional by any means. It was a mistake as the Deliberative Session was many hours long and many notes were taken in the course of the day. She stated, "...I think we agreed to it, there was no motion made, but at the same time it was a mistake." Town Administrator Bolton said she was sorry for the mistake, everyone looked at it and it was an extremely long day. Several hours spent debating some things, not everything made it into the mailer, unfortunately. She apologetically stated it was not intentional by any means.

Chairman Hippler reiterated it was not intentional.

Selectman Burdick suggested, "The information is actually there if somebody wants to add it up."

Mr. Campana stated it should not be up to the taxpayers to figure it out, especially when it was brought up at the Deliberative Session.

Town Administrator Bolton again apologized for the error.

Police Sergeant Austin Maguire asked if the Weare NH Facebook page could have access to the Board of Selectman You Tube clips. Chairman Hippler explained the Board has no ties to anybody within their administration and the Board has nothing to do with that site.

Police Sergeant Maguire came before the Board to discuss the Town's Emergency Services Radio Communication System and Infrastructure. In particular, a warrant article dedicated to this critical infrastructure, specifically, Article 17. This Article, had it passed, would have raised funds to improve the system. Sergeant Maguire recited actual radio transmissions between officers out in the field to radio dispatch centers that were inaudible or never transpired. He continued to relay the insightful information regarding an investigation completed by the Attorney General's Office in reference to the incident of August 1, 2019.

"On August 1, 2019, Officer Paul Lewis and I were involved in a critical incident. Officer Lewis was shot twice in the line of duty and I exchanged gunfire with the male party who was suffering from a mental health episode. During the ensuing investigation conducted by the NH Attorney General's Office, portions of radio transmissions were released to the public. What many people do not know is those were the transmissions that successfully made it to dispatch." It was after their investigation. Sergeant Maguire listened to the radio transmission captured by dispatch on that fateful day. As he stated, "I was and remain shocked that my initial officer down transmission did not make it to our dispatch center where time is of the essence. Officer Lewis also attempted to notify dispatch that he was shot; that transmission also did not make it to the dispatch center. This critical failure during any first responder response is simply unacceptable," reinforced Sergeant Maguire. He went on, "During my third attempt to announce officer down, my transmission only partially went through. After 'Officer down' was announced, and I was attempting to provide additional information that portion of the transmission went in audible, this failure was found during the review of the tapes. In the same instance, not receiving a response from the dispatch center, I activated my portable radio's panic button. During our After Action Debrief, I learned the communications center never received my panic button activation tone. Only adding to complexities, while

setting up our initial perimeter, my portable radio scan indicated that the responding NH State Police Troopers had an estimated time of arrival of 29 minutes.

On August 1, 2019, I activated the talk button on my portable radio, and hoped my transmission went out. As a first responder, I should not have to ‘hope’ that my lifeline is transmitting. I should be able to press the talk button and know that my partners and dispatch can hear me loud and clear. We are lucky to have Officer Lewis and I here today and that our transmissions partially went out on that day. The lack of support from the voters in regards to our lifeline, the communications infrastructure, is beyond concerning. This infrastructure not only protects the Town’s employees, but also, protects the residents who call for help. Without an effective communications system, we, the Town employees, cannot safely do our jobs and help those in need.”

Sergeant Maguire profoundly continued to point out this break down in critical communications also come into play when mutual aid partners, such as Goffstown PD, receive inaudible transmissions from our officers in the line of duty. The inability to effectively communicate using our communications infrastructure puts all those involved in immediate danger.

Sergeant Maguire then read the first paragraph of the Weare Police Department-Radio System overview, dated September 22, 2015, provided by 2-Way Communications Service, Inc., Newington, NH.

As follows, “In its current state, Weare Police Department’s two-way radio communications system is below acceptable standard for Public Safety operations. Despite being quite complex and costly to operate, the system actually performs poorly and leaves numerous coverage gaps throughout the town. The overall design is poorly conceived and the componentry selected is not professional, Public Safety grade equipment. Rather, it appears to have been assembled piecemeal from hobby, or amateur caliber devices,” quoted Sergeant Maguire.

Sergeant Maguire, “respectively request” the Board of Selectman to work with dispatch and surrounding mutual aid partners to find a resolution quickly “to our lifeline, our emergency services communication infrastructure. Please note, Chapter 277: Safety and Health of Employees, Maintenance of First Aid Equipment, Appliance, etc. (section 277:11) in part states: *Whenever the nature or condition of any such place of employment are such as to render work therein or in proximity thereto dangerous to the safety or health of employees, it shall be the duty of the employer to provide and maintain such safeguards, safety devices, appliances and lighting facilities, and to do such other things as may be reasonably necessary and practicable to lessen the dangers of such employment.*”

Sergeant Maguire ended his presentation with, “I respectfully thank you for your time this evening.”

Chairman Hippler responded the Board has not forgotten, one of the dates (August 1, 2019) that will go down in history for this town. He explained, he too, is a user of this radio system and has personal experience with its fatal flaws. He also expressed his disappointment with the communication’s fund and town buildings being shot down at the town vote. Chairman Hippler could not agree more with Sergeant Maguire.

Selectman Burdick asked, “Has anyone thought about bringing somebody in that really knows these types of systems that could just take a look at it, as it stands now?”

Chairman Hippler interjected, “We did. We had the EOC (Emergency Operations Center)... the state come in and get a review of the systems.” He went on to say they worked with Chief Richards and they came up with ideas, however, upgrades cost money, six figures plus, and everything hinges on money.

Vice Chairman Meaney also mentioned dispatch and Goffstown needing upgrades as well.

Chairman Hippler recounted how he visited the dispatch center, and Weare's radios did not look anything like the other ones that were in the rack.

Selectman Van asked, "How much longer are we going to wait before these guys can be protected by our radios?"

Chairman Hippler answered, "I'm not arguing that point at all... a bridge we have to cross now that we have the numbers and the budgets that we can work with." A discussion for later tonight.

Eileen Meaney gave insight into the state of NH, Covid-19 response. In particular, the town's ability to respond and communicate. Underscoring that the day has come and the town needs to make sure moving forward our first responders have the support they need. She continued, "...that we do everything that we can to make sure that people are aware of what those limitations mean in terms of an actual response and how it could impact people in dire need."

Vice Chairman Meaney added, prior to the system we have now, everything was done over the County dispatch and there is a repeater on top of the mountain which could be a backup option that needs to be looked at.

**DEPARTMENT HEAD/COMMITTEE ITEMS:**

The Board tabled Committee appointments.

Chairman Hippler swore in Eileen Meaney, who took the Oath of Office, do solemnly and sincerely affirm to perform all duties incumbent of a Town Moderator.

Chief Moore stated in reference to the town vote, the police department gave back \$200,000.00. He is quite disappointed, though the CBA passed, he did not get the equipment he needed to maintain his current level of service. He went down the list of multiple vehicle repairs, one being the current ACO vehicle. It is going to cost more to fix than the car is worth, \$1700.00. Selectman Van asked for the breakdown of the \$1700.00 repair estimate done by Marc Phillips. Among other items, Chief Moore answered the wheel wells are rusted through and replacements are not cost effective. Current vehicles are the wrong cars for our roads based on the ensuing repair cost continually rising, specifically, undercarriage road damage.

Chief Moore, because of the town vote, will be putting together a Citizen Advisory Committee. He will consider their policies. Do they include: driving the vehicles like normal increasing the maintenance cost or enhanced safety caution by having two officers in one patrol car, putting one call on the road instead of two? He explained further, maybe limiting our code responses, not going lights and sirens to many of the things they currently go lights and sirens to, "...not a life safety issue, we're gonna get there when we get there." Once the Citizen Advisory Committee is briefed, he will take their advice.

Chief Moore thanked the Board, Jack Dearborn and Tom Clow for their work and preparation with everything. He believes his warrants were presented well and the public was well informed. His department was just turned down.

Chief Moore then stated his department does not have an established procedure for using tow companies. He questioned, since the police department is taxpayer funded, is he supposed to only hire tow companies from town or anybody who can respond in a reasonable time? Chief Moore is looking for guidance on this

matter. Chairman Hippler responded, in the past it has been this town and surrounding towns with an adequate response. Vice Chairman Meaney added, it could also depend on the police and equipment criteria, along with the availability of a secured yard, needed at the time. Chairman Hippler thought local and surrounding tow companies should be used. Selectman Van stated he would like to see preference given to the town first, if they are applicable. Vice Chairman Meaney stated, he thinks they should be called in a rotational procedure as to show no favoritism.

Sawyer Road- Jeremy and Holly Lamothe of 45 Sawyer Road are requesting to remove 30 feet of a stone wall for the purpose of putting in a driveway for their new house. After construction, 10 feet of the stonewall will be replaced. **Chairman Hippler moved, Vice Chairman Meaney seconded to allow Jeremy Lamothe of 45 Sawyer Road, map 407, lot 181 to remove 30 feet of stonewall with the intent of putting in a driveway and returning 10 feet of stonewall which leaves a 20 foot opening and use any found rock to rebuild any existing stonewall that is in need of assistance. Selectman Van – yes; Selectman Osborne – no; Chairman Hippler – yes; Selectman Burdick – yes; Vice Chairman Meaney – yes. Passed 4-1-0**

Town Administrator Bolton stated she held a meeting today at 11:00am with DPW Director Knapp, DPW Asst. Sarno, Police Chief Moore, Fire Chief Vezina and Fire fighter, EMT, Kristina Houde for a discussion on COVID-19. She mentioned the Weare library and schools are closed. Information regarding COVID-19 has been placed on our town website. She referenced the COVID-19 guidelines of Deering, Bedford, Guilford, Belmont, Jaffery and Londonderry. Our Town Clerk, granted by Interware Developments, our software company, has announced transaction fees are waived for online registrations. However, credit card and ACH fees still apply. Our Fire Department has closed their building for permits, which can be accessed online. Our Police Chief has limited face-to-face contact for his patrol officers. DPW Director Knapp is closing the Swap Shop.

Town Administrator Bolton stated DPW Director Knapp sent home some employees today that showed up sick to ensure others cannot get sick. She then raised the question, based on the town's administrative leave policy, can we pay the employees that were sent home. She suggested tracking the time, calling it "COVID-19" hours, then perhaps getting funding through FEMA, keeping track of negative leave balances.

DPW Director Knapp stated if he sends an employee home then he feels they should not have to use their time.

Selectman Burdick asked if the sent home employees were sick to their stomachs or throwing up.

DPW Director Knapp responded it is not up to him to decide what their symptoms are. If they do not feel good, they do not feel good. Though he did not think they have COVID-19, some of his guys were taking it more serious than others. He continued, "This town budgets for forty hours of these people being here, I don't think it really matters if we let them keep their time. And we give them their forty hours if I tell them to stay home."

Chairman Hippler asked, "Does anybody know the current status of testing? Can we as a town or department head ask the individual to come back with a negative test result?"

Eileen Meaney answered; the guidance from the CDC at the state level is to get in touch with your individual provider if you are sick as the medical systems are overwhelmed. Testing can then be ordered

by the individual's medical provider. The CDC guidelines are if you have a fever, cough or do not feel well, stay home and contact your provider via the phone. She mentioned Primex, our insurance company, is advising municipalities about how to move forward. She continued, she feels the town should be assuring their employees they are supported and "...doing the right thing for themselves, their family and for the community."

Eileen Meaney also mentioned putting signage on the town office doors, STOP, if you have a fever or runny nose go back to the parking lot and call for assistance. On the state level, systems are being put in place to operate remotely and hearings are shut down for the next week to protect their employees.

Town Administrator Bolton then asked about the DMV. She also mentioned the town's Zoning board is considering canceling April's meeting. She heard groups are being discouraged to meet and postpone for one month.

Eileen Meaney stated CDC recommendation is any group 50 or less, and President Trump said any group 10 or less. This is uncharted territory; therefore, guidelines will change quickly as the situations change. She ended with, "It's fluid, dynamic and evolving and so I recommend we do the same."

Chairman Hippler asked Town Administrator Bolton to get in touch with Primex, and can the Board have some kind of chat system, (Zoom), where they can have emergency meetings.

Town Administrator Bolton said she would take care of both.

Vice Chairman Meaney brought back the discussion of paying the DPW workers that were sent home so they do not have to worry about their paycheck. Track it and we can go back to FEMA for reimbursement.

DPW Director Knapp said it is not going to cost the taxpayers anymore and referenced the town's administrative leave policy.

Town Administrator Bolton agreed and read the policy aloud.

Chairman Hippler said "He is 100% behind that, but... how are we going to determine eligibility to return?"

Vice Chairman Meaney answered, if an employee is sick, he will go to his provider and get tested.

Chairman Hippler said, that could take up to two weeks for the test results. "What will the qualifications be to return to work if put on admin. leave?"

Vice Chairman Meaney said a note from his provider saying he is medically cleared.

Selectman Van stated he feels if the administrator sent them home then let them be the judge.

Selectman Burdick stated she does not think they (administrator) can because they do not have a medical background. It could be a liability.

Chairman Hippler and Vice Chairman Meaney talked about tracking time for FEMA as these are unprecedented times.

It was concluded to update the Town's website for COVID-19 information, asking the public with symptoms to call the office once they have arrived instead of coming into the building. Our Board of Selectman Administrative Assistant will go out to their car, take their paperwork and return it to the Town Clerk to process. Also, closing access to the town hall until April 1, 2020.

**Vice Chairman Meaney made a motion, Selectman Osborne seconded to close the town hall temporarily due to the Corona 19 Virus until April 1, 2020 and reevaluate at that time.**

**Passed 5-0-0**

Chairman Hippler suggested leaving the town's committee meetings their decision to cancel their meetings or not.

**MINUTES:** tabled till next week

**MANIFEST:**

***To order the Treasurer to sign the payroll and accounts payables checks dated March 19, 2020 as included in the following manifests:***

<i>Payroll Manifest</i>	\$	71,641.02	(Weekly, quarterly & elections payroll)
<i>Accounts Payable Manifest</i>	\$	22,309.48	
<b>Total</b>	<b>\$</b>	<b>93,950.50</b>	

**Chairman Hippler moved, Vice Chairman Meaney seconded to accept the manifest as follows, which passed 4-0-1 (Selectman Van abstained).**

**ADMINISTRATOR'S REPORT: Administrative Topics:**

Meadow Drive to stop at Lot 67-10: There are four lots to be merged on Meadow Drive, owner Benjamin Nichols at Tax Map 402, Lots 67-7 / 67-8 / 67-9 / and 67-10. From the beginning, the length of Meadow Drive 1,925 feet to the hammer head, per DPW Director Knapp, provided by Land Use Coordinator.

**Vice Chairman Meaney made a motion, Selectman Burdick seconded to restrict/return Meadow Drive lots 67-7 / 67-8 / 67-9 / and 67-10 to 67.6 and half way to the end be returned to owner, Benjamin Nichols, and remove that from the town record of the town road. Passed 5-0-0**

Board of Selectman signed an abatement.

CIA Tax Map maintenance signed by the Board.

**Chairman Hippler made a motion, seconded by Vice Chairman Meaney to hire Pamela McCurdy in the tax office at \$16.00/hour with a start date of March 16, 2020, and a six-month probation period, training and certification to be completed for the tax collector position once the Covid-19 threat is lifted. Passed 4-0-1 (Selectman Van abstained)**

Government Building/Radio Communications Maintenance: clarification is needed to use money from the Mildred Hall fund for the town office maintenance. Selectman Burdick mentioned the Moose Plate Grant fund could be used for the town hall repairs.

Chairman Hippler stated town projects involving money will be halted. The Capital Reserve Fund does not have the capacity, with the exception of emergencies.

Selectman Van mentioned the recent updated town hall fee schedule. He suggested raising the fee again, once COVID-19 flattens, in order to cover maintenance cost, not just operating costs, heat and lights. Vice Chairman Meaney stated a revolving fund would have to be established. This will be revisited in the future.

**CORRESPONDENCE & OTHER BUSINESS:**

Selectman Van mentioned the issue DPW Director Knapp made in reference to paying an employee that was out. He questioned employees affected by school closings. Town Administrator Bolton asked if he was talking about childcare. He wondered if there were any town employees struggling to find childcare, and is there anything the town could do. If the employee has to take time off are we going to require them to use their vacation time? Vice Chairman Meaney said to take it on a case-by-case basis if it comes up.

Selectman Van stated he finds there are complaints about the meetings being on You Tube, information “is not found quickly.” He wondered if the Cable Committee could live stream meetings for the people who do not have access to Channel six. Town Administrator Bolton stated the Cable Committee, volunteers, put the meeting minute’s videos up the next day. Selectman Van asked about instant technology, live streaming, if it is possible. He also suggested posting the You Tube channel link for all committee meetings that are televised to their prospective page on the town website.

Selectman Van also stated he forwarded a citizen complaint involving a business on Colby Road to our Land Use Coordinator.

**NONPUBLIC SESSION:**

**Chairman Hippler moved, Vice Chairman Meaney seconded to enter into nonpublic session @ 8:06p.m. pursuant to the authority granted in RSA 91-A: 3II (a & c). A roll call vote was taken, Selectman Van – yes; Selectman Osborne - yes; Chairman Hippler – yes; Selectman Burdick – yes; Vice Chairman Meaney - yes Passed 5-0-0**

**Chairman Hippler moved, Vice Chairman Meaney seconded to exit this nonpublic session @ 8:55 p.m. A roll call vote was taken, Selectman Van – yes; Selectman Osborne – yes; Chairman Hippler – yes; Selectman Burdick – yes; Vice Chairman Meaney – yes. Passed 5-0-0**

**Chairman Hippler moved, Vice Chairman Meaney seconded to seal and restrict these nonpublic session minutes. Passed 5-0-0**

**Being there was no further business to come before the Board, Chairman Hippler moved, Vice Chairman Meaney seconded to adjourn at 8:56pm. Passed 5-0-0**

**ADJOURNMENT**

A True Record.

*Karen Nelson*

Karen Nelson transcribed from  
TA Bolton notes & YouTube recording