

DRAFT



WEARE BOARD OF SELECTMEN  
MEETING MINUTES  
January 16, 2023

**PRESENT:** FREDERICK W. HIPPLER, CHAIRMAN; JONATHAN H. OSBORNE, VICE CHAIRMAN; KEVIN J. CAHILL, SELECTMAN.

**ABSENT:** SELECTMAN SHERRY BURDICK; SELECTMAN JON VAN

**TOWN ADMINISTRATOR:** Naomi L. Bolton

**GUESTS:** Interim DPW Director Jason Fiske; Acting Fire Chief Bob Richards; Heleen Kurk; David & Jackie Pratte; Nick Fox; Richard Butt; Frank Campana; Finance Administrator Beth Rouse; Police Chief Chris Moore; Tom Clow; Bill Anderson; Tom Flaherty; Janice Matthews.

**CALL TO ORDER:**

Chairman Hippler called the meeting to order at 6:32 PM.

**NONPUBLIC SESSION:**

**Chairman Hippler moved; Vice Chairman Osborne seconded to enter into nonpublic session @ 6:42 p.m. pursuant to the authority granted in RSA 91-A: 3II (a & c). A roll call vote was taken, Selectman Cahill – yes; Chairman Hippler – yes; Vice Chairman Osborne - yes. Passed 3-0-0**

The Board met with Interim DPW Director Fiske and Transfer Station Attendant Frank Baker to go over and assess the status of the public works department. A senior attendant position possibility was discussed with a \$1/per hour increase with a promise to revisit this at the end of Mr. Harder's term. Mr. Baker indicated that would accept the senior attendant position with the possibility of being foreman/manager in the future, depending on how the whole restructuring discussion plays out. **Chairman Hippler moved to increase Frank Baker's hourly wage to \$19.04 per hour to be the Senior Attendant effective January 20, 2023 with a fifty-cent increase after six months; Vice Chairman Osborne seconded the motion. Passed 3-0-0**

**Chairman Hippler moved; Vice Chairman Osborne seconded to exit this nonpublic session @ 7:02 p.m. A roll call vote was taken, Selectman Cahill – yes; Chairman Hippler – yes; Vice Chairman Osborne – yes. Passed 3-0-0**

**OPEN PUBLIC PORTION OF MEETING:**

Chairman Hippler called the meeting to order at 7:05 PM, followed by the pledge of allegiance.

Chairman Hippler stated that he would like to entertain a moment of silence per Vice Chairman Osborne for the passing of Selectman Van's mother this past weekend.

Chairman Hippler stated that he has a statement from Zoning Enforcement that he wanted to read which stated: "The Planning and Zoning would like to thank the public as well as the Selectmen's Board members

for their input and comments regarding the Hospitality Rental Ordinance. After considering further public comment and the climate, Planning and Zoning department have decided to table the Housing Rental Ordinance. This ordinance will be reevaluated and resubmitted in the near future.” That is why it is not appearing on the Town warrant this year.

### **PUBLIC HEARING:**

Chairman Hippler opened the public hearing at 7:06 PM to hear public testimony and comment on the 2023 overall Proposed Town Budget, including all separate, special and petitioned warrant articles, as well as disclosure of the Default Budget.

Chairman Hippler thanked the Finance Administrator for preparing the nice handout with all the information for everyone. The handout does not include the warrant.

BUDGET: Frank Campana, Quaker Street stated that he noticed that the bottom line is different from the January 5<sup>th</sup> meeting. There is a difference of about \$39,357, which was a decrease. He went through each department line by line and the difference is in the insurance lines. Finance Administrator Rouse stated that the actual invoices were received for 2023, so the amounts were changed to reflect the actual amounts needed to pay the bill.

Heleen Kurk, Mt. Dearborn Road asked what the Town still have for debt service and what is in there. Chairman Hippler replied the road bond matures in 2029 and the DPW garage in 2026.

Richard Butt, Old Town Road stated that when he looks at the fuel increases to all the departments, the DPW is increased by about 120% when the other two departments, the fire department and police department seem reasonable. The Board replied that they have set the rates at \$4.50/gallon for gasoline and \$7.00/gallon for diesel. The Board stated that the increases were attributed to the increase cost per gallon multiplied by the usage. He asked if the Board would revisit those lines for accuracy.

Heleen Kurk, Mt. Dearborn Road stated that when looking at this past year’s budget, it was a default budget. The default budget was \$237,000 less than the proposed budget. She heard the surplus at year-end was about \$300,000. Town Administrator Bolton stated approximately \$185,000. Prior to what was spent in December for year-end purchases was about \$260,000. He question was, what was it that was needed that the Town did without by having a default budget when the difference was about the same as the surplus. She wants to know where the Town was hurting because we had a default budget. That is something we deal with year after year. Ms. Kurk asked where the pain for going with the default budget was. Chairman Hippler replied lack of employees. Selectman Cahill replied that the Town is falling below a pay scale that we can remain competitive with our neighboring towns to our employees. Therefore, we are struggling to try to entice people to come to work here because neighboring towns have that flexibility for what doesn’t seem like a lot of money, but those one to two dollars an hour to get a good quality worker here. Personally from Selectman Cahill’s 10-month here on the board is seeing that as the biggest erosion and biggest need to be able to hire the quality people we need to provide the services that everyone wants at that level. Selectman Cahill stated that will come back, it’s sort of like a maintenance issue that will come back to haunt us, “we can get another year out of the roof but eventually it’s going to create additional damage if we don’t replace it”. Chairman Hippler stated the culture has changed and the lack of pool. People will job hop for a dollar or two. There is less tie to an employer than usual. It is all about retention.

Richard Butt, Old Town Road stated that retention is important. He supports the employees he is just concerned with inconsistencies of certain positions. The Board cannot just knee-jerk react to give people money because they are threatening to leave. We need a strong support for the employees to know that this is what we think that position is worth. We should not be just running around to other towns because we do not know what the conditions are in these other towns. He felt that there are some positions that are very highly paid and if the Board is going to move in that direction a sound structure needs to be developed.

Nick Fox, East Shore Drive asked about the fuel prices. He pulled up information on his phone just now from the US Energy Information Administration, which is predicting fuel to go from \$4.23 in 2023 to \$3.70 in 2024. He is not sure where the Town is getting the \$111,000 or the increase of \$155,000. He asked if the Board could show them how the number used for the budget was found. He also asked about line #438 that says "Highway One-Time Purchase" of \$58,000. The Board explained that is for equipping the DPW facility with tools. Line #446 – Highway Salt and Sand, why is the proposed at \$238,000 when \$160,000 was expended. He went onto say that; we are not having huge winters and ice storms. He asked if that was something, the Town goes out to bid on. Chairman Hippler explained that we use the State bid process. We have an average tonnage that we use every year. Chairman Hippler wanted to remind everyone that the number says 2022 but it is actual the 2019 budget price as we have been on default for 4 years.

Frank Campana, Quaker Street questioned line #235 Police Chief Salary. He stated that in the past there was a \$1,500 difference in the salary increase. It was noted in the side comments, it notes pay increase for Board of Selectman for education incentive. In 2020, the Chief approved an education incentive of \$0.72/her hour. Mr. Campana asked if there was some proof of the degree. Chairman Hippler stated that he did not earn the degree on the Town's dime. Mr. Campana stated he thought the Chief was getting this line item money for further schooling versus in his paycheck.

Tom Flaherty, Sunrise Lane asked if the Town belongs to a Health Insurance Pool. The Board replied yes, HealthTrust. Mr. Flaherty asked that since the Board spent \$33,000 for salt purchases at year-end, he asked if that the Board adjusted for the year-end purchase. The Board stated that they did not, but could look at it. He would also recommend, based on comments the price per gallon for diesel fuel should be looked at again.

Police CBA: Chairman Hippler stated that this is for a 1-year agreement with NEPBA with \$67,805 representing an 8% wage increase across the Board. Frank Campana stated that being that he is uninformed, can the Board mention other items. Chairman Hippler stated that comp time was added to allow the officers to save 27 hours of overtime, which would give those 40.5 hours of regular time. This benefit is the same as the DPW employees. Mr. Campana asked what this average pay is for an officer. Chief Moore replied that the Lieutenant is in the \$80,000. The Sergeants are below him and then the officers, but he was unsure of all the totals.

Chief Moore stated that he put together some stats and in June of 2019. He went through all the officers that left and the reason for leaving. The cost to train a brand new officer is \$67,622.70. He is losing 1 officer every 3.8 months and that is not sustainable.

Richard Butt, Old Town Road stated that we cannot compete with Manchester and Nashua. He pointed out with the assistance of the Finance Administrator, the actual pay increase to the officers is approximately \$44,000 the balance is the cost of the benefits. Mr. Butt stated that the number shown is for 12 months and usually it is for 9 months. It will be fixed to accurately reflect 9 months.

Non-Union Raise Pool: Chairman Hippler stated that this is Board has not discussed this article yet. There was a number of 5% used in the handbook, but this Board has not discussed this as of yet.

Heleen Kurk, Mt. Dearborn Road asked if the Board does exit interview when an employee leaves. Vice Chairman Osborne stated that if they are willing, but not everyone was asked. Selectman Cahill stated yes everyone has the opportunity. She understands the pay component but are there other things being addressed to keep employees. Chairman Hippler stated the Board needs to think on that.

Richard Butt, Old Town Road stated that the cost of living increase this year is 8.7 percent, why isn't the Board using 8.7. Chairman Hippler again replied the Board has not had any discussion yet. Chairman Hippler stated this is the first round and taking input.

Frank Campana, Quaker Street, requested that in this article that the annual cost be included as the cost represents only 9 months. Mr. Campana went back a couple of years to show it was always disclosed. He is expecting to hear tonight the number, but someone is going to say that social security is a 8.7% increase. The folks on social security through most of those latter years most of the non-union employees were getting 3%, which was modeled after the police union raise. The average person on social security gets \$20,000 and the 8.7% increase would add \$1,620 for the year.

Richard Butt, Old Town Road, he was always told by DRA the appropriation for any warrant article is for that fiscal year. He is not sure we can put the 12 months on the warrant when it is a 9 months fiscal responsibility.

Pagers for the Fire Department: Chairman Hippler stated this article is for \$15,000 to replace 25 aging pager and chargers with the funds to come from the Fire Department Equipment and Vehicle Special Revenue Fund. No discussion or questions.

Fire Department Utility Truck: Chairman Hippler stated this article is for \$105,000 to replace the utility truck with is currently a 2003 F350, again with the funds to come from the Fire Department Equipment and Vehicle Special Revenue Fund, tax impact is zero. No discussion or questions.

Police Cruiser: Chairman Hippler stated this article is for \$78,010 for one fully equipped front line police cruiser. This would replace a vehicle that was previously retired a few years ago. Heleen Kurk asked if this is part of the regular rotation. Chairman Hippler stated yes. Chief Moore further added that they won't be getting rid of a vehicle because they are already one short.

10-Wheel Dumptruck: Chairman Hippler stated this article is for \$260,000 to be added to the Highway Truck and Equipment Capital Reserve Fund for the purchase of a fully equipped 10-wheel plow truck.

Tom Clow, Concord Stage Road stated that he is looking at the two consecutive articles. He has an issue with that. He thinks that what the Town will end up with is nothing. Some people will vote for one, some will vote for the other, and you will not get a truck at all. He is certainly in favor of a dump truck. Last year there were two articles, one paid for by the fund balance with a zero impact and one paid by taxation. The one paid from the fund balance passed the other failed. He feels like the Board is setting it up to not get a truck at all. Most people are not going to vote yes on both. He suggested either putting them together in the same article and offset with some money if the Board feels they need two; or put one on the ballot.

Frank Campana, Quaker Street stated he is going to pick up where Mr. Clow left off regarding offsetting an article. He has a different school of thought. The Board had year-end surplus and spent a portion of it. He asked if there was any discussion of using the year-end money to use toward this truck. Chairman Hippler stated that they did not, but there will be further discussion on these articles. Mr. Campana referenced September 26, 2002 meeting, the Board accepted additional money for Highway Block Grant funds and Bridge Aid. He asked that evening if some of the money can be used to buy equipment and the reply was yes they could.

Jason Fiske, Interim DPW Director stated that he knows there are two truck there. It is a pretty big pill to swallow, but the Highway Department is in desperate need of a couple vehicles. He and his mechanic do take good care of them the best they can and make sure they are safe for the road but the bodies are getting rusty as they are hauling salt everywhere. They just do not last 20 years and they cannot. The previous

idea was to get them on an 11-year rotation. That is just about the end of the life. They take a \$260,000 and by time they trade it in, it is worth about \$3,000 to a dealer.

10-Wheeler Dumptruck (2<sup>nd</sup> article): Chairman Hippler repeated that the Board will be having further discussion about these two articles later this evening. There was no discussion or comments.

Road Reconstruction: Chairman Hippler stated this article is for \$640,000 with block grant money offsetting it with approximately \$356,035 being raised by taxation. The funds will be added to the previously established Road Reconstruction Capital Reserve Fund.

Janice Matthews, Woodbury Road she is here as a private citizens. The terms of Highway Block Grant, what are those? Is it a matching grant or something like that? Chairman Hippler stated that it is funds that the State gives to communities based on miles of maintained roads, which is funded from the gas tax. It is not a matching grant. Ms. Matthews asked if the article is defeated, the Town would still get the money from the State. Chairman Hippler replied, yes. Ms. Matthews what the town is getting for all this money. Chairman Hippler stated that there was a plan but he is unsure of else is on the list.

Jason Fiske, Interim DPW Director stated that he does not have anything, but former DPW Director Benji Knapp had a nice plan put together. There are overlays on roads that had base coats put down last year. They are planning in grinding and repaving at least one road and doing some chip seal as well. Chairman Hippler felt comfortable saying that at least \$550,000 will be spent on road reconstruction the rest would be maintenance.

Frank Campana, Quaker Street referred to last year's warrant regarding the two dump trucks. Chairman Hippler stated that the Board has moved onto the Road Reconstruction article.

Tennis Court Capital Reserve Fund: Chairman Hippler stated that this article is for a new capital reserve fund for the tennis court replacement. The park committee made a presentation to the Board about the tennis courts and their failing condition. There was a repair made this year and the longevity of the tennis courts behind the legion and next to the library is short. That was donated to the Town in the early 1980's and the recommendation was to rehab it. The use has increased with the start of pickle ball. This article is for \$20,000 and that is for the planning and for to begin the funding of what is looking to be a 5-year plan.

Heleen Kurk, Mt. Dearborn Road, questioned the replacement is there any thought of placing it somewhere other than where they are today, like Bolton Field. Chairman Hippler stated there was discussion and that may not be out of the question. There was discussion about ADA compliance, etc. Ms. Kurk stated that often there is a parking issue. Being it is a 5-year plan the expectation would be to see this on the article for the next four years.

Richard Butt, Old Town Road felt that Parks is really pigeon holing themselves on this because the article wording is very specific. He has never seen wording that specific in his life. They are tying themselves to one specific location. We purchased land for mining through the Conservation Commission, being the Schmid property on East Road and several acres were set aside for recreational development. He is not objecting to it but not have it that specific. He would not strict it to reconstruction especially when it is 5-years from now. Make it more general and take out the directions.

Tom Clow, Concord Stage Road agrees with Mr. Butt regarding the wording. The other reason is that there is an ongoing discussion of an addition going onto the library and the discussion of parking issues. The preliminary drawings for the library addition take up a good amount of space on the library lot, not counting the parking. It would be a plus is possibly the current location of the tennis court might be available for



parking for the library, meaning possibly locating the tennis courts in another location. The addition is also a project down the road.

Janice Matthews, Woodbury Road has a comment relating to parks and recreation. A big part of the master plan is that the Town is to develop parks and recreation strategy. She urged the Board to consider updating the 18-year-old Master Plan and making sure that a comprehensive strategy for parks and rec and recreational activities and facilities are in that plan.

Frank Campana, Quaker Street asked if this is, a 5-year plan for \$100,000 is there a way similar to the bridge bond money explaining to everyone the total cost of the plan and inform them it is a five-year plan. Vice Chairman Osborne stated that the whole project costs about \$170,000 over the 5-years. This \$20,000 is to see if a new court can feasibly fit there. Chairman Hippler apologized is he misspoke. The outlook is to have this project done in 5 years. They are also looking at grants to help as well. Mr. Campana asked if it could be further explained in the mailer.

Revolving Fund for Parks and Recreation: Chairman Hippler stated this article is to make a revolving fund for maintenance related funding from the gate fees at Chase Park. They will take 100% of the collected monetary funds from gate fees. This year there fees were down.

Tom Clow, Concord Stage Road stated that he feels the Board need to let people know what 100% of the revenue represents. As people see, 100% they need to understand what will be taken out of revenues. Selectman Cahill stated that he has seen another version of this, which addresses some of what Mr. Clow spoke to.

Richard Butt, Old Town Road stated that unfortunately as this article is written is illegal they reference an RSA 31:95-h addresses revolving funds, it is limited to one of the following purposes: recycling, ambulance services, public safety, creating affordable housing, providing cable access for public education, financing of energy conservation and facilitating transactions relative to Municipal group net metering. The wrong RSA is being used. There is an RSA, 35-b:2 which is specific to revolving funds for recreational use. Mr. Butt provided the Board with a warrant from Stratham. Mr. Butt questioned the agents to expend, which is usually the Board of Selectmen.

Heleen Kurk, Mt. Dearborn Road stated that she is trying to understand the need for this. The money that they make at Chase Park they want to put into a special fund for Parks and Recreation to be able to spend without coming to the Board. Chairman Hippler stated they want to be able to spend it to maintain and upgrade all park areas. Ms. Kurk's, how much money have they made in the past. Chairman Hippler replied in the past they have taken in up to \$20,000 as a high. This past year they took in \$14,000. Ms. Kurk stated that this would be like a savings account to repair items that have been put on hold because there were no funds. Vice Chairman Osborne stated that they have been kicking the can down the road for many years.

Cy-Pres Funding: Chairman Hippler stated that this article is for \$10,000 for cemetery funds the money to come from Cemetery Cy-Pres account, with a zero tax impact. Town Administrator Bolton stated that we have tried to find someone to help the Town figure out who is buried in various lots. This money is to be spent on inside work in the cemeteries and there is currently \$141,000 in the fund. The question is should the Board look to increase the article so that it could be used for this project.

Heleen Kurk, Mt. Dearborn Road stated that it is probably a good idea but she is unsure you can use cy-pres money for that. The Board would need to check to see if that is a legal use of the funds.

Frank Campana, Quaker Street stated that as a general comment. He does not disagree with the need, but this is a public hearing and something like this should have been brought up at a meeting and not at the public hearing. It should have been done at previous meetings so people are aware.

Town Forester: Chairman Hippler stated that this article is for \$20,000 to contracting of a Town Forester with the funding from the Conservation Fund with a zero tax impact. There were comments or questions.

Re-adoption of Veteran's Tax Credits: This is for the re-adoption of the tax credits as required by the State of NH. Janice Matthews, Woodbury Road asked if this is something we can expect to see every year. The State is making all communities re-adopt all the veteran's tax credits. Town Administrator Bolton pointed out that if the Town does not vote to re-adopt the tax credits the credit reverts to \$50 from \$500.

Frank Campana, Quaker Street stated this article was on last year. Chairman Hippler stated that as explained earlier it is State mandated to re-adopt the veteran tax credits.

Nick Fox, East Shore Drive asked if the \$500 was a State number or can we change it to anything we want? Chairman Hippler replied that was a number voted on at Town meeting. Mr. Fox proposes to up the amount. He is unsure the amount of what they would look like. He threw out \$750-\$800. They served the country and are experiencing the same cost of living increases. Mr. Fox commented that the felt there was a lot of fat in here that could be trimmed to make this happen.

Richard Butt, Old Town Road asked if this article was for anyone that served, previously it was just for certain conflicts and criteria. Mr. Butt questioned, that if the Town does not approve this the amount goes back to \$50. The Board replied that is what we have been told.

Frank Campana, Quaker Street stated that when he moved here it was \$50. It then went to \$250 and then to \$500 as it is today. He felt that the \$500 was the maximum that the State allowed. The Board stated they would look into it.

Additional Police Department Funds: Chairman Hippler stated that the next article is from the police department. It is to secure \$12,402 for additional costs of the police department for dispatch and IT services through the Town of Goffstown.

Janice Matthews, Woodbury Road, suggested that on the wording the last line states that if the operating budget passes. An operating budget will pass; it is just whether it is a proposed budget or a default budget. She felt the intention was the proposed budget passing. Chief Moore stated that the Finance Administrator brought up a good point today. What happens if the proposed budget and this article fails? They do not have dispatch services, no computers in the care as "no means no". Chairman Hippler asked Chief Moore if he would like to remove the article. Chief Moore replied that they need the article but the Town does not have a choice. We cannot risk it, but he personally, he would like to leave it just to see. The people in his department would like to leave it. Chief Moore stated that it is catastrophic if it fails but it will send a message to the people on where we stand. Chairman Hippler stated that he would disagree with that sentiment. Chairman Hippler stated that he feels the Board will remove it but will have that discussion later.

Petition Article to Pave Orchard Hill and Apple Way: Chairman Hippler stated that this is a petition article the Town received and nothing the Board came up with.

Tom Clow, Concord Stage Road stated that if this passes it would set a precedent that we probably don't want. We have professionals in our Highway Department who set out a plan and he felt the Town didn't need people competing with each other through warrant articles to see which road is paved first. It is part of an overall plan that should exist and in the past it has and it has been posted on the website. Residents

can certainly come to this Board and make a request that they be on the list. That can be worked out between the Board and the Highway Department.

Frank Campana, Quaker Street asked if the Board would allow him to back track to the dispatch. It shows an increase in the proposed budget and it is noted it is a contract. He does not understand the need for the separate article. Town Administrator Bolton stated the increase was the warrant article. He asked if it is a contract why is it not in the default. The Board explained that they enter into many contracts, dispatch, lawn care, IT, etc. to conduct the Town's business but until it gets into a proposed budget those increases cannot be added to the default.

Petition Article for Carbon Pricing Legislation: Chairman Hippler stated again this is a petition article submitted to be included with the proper number of signatures which asked for federal election representatives to enact a carbon pricing legislation to protect NH from the cost of environmental risks of continued climate.

Janice Matthews, Woodbury Road, stated continued climate enactment; the federal government just passed many trillions of dollars related to climate change.

Richard Butt, Old Town Road stated that there is an article, missing from the warrant that he is concerned about. It is the one for government buildings. Chairman Hippler stated that it was discussed with the Town Administrator but the Board needs to discuss this. The current balance in that fund is \$29,000. Chairman Hippler stated that what Mr. Butt is referring to is that the Government Building and Maintenance Fund, which handles all the buildings in town for maintenance, etc. The number that this Board has always wanted to keep was \$60,000 and it is now just shy of \$30,000. There will be an article put on to replenish the fund back to \$60,000; meaning about a \$30,000 warrant article.

Chairman Hippler closed the public hearing on the budget and warrant articles at 9:03 PM.

#### **DEPARTMENT/COMMITTEE ITEMS:**

Roadside Mower Presentation: Interim DPW Director Jason Fiske was present to discuss the roadside mower. The Town currently owns a Land Pride Rcp 2560 Parallel Arm Rotary Cutter in good working order and a 1995 Ford/New Holland Tractor with a blown motor (complete long block needed). Interim Director Fiske stated and discussed in previous selectmen meetings, the mowing tractor used by the DPW is in need of significant repairs. The goal is to ensure the most efficient and cost-effective option for roadside mowing. There are currently four alternatives to discuss regarding the roadside mowing.

- #1 Purchase new tractor to use in conjunction with mowing attachment already owned
- #2 Going forward put roadside mowing out to bid
- #3 Adjust budget to continue renting mowing tractor to have DPW operate
- #4 Fix the Town's mowing tractor to allow DPW to continue roadside mowing operations

Interim Director Fiske asked that the Board review these options with the cost options. Chairman Hippler stated that all the options will be a 2024 request, but for this year they will rent to get something done.

Vice Chairman Osborne asked Interim Director Fiske how he was doing with getting the trucks that are broken down repaired. Interim Director Fiske stated they worked all day, two chains, thirteen hydraulic hoses and that was a result of the short salt run they did this morning and this afternoon. As he indicated earlier this evening, the DPW is in need of trucks.

Interim Director Fiske asked the Board that he would appreciate feedback on this whole director job. If there any constructive criticisms to reach out and let him know.

#### **PUBLIC COMMENT:**



Richard Butt, Old Town Road stated he is discouraged that this is being done for one person. He felt it should have been left alone. He asked if the Board to consider putting it back at the beginning so residents do not have to sit around and wait. He encouraged the Board to come up with a set of rules. Mr. Butt stated that he was disappointed with the Chairman, as he did not stop discussion at the last couple of meetings because it was getting personal and he did not like it. He was sitting here and spoke it. The Chairman has that responsibility and can do it at any time he wants.

Tom Clow, Concord Stage Road stated that he would like to see public comment moved back to the beginning. In years past it was moved around and at some point in time there was one in the beginning and one at the end. His suggestion is to put it back at the beginning.

Frank Campana, Quaker Street stated that he would like to ask the Chairman and the last speaker offended him (kidding), but he would agree to move it back to the beginning. He looked at the last YouTube and has been critical to one member; Selectman Cahill stated that many times a comment comes from the fast and furious. He is speaking for himself and he is neither fast nor furious. Chairman Hippler, town business related business. If the public comment gets into defamation of character, he would agree with not allowing that. He urged the Board to move it back to the beginning as others have asked.

**MANIFEST: Chairman Hippler moved, Vice Chairman Osborne moved**  
**To order the Treasurer to sign the payroll and accounts payables checks dated January 19, 2023 as included in the following manifests:**

<b>Payroll Manifest</b>	<b>\$ 70,206.37</b> ( <i>Weekly payroll</i> )
<b>2022 Accounts Payable Manifest</b>	<b>\$ 165,908.63</b>
<b>2023 Accounts Payable Manifest</b>	<b>\$ 577,954.53</b>
<b>John Stark Accounts Payable Manifest</b>	<b>\$ 500,000.00</b>
<b>Weare School Accounts Payable Manifest</b>	<b>\$ 600,000.00</b>
<b>TOTAL:</b>	<b>\$ 1,914,069.53</b>

**The following manifests were previously ordered to sign at the December 28, 2022 Board of Selectman meeting:**

<i>Payroll Manifest</i>	<i>\$ 70,246.43 (Weekly checks dated 01/12/23)</i>
<i>2022 Accounts Payable Manifest</i>	<i>\$ 28,786.78 (Checks dated 01/12/23)</i>
<i>2023 Accounts Payable Manifest</i>	<i>\$ 14,792.40 (Checks dated 01/12/23)</i>

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**As there is no Selectmen meeting scheduled for Monday, January 23, 2023**

Please vote:  
**To order the Treasurer to sign payroll checks dated January 26, 2023 estimated to be about \$80,000.00. Furthermore, to order the Treasurer to sign up to the amount of \$90,000.00 for accounts payables that cannot wait until the next scheduled meeting. Reports and actual check amounts will be reported to the Board of Selectmen by inclusion on the Manifest Memo at the next scheduled meeting. Passed 3-0-0**

**ADMINISTRATOR REPORT:**

Possible Allocation of Funds: Town Administrator Bolton put together a sheet for the Board to review with various possibilities for funding and offsetting other warrants that will be discussed at the next meeting to finalize the warrant articles.

Joint Loss Management Committee: The last meeting was scheduled on 9/27/2022, due to vacancies the majority of the committee that just volunteered left, so we only have half of the committee. Once we fill the DPW position and the Fire Chief we will have a better pool to solicit volunteers.

Radio Communications: A verbal has been received with permission from the cell tower companies waiting on written approval.

Asbestos Testing on 487 North Stark Highway (Barden) & Buzzell Hill Road property: Buzzell Hill roof shingles tested positive for asbestos; Barden property has several materials within the structure tested positive for asbestos (window glazing, interior & exterior caulking, some cementitious paneling around the chimney/fireplace). The next step would be to have the asbestos abated but not until spring of 2023.

Possible Restructure Discussion for the DPW Vacancies: The Board needs to pick a date, possibly after deliberative session but prior to Town meeting.

Evaluation Forms: Deadline was selected as February 1st; DPW has been given forms for the Highway and Transfer Station employees. Town Administrator Bolton reported all her employees will be done by then as well.

Solid Waste Ordinance: In 1992 (almost 31 years ago) the Town of Weare approved a Solid Waste Ordinance. The Board should review this closely and some suggested changes could be:

- Inspection to be done by Foreman or designee before any dumping
- Come up with a percentage (like 30%-40%) of each load needs to be recycling (EPA indicates that 70% should be recycling – probably a bit too high)
- Haulers have been waiting to see what the Board is doing. A public hearing needs to be scheduled.

Town Hall Bathroom Renovations: The advertisement is posted on the website. Contractors are being solicited to come to the site visit on 2/2 @ 9:30 AM with bids are due 2/16. It is a tight window, but needs to move forward. The plan would be to have a meeting on Friday, 2/17 as there is no meeting on Monday, 2/23 because the office is closed for President's Day.

Library Chimney Repairs: Selectman Cahill stated that Library Director Clay Kriese would be at the meeting on the 30<sup>th</sup> to finalize and award the bid.

Solar Project: Town Administrator Bolton will follow up with the committee for a status update and possible meeting with the Board.

**MINUTES:** Chairman Hippler stated that the minutes being behind is inexcusable and we need to get those done ASAP.

#### **CORRESPONDENCE/OTHER BUSINESS:**

Chairman Hippler stated the Board received a second email from residents looking for an update from the original email sent/provided on 12/5. Town Administrator Bolton provided the Town Counsel with the email, but could not check on it today as it was a holiday for the law office. Town Counsel will be replying.

Vice Chairman Osborne suggested that the Town look at different avenues to recruit DPW employees. He suggested the Union Leader. Chairman Hippler suggested more of an online platform, like Indeed or Zip Recruiter.

Town Administrator Bolton informed the Board that the Board of Firewards have decided to hire MRI to do their Fire Chief search, so it will be another 60 days out.

Chairman Hippler stated that he spoke to Selectman Van who suggested that maybe some of the ARPA money could be used to offset the cruiser article. The purpose and approved expenses will be checked to see if that is a possibility.

January 24, 2023 the Board agreed to have as a work session to start at 6:30 PM

Vice Chairman Osborne stated that he agreed with the three speaker regarding public comment. The Board agreed that it to put it back at the top, emphasize, and keep track of the 5-minute time limit.

**NONPUBLIC SESSION:**

**Chairman Hippler moved; Vice Chairman Osborne seconded to enter into nonpublic session @ 9:54 p.m. pursuant to the authority granted in RSA 91-A: 3II ( c). A roll call vote was taken, Selectman Cahill – yes; Chairman Hippler – yes; Vice Chairman Osborne - yes. Passed 3-0-0**

**Chairman Hippler moved; Vice Chairman Osborne seconded to exit this nonpublic session @ 10:08 p.m. A roll call vote was taken, Selectman Cahill – yes; Chairman Hippler – yes; Vice Chairman Osborne – yes. Passed 3-0-0**

**Vice Chairman Osborne moved; Selectman Cahill seconded to seal and restrict these nonpublic session minutes. Passed 3-0-0**

**Being there was no further business to come before the Board, Vice Chairman Osborne made a motion, Chairman Hippler seconded to adjourn at 10:09 pm. Passed 3-0-0**

**ADJOURNMENT**

A True Record.

*Naomi L. Bolton*

Naomi L. Bolton, Town Administrator