



WEARE BOARD OF SELECTMEN
MEETING MINUTES
January 15, 2024

PRESENT: FREDERICK W. HIPPLER CHAIRMAN; BENJAMIN D. KNAPP VICE CHAIRMAN;
SALIM BLUME, SELECTMAN; SHERRY M. BURDICK, SELECTMAN; JANICE MATHEWS,
SELECTMAN.

TOWN ADMINISTRATOR: Naomi L. Bolton

GUESTS: Beth Rouse- Finance Administrator, Jason Fiske DPW Director, Denise Purington- PARC,
Mark Roarick- Acting Fire Chief, Mike Provencher, Lori Davis, Tom Clow, Frank Campana, Diana
Dickinson, Brent Dickinson, Lisa Purington-Grolljahn, Maria Fossiano, Neal Kurk, Jessica Kalopolites,
Bill Anderson, Tom Flaherty, Eldon Townes II.

These minutes were transcribed from the following link: <https://www.youtube.com/watch?v=KXc5Li9FVzo>

Chair Hippler called the meeting to order at 6:31 PM.

Appointment to Trustees: Chair Hippler said there is a new appointment of Terry Knowles as an alternate member of the Trustees of the Trust Funds.

Chair Hippler motioned to appoint Terry Knowles as an alternate of the Trustees of the Trust fund for one year. Seconded by Selectman Burdick. Motion passed 5-0-0.

MANIFEST:

Chair Hippler moved; Selectman Burdick seconded:

To order the Treasurer to sign the payroll and accounts payables checks dated January 18, 2024, as included in the following manifests:

Checks Dated January 18, 2024, 2023

Payroll Manifest	\$ 79,191.61 <i>(Weekly payroll checks)</i>
2023 Accounts Payable Manifest	\$ 27,044.81
2024 Accounts Payable Manifest	\$ 29,810.73

TOTAL:	<u>\$136,047.15</u>
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MINUTES:

Motion made by Selectman Blume to accept the November 27, 2023 minutes as amended. Seconded by Selectman Burdick. Motion passed 4-0-1 abstention from Chair Hippler.

Motion made by Chair Hippler to accept the December 4, 2023 minutes as amended. Motion passed 5-0-0.

Correspondence: Selectman Blume asked to set a date for the review of sealed minutes. Town Administrator Bolton said they set the date of February 26th. Selectman Blume asked how to move forward with writing RFPs for Town Counsel and engineering. TA Bolton read off the list of RFPs to be put out this year that are expiring. TA Bolton will research and reach out to the list serve. Selectman Blume said the Building Inspector put in his resignation. Selectman Mathews said that she does know the Town has a mutual aid agreement with Goffstown. Selectman Mathews said she would like to talk about some of the ground rules for using mutual aid. TA Bolton asked what they would do for next week. Selectman Mathews said that she would like to talk about the stamped plans. TA Bolton will put it on the agenda for Monday. Chair Hippler said to not schedule inspections for next week.

River Road Bridge: DPW Director Fiske said that they received responses and needed to go through them and pick a company. TA Bolton said that they received seven RFQs and according to the State, the BOS has the final decision. The suggestion was possibly a five-person subcommittee which consists of DPW Director Fiske, TA Bolton, one Selectman, and two residents. Going forward the BOS are going to have to interview the top two or three. DPW Director Fiske said it is a standard process. Selectman Mathews suggested asking the public if they have any structural engineers who would want to participate. Chair Hippler asked how many meetings two or three for the subcommittee. Vice Chair Knapp said he would sit on the subcommittee and Selectman Mathews will be a backup. Selectman Mathews asked if there was any information on the current load. DPW Director Fiske said that Jacobs Engineering is putting together a proposal. He has looked at it but has not come out to inspect it yet. DPW Director Fiske said he is trying to do all the paperwork and he is hoping to hear from Jacob's Engineering this week if he does not hear from him by Wednesday then he will give him a call.

Facebook: Vice Chair Knapp said that for anyone who inquired about winter sand. That was the cheapest bid and it has some grit to it. Winter sand is used to give everyone traction when it is slippery and it doesn't need to be a special spec and is perfectly fine to use in your driveway.

Timber Showing: Vice Chair Knapp said that he did attend the timber showing at Felch Farm Forest. Vice Chair Knapp said there were quite a few people there and this was explained very well.

Meet the Candidates: TA Bolton said it was proposed to do it the week of school vacation in February but they are not allowed in the school during vacation times. Voting is on the 12th and suggested that they do it during the week of March 4th – March 8th. The BOS agreed to have TA Bolton call the school and see what is available the week of March 4th and to have the time around 7 pm.

PUBLIC HEARING: *To hear public testimony and comment on the 2024 overall proposed Town Budget, including all separate, special, and petitioned warrant articles, as well as disclosure of the Default Budget.*

Chair Hippler opened the public hearing at 7 pm.

Finance Director Rouse went over the handbook. Page four is the default budget and reached out to verify with Town Counsel to make sure the numbers were correct and they were. Page six is the summary of the proposed budget. The following pages are the justification of each department and a detail line by line. Finance Administrator Rouse presented the warrant article to the BOS and the tax impacts. Chair Hippler said that he would like to go through and discuss each warrant article.

Article 7-Operating Budget: Tom Clow of Concord Stage Road asked that the BOS take a look at the fuel prices again due to the fuel prices decreasing. Mr. Clow said that he is speaking for himself and not as a

99 Finance Committee Member. Lori Davis Buxton School Road said that she has been looking at all the
100 budgets and as a resident, we are going into a recession. During Covid, some people did not get raises but
101 the Town's people got raise. Close to a quarter of the people who live in town are on a fixed income. The
102 cost of living and social security is 3.2 % this year. She asked the BOS to go back and look at these things
103 because she is seeing raises for people that are four and five percent. Ms. Davis said that she is speaking
104 for herself and not as a finance committee member. Frank Campana of Quaker Street said that the BOS
105 had a \$513,000 surplus this year. Year-end expenditures offered by the BOS were \$67,000 and that left
106 \$445,900 to go to the unassigned fund balance. Mr. Campana said that the BOS did not put any money
107 forth to put toward the taxes. Tom Flaherty of Sunrise Lane asked if the insurances are locked or if can
108 they estimate that could change. Chair Hippler said they were locked.

109
110 **Article 8-Police Collective Bargaining Agreement:** Vice Chair Knapp and Selectman Blume asked that
111 the 5% increase be added to the warrant article. Lori Davis of Buxton School Road asked if the Collective
112 Bargaining Agreements included the negotiation of benefits or was it just the salaries. TA Bolton said that
113 talked about long and short disability, dental insurance, leaves and personal time, a uniform allowance,
114 education incentives, and wages. Ms. Buxton said that she was a broker and knows about insurance and
115 knows that the public sector people's benefits are being cut left and right and if people want more money,
116 they generally lose on the benefit side because companies can't do that and she is concerned the town is
117 not adjusting appropriately on the town side. Tom Clow of Concord Stage Road said there is a shortage of
118 Police Officers and we need to hold on to the ones we have. Frank Campana asked what the CBA
119 percentage would be. Selectman Blume said it is 5% for three years. Mr. Campana asked if the BOS could
120 give him the accumulative amount for the three years. TA Bolton said it was \$397,778. Mr. Campana asked
121 what the current tax impact would be. TA Bolton said using this year's net assessed evaluation would be
122 31 cents. Mr. Campana asked what the estimate of an increase was based on. TA Bolton said that they base
123 it on a half of a percent increase every year.

124
125 **Article 9 & 10 & 11-Non-Union Raises & Wage Adjustments for DPW & Fire:** DPW Director Fiske
126 explained that Article 10 is non-union raises to include the Highway Department and Article 9 would be
127 excluding the Highway Department. The reason for that would be that Article 11 would be a wage
128 adjustment for the full-time Highway Department employees a \$3 step one increase. Chair Hippler asked
129 what the first step would bring the position up to. DPW Director Fiske said it would be \$23 with a CDL.
130 Selectman Blume asked if they got clarification on the no means no. TA Bolton said if they do not get
131 approved for the \$3 an hour step one but get approved for the wage pool, they will the percentage increase.
132 If all of them are no then they get nothing. Lori Davis Buxton School Road said that she does not disagree
133 that the wages should be brought up but she said it is a gambling bad if you double loads on both sides.
134 She said she thinks that it needs to be a little clearer in Article 11 why they need to be brought up. Neal
135 Kurk of Mount Dearborn Road said he is confused as to how much increases are going to be going to the
136 highway department. There is a lot of money floating around and it is unclear how much is going under
137 what circumstances to whom. Mr. Kurk said he would also like to point out that the proposed budget versus
138 the current budget in terms of taxes, not the total amount but in terms of tax increase is 10.5%. The proposed
139 budget is \$400,000 more than the amount raised for taxes last year. Chair Hippler asked if that included
140 the warrant articles that got voted in. Mr. Kurk said Chair Hippler is correct it does include the warrant
141 articles and those would need to be subtracted out. Bill Anderson of East Road said his only issue is that
142 they need to keep this as clean as possible to the voters and not muddy it with these three articles. Mr.
143 Anderson said that he thinks the easiest way to do that would be in article 9 accounting for everyone except
144 the Highway Department and supporting wages and then if you left out article 10 and you went to 11 and
145 then cover the highway department. Brent Dickinson of Del's Way asked if they were only hiring CDL B's.
146 Chair Hippler said that was the minimum. Mr. Dickinson said that he would suggest to the BOS that they
147 make the public aware that they are not just driving a truck down the road they are operating equipment.
148 Mr. Dickinson encouraged the BOS to do everything to get them every dollar they could. Tom Clow of
149 Concord Stage Road said that he would like to echo what Bill Anderson said and leave out article 10. Vice
150 Chair Knapp said that he would like to give some institutional knowledge. He said there were six years in

a row that the COLA was voted down and then they finally got one for non-union employees that was a 3% but they took 10% of health insurance so people that had full family plan insurance took a significant decrease overall in take home pay. The increase that is being asked for in article 11 covers the cost of what was lost about 10 to 15 years ago. Mr. Kurk said one thing to amplify what Bill said if you include the highway folks with everyone else the article states this is for a COLA it will pass and if you state within the article this is what will make them comparable to other towns that way, they can hire people then it is clear what the purpose is. Frank Campana said he is not debating pay raises but the public must get pay raises to keep up with the insurance he does not know what the current insurance plans are but he thinks they have always been around \$20,000. That is a perk for town employees he said he does not get that in his 3.2%. In May of 2023, there was a staffing reassignment proposal and the total of that disposable money was \$23,839. \$11,651 went to a fifty-cent-an-hour pay raise for the highway department. There was an on-call bonus of \$5,700 for November to April to try and get more people to come on board and stay. Mr. Campana said between the fifty cents and the \$5,700 the BOS has found ways to give raises. Chair Hippler said the bonus that was given this year was put in as a one-time thing. Chair Hippler said he does agree they need to make this as clean as possible. It is difficult to read. Selectman Burdick said she would like to see them get the \$3. TA Bolton said that if this passes without them and their warrant article fails that means everyone gets 5% and they get nothing. Fire Chief Roarick asked why the full-time Fire Department was not included. Chair Hippler said he is not sure probably because of the standalone article he would assume. Chief Roarick said he did not realize that articles 9 and 10 were COLA raises and just to try to get people to where they are supposed to be. Chief Roarick said that the Fire Department is nonunion as well. Chair Hippler said that would change the number for the article if they were to include them and thinks it follows suit with the DPW. Selectman Blume said it could be simplified to be 5% pay increases for non-union Town employees and then on the second one for non-union Town employees to exclude the Department of Public Works. Finance Administrator Rouse said it would be \$98,190 for nine months and then 12 months would be about \$130,000 for everyone. Article ten is going to include the Fire Department and be simplified to all non-union employees. This would exclude the TA because she is contacted. Lori Davis spoke to article ten and said that they are out of line for what they are asking a 3.2% COLA and retirement. She said this is a disservice to the taxpayers of the Town. Vice Chair Knapp said that he did want to mention a couple of years ago when he was a department head the board stuck to 3% whether it has been 1%, 9%, 8%, etc. and he thinks the overall agreement at least what he brought up was 5% because that is what they came up with that the CBA it was only fair to treat non-union employees the same as a union. Neal Kurk asked for clarification on article 11 if the base rate be included so that the 5% will apply. Diana Dickinson of Del's Way said that Mr. Kurk asked earlier to explain why we are asking the Town's people to do this. Chair Hippler said it would be in the mailer. Neal Kurk said that the BOS has not explained why there is so much money in article 11 as well as the \$45,000. Chair Hippler said the on-call bonus of \$30,800 is a \$2,500 per person stipend and will not compound with the \$5,700. There will be prorations. Mr. Kurk asked if everything got passed and if the BOS could tell the public what they would then be receiving as compensation. TA Bolton said they could it just wouldn't be tonight, she said that you have to understand too the \$2,500 is to be on call and give up your life from April 15th to November 15th in case you have a little bit of snow. Lori Davis said that one someone says they have to be on call and they are getting paid for it, it is part of their job. Brent Dickinson said that he does not know anyone who is on call making \$20 an hour and most CDL drivers are required to maintain and if they are not making \$30 per hour they are not making enough. Tom Clow said this on-call bonus has been in the budget. Chair Hippler said the amount had changed for this one time.

Article 12-Fire Dept. Wage Adjustment: Acting Fire Chief Roarick said the 6% pay increase is to keep in line with other towns to help retain employees. Selectman Blume said that in article 9 they would be giving everyone the 5% so he would suggest eliminating article 12. Chief Roarick said if you did that then they would just be receiving the COLA and not receiving a wage adjustment. Chief Roarick said the dollar amount for people is between \$2.00 and \$2.75. Chair Hippler asked Selectman Blume if it would be more pliable to have a dollar amount rather than a percentage. Selectman Blume said no because they had articles that did not include fit and then had on just for them. Selectman Blume said they either need to have an

203 article like DPW that is looking for some small addition or exclude it. Selectman Mathews said by adding
204 the full-time fire to article 9 it covered 80% of what was being asked for. TA Bolton said when they talked
205 about wage increases they talked about the difference between COLA and wage adjustment. TA Bolton
206 said that it excluded them from the bucket of money and included everyone else. Selectman Blume said
207 that he thought it was written very particularly to exclude them. TA Bolton said it was a mistake not adding
208 them and was not intentional and the dollar amount per hour is cleaner and easier. Neal Kurk said that
209 when he looked at the printed warrant articles there was a 6% increase and now the BOS is adding them to
210 the 5% so would not that be an 11% increase? Chair Hippler said that is correct. Tom Clow said he agrees
211 that it would be better to have the dollar amount than the percentages for clarity purposes. Bill Anderson
212 asked how many vacancies there were in the full-time Fire Department. Chief Roarick said there is going
213 to be one. Mr. Anderson said he does not understand why they are increasing to 11% they do not need
214 people and there are not any vacancies. Frank Campana said that he still has not heard anything about
215 benefits and that will add up in dollars. Brent Dickinson asked what the cost per week for insurance is for
216 the Town employees and what the Town's portion is. TA Bolton said the insurance is 10% of the premium
217 dependent upon the package. Chair Hippler asked what the retirement contribution was. TA Bolton said it
218 is 7% for group one and 11.8% for group two which is Fire. Chair Hippler said the Town does not pay for
219 dental, short-term, and long-term disability. Chief Roarick said that since the Town does not offer short-
220 and long-term disability, he has had to get it for himself and pays \$225.92 a month to be covered.
221 Discussion ensued about adding the dollar amount to the warrant article.
222

223 **Article 13-Fire Chief:** Chair Hippler said that the warrant article is to make the part-time Fire Chief a full-
224 time Fire Chief. Chair Hippler said the 2024 proposed 40 weeks full-time salary would be \$81,300 included
225 in the \$81,300 would be retirement and taxes would be a total cost of \$107,549. For 2025 which would be
226 a full calendar year the proposed salary would be \$106,080 and with taxes and retirement it would be
227 \$139,813. Chief Roarick said the part-time salary would come out of the budget. Chair Hippler asked how
228 the figure was derived. Chief Roarick said that when Chief Olsen was here, they surveyed other towns
229 equal in size and came up with the figure. Chief Roarick said that the Board of Fire Wards approved the
230 amount. Vice Chair Knapp said that he would like to see an increase in to amount because they have not
231 hired a full-time Fire Chief and if Chief Roarick were to not take the position and they must hire someone
232 with less experience then they should not be making that salary to start. Discussion about the wording of
233 the salary. Selectman Blume said that the BOS spent a lot of time talking about this last week and he felt
234 like they were roughly split, not to include it all and then deferred to the public to talk about. Selectman
235 Blume said he does want to hear from the public but to set the stage the Board of Fire Wards voted to or
236 asked the town to dissolve the BOFW the town agreed to the obligations. The obligations will defer to the
237 BOS after the next election. Selectman Blume said that he is not comfortable with switching something so
238 critical to the operation as this board must absorb that with potentially three new people as well. Selectman
239 Blume said he is not in favor of this right now. Selectman Blume would like to give it a year to mull it over
240 with the new BOS. Selectman Mathews agreed with Selectman Blume. Tom Clow said that having a full-
241 time department and not having a full-time Chief does not make sense it is time to make the move and take
242 the next step. Mr. Clow said if this goes on the ballot that is what the deliberative session is all about, this
243 will no doubt get a lot of discussion pros and cons and then the public will make up their mind on whether
244 this is something they want to go with. Mr. Clow said in his opinion that it is time to make the change but
245 that is not the finance committee and it is not what will come out perhaps of the deliberative session but he
246 thinks that putting it on gives the public input. Mr. Clow said that comparable salaries this is very close to
247 what the Police Chief is making. Brent Dickinson said he does not think it is comparable to what the Chief
248 of Police is making but he could be wrong. Mr. Dickinson said he has not seen anything other than the
249 budget for the Chief's pay this is not the total package but he is getting \$108,000. Chair Hippler said that it
250 would be the retirement and taxes. Mr. Dickinson asked what the average firefighter made out of the eight
251 people. Chair Hippler said 26 to 28 an hour. Mr. Dickinson said that we want to pay 66.82 which will create
252 resentment in people and they will leave because the chief is being overpaid. Lori Davis asked if they do
253 have a full-time Chief does that mean they will not have a salary over here for the other person and is there
254 not going to be overtime at that point? Currently, we have him working as a person over here and also as a

chief and there is a lot of overtime going in there. Ms. Davis said that she is curious about the overtime. Ms. Davis said that she is very fond of her emergency services departments but we are entering into an era that is uncharted waters for Weare and that is we have gone from having the BOFW to the BOS. There are some issues on the BOFW because she has been to their meetings and they are not warm and fuzzy and joyful. She thinks that there are some kinks to work out before they start planning too permanent of anything. Ms. Davis said that they need to test the waters a little bit and are concerned about the finances if they could be cleared up. Chair Hippler said that right now as it stands the BOFW after Chief Olsen departed voted to have Mark Roarick be the acting Fire Chief. Chief Roarick was on the floor as a medic firefighter and he was one of the eight full-timers. With that, they came up with an hourly rate for him which he is fulfilling his obligations for his shifts still. His payroll is coming from the payroll line for full-time because he is still a retirement contributor and that Fire Chief line was used for Chief Olsen that they had from MRI. Chair Hippler said he does not believe that Chief's line is being utilized to fulfill any of the current salaries. Ms. Davis asked if he were to accept the position and if it was to stay part-time would there need to be another slot filled. Chair Hippler said Chief Roarick would have to retire because he can not work full-time anymore and would be allowed to work 25 hours a week as a retired previously contributing member. Chair Hippler said if the full-time position were to go through, he would have a position to fill and he would not be wearing two hats. Killian Donnelly of North Stark Highway said this is a 24-hour department 365 days a year other than the Highway during the winter the only ones that are 24 he thinks a full-time Chief would be good for the Town, especially from an operation standpoint. Hiring a part-time candidate who is working 25 hours per week is not enough. If the Chief went on one overnight there is pretty much a day where he can not come in if he was salary, he can come out every night if needed and he would be salary. Chair Hippler said that he wanted to bring up two things. The first is that if the full-time article were to pass and they were to hire someone out of state the group two rules would not apply and they can work as many hours as they want. If they hire an instate and a retired candidate there is a 25-hour-a-week work restriction. When the BOS takes over in March a couple of decisions are going to have to be made quickly. Chair Hippler said that he is not sure that the current model that the fire department has is going to work. Chair Hippler said he wants to let the BOS know that if you say it is going to be part-time then are you going to hire a part-time fire chief in that one-year tenure to find out they do need a full-time chief? Mr. Donnelly said it should go on the warrant to let the voters decide. Frank Campana said that these 5% pay raises in 24, the 40 weeks if he gets approved in March that is another \$5,300 and in 25 with \$139,000 it is just shy of \$7,000. It is almost the same as the Police Chief. It is spiraling up and up. Selectman Burdick said that she would like to wait until they take over the Fire Department. Chair Hippler said his question still stands what would be the make of the Fire Department? Selectman Blume said if they were to decide to not include the warrant article then there would be no uncertainty going into March 13th and they would be able to start planning today.

Selectman Blume motioned to strike Warrant Article 13 from the warrant. Seconded by Selectman Burdick. Motion passed 3-2-0. Opposed Hippler and Knapp.

Article 14-Library Staff: Clay Kriese Library Director is proposing to move the Assistant Director position from part-time to full-time. Tom Clow said that he does not think that this position needs to go on the warrant for a vote because it is a promotion of a position that already existed. Mr. Kriese said that the position is part-time at 32 hours and he would like it to be full-time at 38 hours. Neal Kurk said that the wording needs to be changed because it does not explain how much the article is going to cost it only says how much extra they are going to pay. Mr. Kurk said Mr. Kriese did not say whether this is going to be a new position advertised whether there are qualifications for this position and whether those qualifications are met by the current employee. It seems to him that is part of the article or an in-house decision. Mr. Kurk said he wants to make sure that whoever is going to be the acting assistant director is qualified to be the director. Mr. Kriese said that he can say she is qualified and he does not know if Mr. Kurk has any concerns or reservations. Mr. Kriese said he has a job description. Mr. Kurk said if the person going into the position meets the job description that is fine. Lori Davis to Mr. Kurk's point you are creating a full-time position and that adds insurance costs and you could very easily add more part-time employees. When a full-time

307 job position is in the public sector you put it out to bid and is being done particularly for one employee.
308 Ms. Davis said she is not saying this employee is not competent but she does not like the fact that we are
309 not putting it out so everyone can see it. Ms. Davis said that she does not like making custom jobs for a
310 specific employee. Mr. Kriese said that if the person leaves the job, then this job description stays so it
311 would be the same for the next person that they would hire. Selectman Burdick asked what the person
312 would be earning. Mr. Kriese said it is \$19 an hour. Bill Anderson asked what has changed to need a full-
313 time employee. Mr. Kriese said that in the last year, they had a record year and the usage saw circulations
314 up on books being checked out was a 7% increase, a 47% increase in new library card holders, and a 14%
315 increase in people visiting. The number of programs went up 34% and our program attendance went up
316 40%. The library has become much busier. Mr. Kriese said he would like to see more teen programming
317 as they do have a lot of teens using the library. They need more marketing as well. Discussion ensued of
318 the writing of the warrant article.
319

320 **Article 15-Police Revolving Fund:** Chair Hippler said establishing a police revolving fund. This will pit
321 25% of the cruiser detail fee into the general fund and 75% of the cruiser detail fees will be going into this
322 fund. This also includes grants and forfeitures. The way the current fund is written does not explain how
323 the funds can be expended. Selectman Blume said for the existing fund what is it allowed to be expended
324 on? Finance Administrator Rouse said the revolving fund would stay which is paying for special details.
325 Right now, they do have cruiser revenue fees going into that they cannot take out. Discussion regarding
326 adding the revenue amount being left in the account if the warrant article passed into the warrant article.
327 Neal Kurk said his concern is that 75% is the right figure and someone needs to check with the Chief to
328 make sure that is the right number to go to the general fund. Mr. Kurk asked who decides on how to use
329 this money. Mr. Kurk said that the last line says the use of these funds to offset the purchase of a cruiser
330 must be approved at a town meeting by the legislative body but anything else coming out of this fund such
331 as guns, ammo, radios, vest, etc. seems to be available to expend without voter approval but just an approval
332 from the BOS and the Police Chief. Mr. Kurk would like to know if this is legal and if that is legal is a
333 good policy for the Town of Weare. Chair Hippler said that the Board did discuss purchases out of that.
334 One was the in-car printers e-tickets and those came from the state but if we had to purchase them that
335 would come from this fund. Mr. Kurk said his question is who is authorized to approve the expenditure
336 and if it is the BOS and Police Chief is that legal. Lori Davis said that there is a special fund for the Fire
337 Department that is expended by the voters. There have been capital reserve funds for different departments
338 which have been used and blown out which is why we do not have them for the Highway Department at
339 this point. The reason the Town initially had this revolving fund for the Police Department was to pay for
340 the Officers and the wear and tear on these vehicles. It should have been a wash because in other towns
341 Ms. Davis said she lived in when they use it clears out every year because they use it on the wear and tear
342 of the vehicles. Ms. Davis said there is language in the article that says for outfitting and maintaining police
343 vehicles and other safety equipment. That could be a helicopter, a drone, a bomb tank, etc. Ms. Davis said
344 to Mr. Kurk's point the BOS may get to make rules on the cruiser but nothing else. This is taxpayer money
345 and the taxpayers are the people who should be voting on this. These kinds of accounts are extremely
346 dangerous because the people running these accounts are the department heads and BOS and if you get the
347 wrong people on the BOS there could be some really strange expenditures. The reason the taxpayers are
348 voting on this is that we make the decisions and we decide what we want and it is not because today
349 someone wants a helicopter or a bomb disposal unit. The point is we do not need this account, there is no
350 reason for this account. Ms. Davis said if we want a cruiser put it on the warrant and then let the voters
351 decide. Ms. Davis said she would like to see this gone. Brent Dickinson said a few months ago he was at a
352 meeting where the PD sought out a grant for a new cruiser for a command vehicle. These guys know they
353 have limited resources in this town and they have to scrape to get maintenance fees. Mr. Dickinson said
354 unless he is reading this wrong are going to create the monies that are put in this account and are doing this
355 so they do not have to ask the taxpayer for much. These are funds that are available for their discretionary
356 use as far as fear of how it is going to be used and possibly abused that comes down to the trusty department
357 heads. Mr. Dickinson said if you have a fear of the BOS doing illegal unlawful things then we need to talk
358 about recall provision. Mr. Dickinson said you either trust them to do their job or you do not. Mr. Dickinson

said they are trying to raise funds because they can't revenue in this town because the town's not doing anything collectively to increase revenue so let them do it. They still have controls in place in the language of the article. Tom Clow said that he knows there are revolving funds for the transfer station and Parks and Rec and they are very specific for their use. This is a little more general in its use. Mr. Clow asked if is this still going to be used for paying out the salaries and benefits for the Police Officers who are doing details or is separated from this. Vice Chair Knapp said no that comes out of the original fund. Mr. Kurk said if this article were to fail then next year the Chief wants another cruiser could he still dip into this fund with a separate article saying that he is going to pay so much of the fund? Chair Hippler said he believes that is a correct statement. Mr. Kurk said if he wanted radios or helicopters, he could put that in a warrant article and say they are going to take so much out of this fund to cover the cost. Chair Hippler said that is correct. Mr. Kurk asked then why is this article necessary. Selectman Mathews said that if he wants to buy a \$1,000 printer, he is going to have to wait a year and hopefully he gets it passed. Mr. Kurk said you do not think there is extra money floating around in his budget this year or last to cover the cost of the printer. Selectman Mathews said it was an example. Tom Flaherty said that reading the RSA it is broken into three subsections so he thinks it should be RSA 31:95-h Section 1C just for clarity. Mr. Flaherty said if he is reading it correctly, he would not have a warrant article to go up with the wrong RSA. Frank Campana said using the word extract makes it sound like they are working on a severe accident scene and asked about putting in the word remove instead. Mr. Campana said that he is not opposed to revenue offsetting, other than the fact it takes away from any opportunity for the selectmen to use revenues to offset taxes. Mr. Campana said they are already losing money from other accounts and now we would be losing 75% of whatever he determines he could use. Mr. Campana said when Chief Moore made a bluish statement about going to have an article like this, he wanted to be the only person to have a say in spending the revenue. Mr. Campana said that he would encourage the BOS to add language that states the BOS are the agents to expend. Lori Davis said something that should be considered is that this has not been done with any other department in this town. This department is returning a lot of money this year and you can say there were not enough hires whatever the deal is. Ms. Davis said she has yet to see any of the towns she has lived in not have money in some of these budgets at the end of the year and they find something to spend it on. That money belongs to the taxpayers because if it was not expended on what the taxpayers originally voted on it for it should not become a free-for-all all at the end of the year to go buy whatever you think you need. With this kind of fund, you are giving someone a clear pathway to put through things without it going through taxpayers. Ms. Davis said this should go to all departments which she does not think this town would stand for or none. Selectman Blume would propose amending it to say will come from grants and criminal forfeitures excluding civil forfeiture. Selectman Mathews asked what they would do with civil forfeitures. Selectman Blume said he still does not have an answer for that. Selectman Blume said for him what they are encouraging departments with revolving funds to do and he does not want to encourage them to go out and find ways to perform civil forfeitures. Selectman Mathews asked Finance Administrator Rouse about the Police special detail revolving fund and if the money that goes into it only comes from police details. Finance Administrator Rouse said that was correct. Selectman Mathews asked if it was raised by taxation. Finance Administrator Rouse said it is not raised through taxation. Chair Hippler said they get reimbursed from the vendor so it is in part very similar to the ambulance billing. Selectman Burdick asked Finance Director Rouse if she knew if the 75% -25% is accurate. Finance Administrator Rouse said out of the fund there is \$20,000 worth of cruiser revenue sitting in the fund. She said in 2023 they took in \$2,100 in cruiser revenue. Frank Campana said there is a part of it that is a tax impact there is the Fourth of July Celebration that they receive details. When they go to the school for games, they charge a detail rate and at a smaller rate. Selectman Mathews said her comment was only that it was not coming from our specific town taxes. Selectman Blume would like to add the BOS as the agents to expend the money.

Article 16-Cable Funds: Chair Hippler said this article allows the BOS to take the \$30,000 that Comcast is giving us as a part of the franchise agreement and be placed into the Community Cable Access TV fund Capital Reserve. Neal Kurk asked how money is expended from this fund. Selectman Burdick said the BOS. TA Bolton said it is a capital reserve fund like all the others. Mr. Kurk clarified that voters do not approve of that. TA Bolton said that is correct.

411
412 **Article 17-Building Inspector:** Chair Hippler said that the article is for adding a full-time building inspector
413 so it takes the 25-hour-a-week position and pushes it to full-time. Tom Clow asked if the term building
414 inspector is interchangeable with a code enforcement officer. Chair Hippler said it is two separate roles
415 that could be combined. Mr. Clow said a couple of years ago it failed and the BOS was unable to hire a
416 full-time person where Chip was full-time in the same position and the board could have gone and filled
417 the position without putting it on the ballot. Mr. Clow said that he would get a legal opinion as to whether
418 we could fill the position because they had always had a full-time building inspector. TA Bolton said they
419 reorganized in 2009 they had appointed her to the TA position and Chip was also given land use. When
420 Chip left, they changed the land use back to full-time and the building inspector part-time.

421
422 **Article 18-Police Cruiser:** Chair Hippler said this warrant article is to appropriate \$81,690 for a Chevy
423 Tahoe 4x4 to be withdrawn from the police detail account. \$16,000 to be removed from the Evertt Dam
424 patrols which put the balance to be raised by taxation to \$46,690. Frank Campana asked how the town
425 receives the Evertt Dam revenue and where is it accounted for. Chair Hippler said it comes from the State
426 and goes to the committed funds. Bill Anderson said that they did get a Chevy Tahoe by grant this year
427 what car is being replaced? Chair Hippler said car six which is the Ford Explorer. Mr. Anderson said if this
428 article were to fail, they would be operating with the patrol vehicles they have today and that new explorer
429 even though it is a command vehicle. Chair Hippler said that it could be used for patrol but the way the
430 grant is written specifically is supposed to be a command vehicle and not frontline patrol.

431
432 Lisa Purington of Quake St asked to clarify if all the warrant articles that could be on the ballot are open
433 for discussion and if there could be any other warrant articles added after this evening. Chair Hippler said
434 they could be discussed tonight nothing can be removed tonight. Selectman Blume said there are two date
435 cut-offs last Tuesday was the last date for petitioned warrant articles from the public. The BOS has until
436 the last Monday in January to decide on what they would like to put on the warrant. Ms. Purrington said
437 she thought there was a cut-off and at least one of the warrant articles had been removed so if all the articles
438 were not available tonight to be removed that does not seem fair. Discussion regarding a conservation
439 warrant article not being on the proposed warrant.

440
441 **Article 19-10 Wheeler:** This article is to replace the 10-wheeler at the DPW and the \$79,700 was received
442 by the State and the \$200,202 to be raised by taxation and be placed in the capital reserve account.
443 Selectman Mathews said they did apply for a grant but were denied.

444
445 **Article 20-Bridge Funds:** Chair Hippler said that this is the State bridge funds to be placed in the bridge
446 reconstruction capital reserve fund again this was a committed balance from House Bill Two that the state
447 provided. The BOS accepted it and is looking to put the money into the funds.

448
449 **Article 21-Road Reconstruction:** Chair Hippler said \$600,000 is to be raised for road reconstruction
450 approximately \$284 to be anticipated from the state highway block grant which remains \$316,000 from
451 taxation raised.

452
453 **Article 22-Roadside Mower:** Chair Hippler said roadside mower to appropriate \$175,000 for a new
454 roadside mower this is to replace the 1995 New Holland that is out of service. Frank Campana said that he
455 is commenting on this observation and is not indicating anyone is not being transparent or anything. The
456 way this read is this is a 24-year-old machine and anybody seeing that is going to say yeah time to replace
457 it. The Town has not had it for 24 years the Town has had it since May of 2019. Mr. Campana said if this
458 purchase were to be made it would not be expected to enter a rotation in the Capital Improvement Plan and
459 the DPW plan would go back to renting one. Mr. Campana said that he is not advocating that but that is
460 what was stated at the time. Mr. Campana said there needs to be something that says that they purchased
461 the equipment in 2019. Discussion of rewording of the warrant article.

463 **Article 23-Trailer Caddy:** Chair Hippler said this warrant article is to raise and appropriate \$53,000 for the
464 purchase of the trailer caddy which would replace the 88 Ford L8,000 that is currently being used to switch
465 transfer station trailers. This does not require a CDL and is battery-powered. Mr. Campana said the same
466 rationale applies to this warrant article as far as how long the town has had the caddy. The town has not
467 had it for 36 years. Vice Chair Knapp asked if they were to purchase this would anyone be capable of using
468 this? DPW Director Fiske said that there would be some training involved but the one company he spoke
469 to said they would send someone out to do on-site training. Chair Hippler asked if the parking area would
470 need to be upgraded. DPW Director Fiske said he thinks at the littlest bit of a cold patch and a couple pot
471 holes he does not think it is in that bad of shape or that the machine would go. Chair Hippler said that he
472 can not support this warrant article because he thinks that the \$53,000 could be spent better and what he
473 means by that is in the future get that and see if they could find an employee that would you know for
474 \$60,000 could put another employee up there and he is not sure on the terrain. Selectman Mathews asked
475 if they found it was not working in their environment can if they get their money back. DPW Director Fiske
476 said he was not sure. Selectman Blume asked if he could find out before next week. Mr. Campana said that
477 he spoke with DPW Director Fiske when this was first proposed and saw the video of it and it looked pretty
478 good. He asked if they needed to have a CDL. Chair Hippler said that from the transfer station that goes in
479 front of the hopper where the truck is pointed out it is considered a public way and laws apply.
480

481 **Article 24-Landfill Cap:** Chair Hippler said this article is to raise and appropriate \$150,000 for the landfill
482 cap and be placed in a capital reserve fund and authorize the BOS as agents to expend. There was an
483 inspection done at the landfill and with all the excessive rain there has been you can not make repairs and
484 put any machine on there because of the way the cap is designed and they talked about renting the machines.
485 The cap is aging and the other side slipped before. DPW Director Fiske said the area that slipped before
486 the whole area needs to be excavated and the liner will need to be inspected and made sure there are no
487 rips in the liner. If there is there will need to be repairs done. Vice Chair Knapp said what if it fails. Chair
488 Hippler said they would need to find money in the budget because this puts it into a capital reserve fund
489 and is not specifically appropriate.
490

491 **Article 25-East Road Property:** Chair Hippler said this article is to see if the town will raise \$35,000 for
492 conducting a site assessment plan for the East Road property to focus on the feasibility of creating a
493 recreational park that could house more recreational venues. Denise Purrington said there is a petitioned
494 warrant article that came forth to put before the voters to ask them to decide how that land should be
495 distributed at this point there is some importance of order if the petitioned article were to pass. Discussion
496 regarding no means no for the warrant article and binding and non-binding articles. Ms. Purrington said that
497 the letter said that land can be used for athletic fields. Selectman Blume said CC is saying that Town
498 Counsel did not have all the information available to them to make them fully informed of decisions. Ms.
499 Purrington said she thinks the letter still needs to be the letter from the Town Counsel. Lori Davis said that
500 she sat on the CC and is very familiar with the RSAs that govern the various things that we do in the town.
501 It is extremely dangerous to release information and go running off with it and then comes the facts and
502 figures and then you have a lot of grumpy people. People have made decisions that are not based thoroughly
503 which is what we are talking about here. Ms. Davis said it is important that they don't make decisions till
504 they get all the information. Ms. Davis said the CC operates on a different set of rules and they are a very
505 special unique organization they have their RSAs and a lot of people don't understand that there are RSAs
506 that govern them and it is important for people when they are talking about CC land and CC they need to
507 familiarize themselves with how they are governed and how they are run and they do not have to follow
508 everything. Ms. Purrington said PARC worked hard to make sure they understood but also, they talked a
509 lot about this. There is a lot of clarification that needs to happen. Brent Dickinson said that anything that
510 was spent with taxpayer money is subject to the Freedom of Information Act and he would suggest anyone
511 interested file one of those post haste because that is our money. Bill Anderson when you drive by the
512 property most of that area is not the towns and he wants to make sure that looking at it only the clear area
513 is the backfield. Ms. Purrington explained that is part of what that site assessment would be for to allow
514 someone to tell them how they could use the property.

Article 26-Cy-Pres: Chair Hippler said this article is for cemetery repairs to be taken from the Cy-Pres funds and he would move them to amend this from \$10,000 to \$30,000 some projects need to be done inside the walls and \$10,000 will not cover it.

Chair Hippler motioned to amend the warrant article for Cy-Pres from \$10,000 to \$30,000. Seconded by Selectman Burdick. Motion passed 5-0-0.

Article 27-Forester: Chair Hippler said this is for \$25,000 for a contractor services Forester for plan updates, harvest layout, harvest management, forest inventory, trail maintenance and development, invasive species control, and other services. Neal Kurk asked why this account can only be used with voter approval and the police account you wish to establish is only with Selectmen's approval. TA Bolton said it could be how it was originally established.

Selectman Blume asked to discuss the warrant article that the BOS received Wednesday. Selectman Mathews said this is the warrant article that Lisa was saying people asked about and the BOS said they would speak about it next Monday. Vice Chair Knapp asked if there was money associated with this. Andy Fulton CC Chair said there is no tax impact. Chair Hippler asked if there would need to be attorney fees. Mr. Fulton said there would certainly be for completing a conservation easement. Chair Hippler asked if it needed to be surveyed. Mr. Fulton said yes. Vice Chair Knapp said that there should be an amount listed of what will be spent. Mr. Fulton said they do not need to give an amount because no money is being raised by taxation and they do not need town vote to expend the CC funds. TA Bolton said this will need to be reviewed by the town council. Selectman Blume asked to put it on the warrant and speak about it at next Monday's meeting.

Chair Hippler motioned to continue the public hearing to Monday, January 22, 2024, to 6:30 PM. Seconded by Selectman Blume. Motion passed 5-0-0.

Being there was no further business to come before the Board, Vice Chair Knapp made a motion, and Selectman Blume seconded to adjourn at 10:55 p.m. Passed 5-0-0

ADJOURNMENT

A True Record.

Kearsten O'Brien

Kearsten O'Brien, Minute Taker