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WEARE BOARD OF SELECTMEN
MEETING MINUTES
January 17, 2011

PRESENT: TOM CLOW, CHAIRMAN; RICHARD W. BUTT, VICE CHAIRMAN; DONNA OSBORNE, SELECTMAN; KEITH R. LACASSE, SELECTMAN

RECORDING SECRETARY: Cherry Palmisano

GUESTS: Chip Meany, Jon Osborne, Sue Tuthill, Greg Begin, Johnna Grzywacz, Gregg Elwood, John Rauscher, Ike Shepard, Jill Dagellais, Mark Sullivan, Daniel Gorman, Frank Campana, Evelyn Connor, Tina Connor, Jan Snyder, Sharon DeStefano, Chris Hague, Neal Kurk, Jeff Spring, Ray Eaton

7:00 p.m. Chairman Clow called the meeting to order and opened the public hearing.

PUBLIC HEARING – 2011 TOWN BUDGET – Chairman Clow stated that they were scheduled to meet with the police negotiation team today, but they were unable to meet and will not be meeting until Thursday. Their intent is to have the same insurance for all town employees. They can't put those insurance figures into the budget without negotiating; therefore the current figures in the Police Department insurance line for insurance and insurance buyout are higher than they hope they will be after Thursday. Chairman Clow said that they needed to put in the higher amount today and propose the lower figure for the Deliberative Session.

Chris Hague said that there is an adjustment needed in the Library budget for the insurance.

Evelyn Connor informed the Board that the Town Clerk postage line is \$1,200 shorter than what it needs to be. She requested that the Board raise the postage line in the proposed budget to \$4,700. This line has offsetting revenue. Vice Chairman Butt said that in 2009 the line was under \$4,000. Ms. E. Connor said that the amount of postage depends on the amount of letters the state requests that they send out. The amount of letter varies every month and depends on when vehicles are due to be registered and dog licensing. The money that they make from the rabies clinic offsets the cost of sending out those letters. Vice Chairman Butt commented on a decrease in vehicle registrations. Ms. E. Connor said that she still needs to send out the registration letters.

Ms. E. Connor informed the Board that she will be retiring in January 2012 and needs to provide additional training in her office. Vice Chairman Butt commented on there being a 5% increase in this department.

By consensus the Board agreed to change the Tax Collector's postage line to \$4,700 in the proposed budget.

Ray Eaton, acting Fire Chief, told the Board that they spent \$15,295.82 in 2010 out of the required testing line and for 2011 it has been brought down to \$6,000 which means that they will not be able to do the required testing to ensure the safety for all fire fighters. The testing is not state mandatory, but is required by NFDA. Selectman Lacasse told Mr. Eaton that the Board had discussed if the testing could be done by the per diem EMT's. Mr. Eaton said that they would need licensing to do the testing. The hose testing could not be done by just the two EMT's; it would require an additional four people to help. Mr. Eaton said that there is a lot of lifting and dragging and when the hose testing person comes in he brings ten people with him. Mr. Eaton said that the air packs have to be tested by someone who is certified. Vice Chairman Butt said that the hose testing seems to be the bulk of the testing cost. Sue Tuthill said that it is a liability for the town if the hose was to blow up. She said that the company that does the testing is insured and is covered if something was to happen with

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the hoses. The company has special pressurized machines that the town does not own. Dan Gorman said that the testing company uses a special low pressure pump. He said that he is not sure what the certifications are for the company to do the testing, but there are guide lines that are recommended to be followed and documented. Mr. Gorman said that if there was a failure, which was not caused by the fire fighters, then the testing company would be responsible. Dan Gorman feels that the Fire Department could do the hose testing, but feels it is very labor intensive to do it safely and properly. Vice Chairman Butt said that \$6,000 is a lot of money and if they have on call fire fighters and the per diem EMT's do the testing it will reduce the cost. Mr. Gorman responded that as long as they are trained to do the testing it is possible.

Chairman Clow said that in most cases when they make changes in the budget they do so because they see lower expenditures, which is not the case here. Vice Chairman Butt said that he is not in favor of restoring the required testing line to the actual expenditures simply because they can do some of the testing in house; he would be in favor of \$10,000 in that line. Selectman Lacasse said even with the proposed at \$6,000, the overall bottom line is \$18,000 more than the previous year. Vice Chairman Butt said that the Fire Department is not a fixed budget department and there are a lot of variables that affect cost such as: fire, calls, number of people on call, and per diem employees. Currently the default budget for the Fire Department is 3% less than last year. Vice Chairman Butt said that he is not looking to increase the numbers, but if there is justification that what is budgeted is not going to meet the needs of the department then they could bring the equipment maintenance to \$10,000.

Chairman Clow said when looking at expenses in 2010, they told departments all year not to spend, then at the end of the year they are cutting the budget because it was not spent. Selectman Lacasse said that departments need to bring forth their needs. Chairman Clow feels that part of the process should have taken place prior to the public hearing. It was discussed that required testing line will be \$10,000 in the proposed and in the default.

Ms. Tuthill mentioned that they reimburse EMT's when they recertify and they have five eligible for a total expense of \$3,500. The Hazmat training class is \$2,000. She said that they have been looking for free courses and free training but have not found any.

Chairman Clow said that they moved some things around in the budget because the Fire Department had emphasized the need to have funds available for a part time chief for more hours than the \$4,000 would allow. He said that if the default total goes up then they have a problem with the Fire Chief line. Ms. Tuthill said that the Board listed the part time chief line at \$17,169, however the new chief will probably not step in until the 1st of July and Ray Eaton is staying a few more months. It was discussed that the figure in the budget for the Fire Chief was based on six months of salary. Ms. Tuthill said that she is concerned with the chief's line because they are not taking into account the new chief and the current situation.

It was discussed that when Ray Eaton does inspections he gets paid for each inspection and the offsetting revenue from that line goes into the general fund and his salary comes out of the general fund.

Ms. Tuthill said that there was a request for a Notebook for the ambulance for \$400. They have decided not to purchase the Notebook and she is asking to put the \$400 back into her office equipment line.

Mr. Gregg Elwood, Finance Committee, read aloud a statement from the Finance Committee calling for less spending and smaller government. He stated that the pattern of increased spending is unsustainable and the Finance Committee is calling for the Selectmen to bring the budget back to the 2009 budget level.

Mr. Frank Campana said that tonight was advertised as a budget hearing, not a budget workshop. He said that he went through all the warrant articles and is at a disadvantage when the Board asked the public if there were any questions, because he feels that he does not have the information to ask questions. The sample warrant has no estimated tax impacts listed. Mr. Campana said that to figure out the tax rate he needs the net assessed valuation, which he does not have. Chairman Clow said that the Board needs to decide tonight whether they are going with the 2010 valuation or going with the 2010 valuation and adding 1% to that figure to be consistent

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with the school department. Mr. Campana said it should not be the school that is driving the net assessed valuation, the number should come from the town. Chairman Clow said that the raw figure used is one cent per \$9,500 on the tax bill.

Gregg Elwood stated that at a public hearing they should know the expenditures and the revenues.

Chairman Clow said that \$939,610,470 was last year's figure and the Board has to decide tonight to leave that number alone or go 1% higher. Chairman Clow said that there was no communication with the school. Mr. Campana said this is a public hearing and that number should be known.

Mr. Campana mentioned the format for the Capital Reserve Fund, he said they use to all be lumped together and are now broken out separately. Mr. Campana asked if the Selectmen have a bottom line number on those Capital Reserve numbers. Chairman Clow said that the CIP Committee recommended that they break them up. Vice Chairman Butt said there were not enough to be lumped together.

Ms. Christine Hague, Library, informed the Board that she made a mistake in her budget. The Library 2011 proposed is \$181,023 and the bottom line default is \$176,567. Ms. Hague said that there were no lines changed that effect the operating budget. Ms. Hague said that their budget is close to what it has been for a long time and they are serving more people than they did in 2009.

Mr. Elwood said that this is a budget hearing and it is very important for the public to know the tax impact instead of waiting until Deliberative Session. He said that the requested proposed budget is a quarter million over what they ended last year at and they are looking at a 6.62% increase in the bottom line. Mr. Elwood said that most departments held their bottom lines, but the Police department is looking for \$93,000 more than what was spent in 2010 and the Highway Department is looking for \$106,000 over what was spent in 2010. He asked if there is some justification for those two lines. Chairman Clow said that the Highway Department can't cut back to spending of 2010 knowing that in 2010 in mid February it stopped snowing and there was no overtime through the spring. In many other years it snowed through March and they have overtime and salt expenses, therefore it is not realistic to have the same bottom line of 2010 because they have no way of estimating. Chairman Clow said that the Police Department has a collective bargaining agreement with associated wage increases and the figure will change due to the outcome of negotiations. After Deliberative Session they will be able to change the insurance and buyouts and lower it significantly.

Chairman Clow said that if they were to stay across the board with the present insurer they would have a 17% increase in the amount of \$67,000. He said that the Town Administrator did some research with Primex, the town's provider of workers compensation and liability, and they have a plan on the table that is similar to the present plan. The Primex plan has an increase of \$8,000 over current expenditures, which would result in \$57,000 less of an increase. Selectman Lacasse said there are things that they have no control over, such as the added cost for unemployment insurance. He said when the Federal Government says that they are going to extend the unemployment benefit it increases the cost of employing people. Mrs. T. Connor said that the cost quadrupled for 2011.

Chairman Clow said that the Police Department overtime line carries \$55,000 when they are spending \$200,000. He said that they have a set number of people on the force and they have to cover shifts and vacations and said it is a legitimate expense. Mr. Elwood said to see an overtime line that is \$207,000 and a salary line that is \$452,000 does not seem realistic. Chairman Clow said that there are a number of factors. They have to cover shifts and solve the problem of keeping a stable force. Every time there is a turnover and they have an untrained person, it costs \$30,000 while that trainee is being paid a wage someone has to cover that empty slot that was created by someone else leaving.

Bob Peterson, Weare Police Department and town resident, said that the criminal arrests doubled from 2009 and there have been several increases in drug activity in town which go above and beyond the time an officer is

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scheduled. Officer Peterson said that with these increases they have the same number of patrol man and two vacancies.

Mr. Neal Kurk stated that he believes the budget is much too high, not in its number, but what people in town can afford. The budget has increased 5% over last years budget. He commented on the Finance Committee stating that the budget should be reduced to 2009 levels. Mr. Kurk said that the default is up over \$138,000, which reflects a decrease in debt service of \$31,000, and he feels the default budget is too high. Mr. Kurk said that the Board was fair in creating the default budget. He thinks there are things that the town could do to reduce expenses and commented on the town paying 100% of an employee's health insurance; other town's do it differently. He feels that they have a very generous buyout plan. Mr. Kurk said that the Board seems to have a policy of preferring full time employee's with benefits, over part time employees without benefits. The Police Department has too much overtime and asked why they don't use more part time officers. Mr. Kurk informed the Board that he requested the earnings history for the Police Department and cited the following officers salaries:

Officer	Base Pay	Overtime	Total	% over base
Daniel Aiken	\$42,355	\$11,116	\$58,000	26%
James Carney	\$60,594	\$26,000	\$99,500	41%
Ken Cox	\$52,200	\$26,000	\$95,300	50%
Frank Hebert	\$44,000	\$11,000	\$56,600	23%
Joe Kelley	\$53,500	\$53,000	\$114,000	98%
Brandon Montplaisir	\$42,000	\$31,700	\$81,200	75%
Nicholas Nadeau	\$41,700	\$12,500	\$58,400	29%
Bob Peterson	\$53,000	\$19,400	\$83,900	38%

Mr. Kurk said that they are paying officers a lot of money in overtime. He said that providing services with part time officers will cost the tax payers less.

Mr. Campana commented on some of the officers making 50% above and beyond their wage in overtime. Chairman Clow said that not all officers take overtime at the same equal amount. Mr. Campana mentioned that the Board hired a prosecutor and took the money from the part time officer's line. He said that they lost that line as the slush fund to the tune of what they are paying the prosecutor and now they have to try to create the line to fund the overtime because they lost a substantial amount in the part time line. Chairman Clow said that it also means that without an officer acting as prosecutor that officer is available for regular shifts. Chairman Clow said they are not ever going to get through a year with \$55,000 covering overtime expenses. Mr. Campana said that he is not questioning overtime, he is questioning the funding. He said that he agreed with Mr. Kurk's presentation on what the officers are making for base wage and overtime. He mentioned that the officers also have education reimbursement, uniform reimbursement, insurance buyouts, and details. Chairman Clow said that the officers are paid for hours worked whether regular pay, overtime, or detail, it is hours worked. Chairman Clow said that the details are reimbursed as well as a fee for the vehicle usage on details and admin fees. Vehicles are now able to be purchased through the detail funds. Chairman Clow said that officers are putting in a lot of hours to make that amount of money. It was mentioned that a possible way to bring the overtime down is get the department up to fourteen patrol officers for a town this size and until we reach that the result is overtime. Mr. Campana suspects that the more officers that they have, the more it will aggravate the problem of overtime because of vacation, sick, and training time.

Chairman Clow said that there was a retirement of a full time benefitted employee in the Assessing Department and working in the same office area they had a part time thirty hour position. These positions were combined and the new employee is now the Assessing and Code Enforcement/Land Use secretary for forty hours per

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week. The wage for this employee did not change, at the end of three months they will reevaluate and the wage may change. They eliminated a thirty hour a week position and are paying half the amount in form of an insurance buyout.

Chairman Clow said that they have been unable to find a part time person to stay in the Tax Collector's position. They combined the Highway Secretary thirty hour position with the Tax Collector twenty-eight hour position, which created a wage savings and there is an additional cost because the person will do a buyout. Chairman Clow said that the problem still exists that they are so short staff, there is no one to cover vacations, everyone is cross trained, but how do they cover sick and vacation time with minimal staff in the building.

Ms. E. Connor commented on the shortage of staffing and asked if there is money to back them up to hire someone. She said that the training is a six week process and they just can't pull someone in to do it. Ms. E. Connor is afraid that they cut themselves so short with staffing that she has seen the Town Administrator filling in for employees when necessary. Chairman Clow said there is not anything specifically in the budget for that purpose.

Mr. Elwood asked when the public will be able to look at the two contracts and hopes it will be before Deliberative Session. Naomi Bolton, Town Administrator, said that the wording may change to make things legal; there is no money involved in Article 11 or Article 12. She said that they have finished the Public Works negotiations, but the Board has not had a discussion. The Police will meet Thursday to finalize; they have a tentative agreement but it has not been brought to the Board yet.

Mr. Campana mentioned the per diem revenue fund and the \$95,000 total for per diem. Chairman Clow said that \$90,000 was projected for twelve months. Vice Chairman Butt said that they may average \$8,000 per month for per diem. Town counsel said to continue with the \$90,000 coming out of the ambulance revenue to cover the EMT's and if the costs go over they will use the operating budget to cover the per diem EMT's. It would require 3 /5th vote to change the warrant article.

Chief Begin said that his original request for his default budget for overtime was \$88,000. Chairman Clow said that over the period of five years the wages have gone up and that means that the overtime would go up based on the different wages. They should have been putting that money for the wage increases in the default. Selectman Lacassee said that they cannot increase the line that much in one year. Chief Begin said that the reality is that they will be over \$88,000. Vice Chairman Butt would prefer a realistic number, he said that if \$88,000 is what is needed to provide the service, then that is what should be in the line. Selectman Osborne said that the town passed the 3.5% increase over the course of five years, it is contractual and they have to abide by it.

Mr. Kurk said that a contract does not require that overtime be paid, the chief makes the decision how much overtime is used, the contract determines the rate. He feels that this would be an unreasonable bending of the statute and feels they would be in violation if they changed the line to anything higher than \$55,000. Vice Chairman Butt said that last year they received legal opinion that if the cost of the services goes up they are obligated to provide the maintenance of those items. They have not done that and have been holding the costs for four to five years and that amount of money reflects prices from five to six years ago. Mr. Kurk said that there is no contractual obligation to provide 24/7 coverage. Vice Chairman Butt said that the voters voted for it. Chairman Clow said that five years ago this March when they added two additional officers the discussion at Deliberative Session was focused on 24 hour coverage being provided.

Mr. Ike Shepard said that he doesn't think people would have voted for it if they thought they were voting on \$207,000 in overtime to provide that coverage. Chief Begin said that the overtime is not only for the additional shifts. There are a number of issues that involve overtime the \$207,000 is not connected in itself to the 24 hour coverage.

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Chairman Clow asked the Board if they want to change the line and then contact DRA to see if they can do. Naomi Bolton, Town Administrator, said that DRA won't help with making decisions on the default budget.

Selectman Lacasse said to leave the line at \$55,000. Chairman Clow, Vice Chairman Butt, and Selectman Osborne said they would support it. The Board agreed to change the overtime line to \$88,000.

It was discussed that the numbers finalized tonight in the proposed budget cannot be changed other than at Deliberative Session. Whatever the default number is tonight, that is what the default will be. At Deliberative Session a motion could be made to change the proposed budget.

Chairman Clow closed the public hearing at 9:29 p.m.

Fire Department – The Board discussed that the plan was to hire a Fire Chief as of July 1st. Chairman Clow said that if they hired the new person prior to July 1st then there would not be enough to cover the salary. The Board decided to leave the line as it is.

Fire Prevention Wages – It was discussed that the Fire Department wants to increase this line because it is a requirement to do the inspections and if they do not get the proposed approved then the default is only half of what is needed. A suggestion was to leave it in the default and make up for the difference in the operating budget. The default number was \$67,000 and they reduced the proposed and default to \$57,000 knowing that if they took that out they would be able to stay within the bottom line. They moved it to the Fire Chief proposed and default and did not add on to the default or the proposed, but rather moved the amount to accommodate the need.

Fire Training Fee Expenses – Vice Chairman Butt would be happy to see them use \$8,200 and thinks they should ramp it up to include additional training, but he does not agree with ramping it up this year. It was discussed that there are approximately fifty people on the Fire Department and it is very costly for equipment and for training. Mr. Gorman said that he agrees that it does get to a point where there are too many and it gets costly. He said that they are working on keeping the active employees there. Mr. Gorman does not believe there is a cut off point as to how many fire fighters they should have. Vice Chairman Butt said that he is looking at \$8,200 as a number they should start out with. Mr. Gorman agrees they have under utilized this line. He mentioned that they will be adding more EMT's and they will need training \$4,900. They are also looking to provide outside training and Hazmat training, they are not up to the level of training that they should be up to. Mr. Gorman said that they do not allow uncertified fire fighters to go into a burning building. Chairman Clow said when they see the line over spent they will be quicker to increase it. Ms. Tuthill said that \$5,000 will go towards recertification for EMT's and \$2,000 towards Hazmat training, which only leaves them with \$1,200 for training for the year. She said that they have a lot of people who do not have level 1 training.

Vice Chairman Butt said that they can put the proposed at the \$10,000 that was requested and leave the default at \$8,200. Selectman Lacasse said to leave it where it is and see where it goes next year. The Board's final decision was to leave the line alone in the proposed and the default.

Mrs. T. Connor stated that the new proposed budget total for Article 5 is \$4,831,550.00 and the default budget total is \$4,694,139.00.

Selectman Lacasse moved, Selectman Osborne seconded to approve the 2011 proposed budget total of \$4,831,500.00 and the 2011 default budget total of \$4,694,139.00. Passed 4-0-0

Chairman Clow moved, Selectman Lacasse seconded to approve the net assessed valuation of \$949,006,575. Passed 4-0-0

Mr. Jon Osborne said that \$365,000 does not take into consideration reduction of \$10,000. He said that he spoke with Chief Richards today and the company will have a truck at their station by the end of the month to view, which will be identical to the one that they plan to purchase and they will then get a final price. He said that they are using a figure of \$350,000. There is \$6,400 in the Capital Reserve.

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Chairman Clow said that they had one retirement that took place and they have another coming in August. The amount of \$30,000 was placed into the fund last year. Chairman Clow said that they want to reduce the town's obligation. Vice Chairman Butt is reluctant to put \$30,000 in the fund because they got rid of the large payouts. They have \$73,000 on books for liability. It was discussed that with the changes in the personnel policy there should not be any large accruals. There is \$9,000 in the fund. Chairman Clow stated that two employees requested their accrual pay this year and the town paid it out of this fund. The Board decided to remove Article 15 for the Retirement and Accrual Capital Reserve Fund.

Mr. Elwood thinks they should fund this unfunded liability. Vice Chairman Butt said that it is a contractual obligation to employees, they put something in place so that employees can't accrue as before; will no longer be allowed. He does not want to ask the taxpayers to fund this now and not have to pay out for years.

ARTICLE 5

Shall the Town raise and appropriate, as an operating budget, not including appropriations by special warrant articles and other appropriations voted separately, the amounts set forth on the budget posted with the warrant or as amended by vote of the first session, for the purposes set forth therein, totaling Four Million Eight Hundred Thirty One Thousand Five Hundred Fifty Dollars (\$4,831,550.00)? Should this article be defeated, the Default Budget shall be Four Million Six Hundred Ninety-Four Thousand One Hundred Thirty-Nine Dollars (\$4,694,139.00) which is the same as last year, with certain adjustments required by previous action of the Town or by law; or the governing body may hold one special meeting, in accordance with RSA 40:13, X and XVI, to take up the issue of a revised Operating Budget only.

	Department	Proposed	Default
A	TOWN OFFICERS SALARIES	\$ 21,533.00	\$ 21,533.00
B	TOWN OFFICERS EXPENSES	\$ 17,265.00	\$ 16,765.00
C	ELECTIONS & REGISTRATIONS	\$ 12,700.00	\$ 12,700.00
D	TAX COLLECTOR	\$ 39,836.00	\$ 39,261.00
E	FINANCE COMMITTEE	\$ 00.00	\$ 00.00
F	ASSESSING OFFICE	\$ 117,461.00	\$ 117,211.00
G	LEGAL FEES	\$ 54,000.00	\$ 54,000.00
H	FINANCE ADMINISTRATOR	\$ 75,589.00	\$ 75,539.00
I	TOWN CLERKS OFFICE	\$ 118,233.00	\$ 117,988.00
J	SELECTMAN'S OFFICE	\$ 170,762.00	\$ 170,732.00
K	CABLE COMMITTEE	\$ 1,640.00	\$ 1,640.00
L	TRUSTEES OF TRUST FUNDS	\$ 15.00	\$ 15.00
M	LAND USE	\$ 25,641.00	\$ 23,469.00
N	GENERAL GOVERNMENT BUILDINGS	\$ 54,308.00	\$ 53,308.00
O	CEMETERIES	\$ 31,828.00	\$ 31,828.00
P	INSURANCE	\$ 156,255.00	\$ 156,255.00
Q	ADVERTISEMENTS AND DUES	\$ 7,125.00	\$ 7,125.00
R	POLICE DEPARTMENT	\$1,378,576.00	\$ 1,259,696.00
S	EMERGENCY MANAGEMENT	\$ 4,150.00	\$ 4,150.00
T	FIRE DEPARTMENT	\$ 262,398.00	\$ 256,721.00
U	AMBULANCE BILLING SERVICE FEES	\$ 8,000.00	\$ 8,000.00
V	BLDG DEPT/ CODE ENFORCEMENT	\$ 89,479.00	\$ 89,321.00
W	FOREST FIRES	\$ 3,660.00	\$ 3,660.00
X	TOWN MAINT / HIGHWAY DEPT	\$1,203,023.00	\$ 1,201,683.00
Y	STREET LIGHTING	\$ 4,000.00	\$ 4,000.00
Z	TRANSFER STATION	\$ 346,738.00	\$ 346,219.00
AA	SEWER DEPARTMENT	\$ 12,939.00	\$ 12,939.00

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BB	WATER DEPARTMENT	\$ 2,100.00	\$ 2,100.00
CC	ANIMAL CONTROL	\$ 15,606.00	\$ 15,606.00
DD	HEALTH OFFICER	\$ 4,711.00	\$ 4,711.00
EE	WELFARE	\$ 38,962.00	\$ 38,962.00
FF	PARKS AND RECREATION	\$ 43,888.00	\$ 40,388.00
GG	LIBRARY	\$ 183,551.00	\$ 174,194.00
HH	PATRIOTIC PURPOSE	\$ 500.00	\$ 500.00
II	CONSERVATION COMMISSION	\$ 1,355.00	\$ 1,207.00
JJ	ECONOMIC DEVELOPMENT	\$ 1,500.00	\$ 1,500.00
KK	AGRICULTURAL COMMISSION	\$ 15.00	\$ 00.00
LL	DEBT SERVICE	\$ 218,143.00	\$ 218,143.00
MM	ONE TIME ACCRUAL PAYOUTS	\$ 73,030.00	\$ 73,030.00

TOTAL EXPENDITURE	\$ 4,831,550.00	\$ 4,694,139.00
LESS ANTICIPATED REVENUE	\$ 2,529,763.00	
TOTAL TO BE RAISED BY TAX	\$ 2,301,787.00	
DIVIDED BY VALUATION/1000	\$ 949,007.00	
ESTIMATED TAX IMPACT	\$ 2.42	(Recommended by Board of Selectmen.)

ARTICLE 6

Shall the Town raise and appropriate the sum of Three Hundred Fifty Thousand Dollars (\$350,000.00) for the purchase of a replacement fire truck? Said funds to be withdrawn from the previously established Weare Fire Department Vehicle Replacement Special Revenue Fund in the amount of \$350,000.00?

Estimated tax impact= 0.00 (Recommended by Board of Selectmen.)

ARTICLE 7

Shall the Town raise and appropriate the sum of Twenty Four Thousand Dollars (\$24,000.00) for the purchase of pagers for the Fire Department. The previously established Fire Department Communication Capital Reserve Fund is depleted, therefore the whole amount will be raised by taxation?

Estimated tax impact= \$0.0253 (Recommended by Board of Selectmen.)

ARTICLE 8

Shall the Town raise and appropriate the sum of Twelve Thousand Five Hundred Dollars (\$12,500.00) to purchase a new defibulator/AED machine for the Fire Department. The total amount of the purchase is Thirty Thousand Nine Hundred Fifty Four Dollars and Twenty-nine Cents (\$30,954.29), of which the balance of Eighteen Thousand Four hundred fifty four dollars and twenty-nine cents (\$18,454.29) will be withdrawn from the previously established Fire Department Equipment Capital Reserve?

Estimated tax impact= \$0.0132 (Recommended by Board of Selectmen.)

ARTICLE 9

Shall the Town raise and appropriate the sum of Four Hundred Thousand Dollars (\$400,000.00) for road reconstruction and resurfacing of roads? Of the \$400,000.00, the sum of Two Hundred Ninety-Two Thousand Eleven Dollars and Fifty-Five Cents (\$292,011.55) is anticipated to be received from Highway Block Grant Funds from the State of New Hampshire (Pursuant to RSA 235) with One Hundred Seven Thousand Nine Hundred Eighty-Eight Dollars and Forty-Five Cents (\$107,988.45) to be raised by taxation.

Estimated tax impact= \$ 0.1138 (Recommended by Board of Selectmen.)

ARTICLE 10

Shall the Town raise and appropriate the sum of Two Hundred Ninety Thousand Dollars (\$290,000.00) for the purchase of a new truck and a new loader for the Highway Department. The previously established Highway Truck and Equipment Capital Reserve Fund is depleted, therefore the whole amount will be raised by taxation?

Estimated tax impact= \$ 0.3056 (Recommended by Board of Selectmen.)

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ARTICLE 11

Shall the Town approve the one year collective bargaining agreement reached between the Board of Selectmen and the *American Federation of State County, and Municipal Employees (AFSCME)* Union (public works employees), beginning April 1, 2011?
(**Recommended** by Board of Selectmen)

ARTICLE 12

Shall the Town approve the one year collective bargaining agreement reached between the Board of Selectmen and the *American Federation of State County, and Municipal Employees (AFSCME)* Union (police employees), beginning April 1, 2011?
(**Recommended** by Board of Selectmen)

ARTICLE 13

Shall the Town raise and appropriate the sum of Twenty Thousand Dollars (\$20,000.00) for cemetery improvements? This sum to be withdrawn from Cemetery Trust Funds Cy Pres Account.
Estimated tax impact = \$ 0.00
(**Recommended** by Board of Selectmen)

ARTICLE 14

Shall the Town raise and appropriate the sum of Thirteen Thousand Dollars (\$13,000.00) for work to be done to the Dow-Peaslee Cemetery located on Route 77 (Concord Stage Road). The total amount of the project cost Forty Thousand Dollars (\$40,000.00), of which the balance of Twenty Seven Thousand Dollars (\$27,000.00) will be withdrawn from the previously established Fire Cemetery Construction Capital Reserve Fund?
Estimated tax impact= \$ 0.0137
(**Recommended** by Board of Selectmen.)

ARTICLE 15

Shall the Town raise and appropriate the sum of Six Thousand Dollars (\$6,000.00) to cover the costs of the Town's participation in one (1) local Household Hazardous Waste Collection in 2011? This warrant article has been designated by the Board of Selectmen as a Special Warrant Article so that the funds, if approved, may not be transferred for any other purposes.
Estimated tax impact = \$ 0.0063
(**Recommended** by Board of Selectmen)

ARTICLE 16

Shall the Town raise and appropriate the non-transferable sum of Eight Thousand Dollars (\$8,000.00) for the purpose of purchasing fireworks for 2011 Weare Patriotic Celebration? This warrant article has been designated by the Board of Selectmen as a Special Warrant Article so that the funds, if approved, may not be transferred for any other purposes.
Estimated tax impact = \$ 0.0084
(**Recommended** by Board of Selectmen)

ARTICLE 17

Shall the Town raise and appropriate the sum Six Thousand Seven Hundred Forty Three Dollars (\$6,743.00) for the purpose of adding additional support staff hours at the Weare Public Library as follows: 9 hours a year for maintenance; 15 hours weekly for desk pages and 2 hours weekly for cleaning? No additional benefits shall accrue to these positions. If this Article is approved, future funding for these additional hours will be included in the Weare Library operating budget.
Estimated tax impact = \$0.0071
(**Recommended** by Board of Selectmen)

ARTICLE 18

Shall the Town raise and appropriate the sum of Ten Thousand Dollars (\$10,000.00) to allow the Conservation Commission to secure contracted services with the Town's Licensed Forester to prepare forest management plans; secure contracted services for the Town Forest maintenance, and to fund this appropriation by authorizing the withdrawal of that sum from the Town Forest Account?
Estimated tax impact = \$ 0.00
(**Recommended** by Board of Selectmen)

ARTICLE 19

FINAL

Shall the Town vote to change the purpose of the Weare Tricentennial Expendable Trust Fund, established by Warrant Article 52 adopted by the voters in 1985 for the purpose of celebrating Weare's three hundredth anniversary in 2064, to include the purpose of funding a celebration of the Town's 250th Anniversary in 2014 and to appoint the Board of Selectmen as agents to expend from this trust fund?
(2/3 vote required for passage)

ARTICLE 20

Shall the Town modify the purposes of the existing Capital Reserve Fund established under the provisions of RSA 35:1 and titled the Government Building and Maintenance Fund as to include the following purposes: maintenance, repairs, capital improvements, and professional services to/for Town buildings?
(2/3 vote required for passage)

ARTICLE 21

Shall the Town vote to require a public hearing be held before any funds are expended from the Mildred Hall Trust Fund, previously established in 2005?

ARTICLE 22

To transact any other business which may legally come before this meeting?

Chairman Clow moved, Selectman Lacasse seconded to approve the Town Warrant as presented in its intent with the appropriate dollar figures as specified, knowing there will be some legal changes in the language. Passed 4-0-0

MANIFESTS

Chairman Clow moved, Selectman Osborne seconded, to authorize the Board of Selectmen to sign Manifest and order the Deputy Treasurer to sign checks dated January 20, 2011. Passed 3-0-1; Selectman Lacasse abstained.

Accounts payable	\$391,186.91	(\$350,000 Weare School District)
Gross Payrolls	\$40,525.68	(Includes Taxes, Credit Union, Police Detail)
	<u>\$42,434.01</u>	(Retirement Accrual)
Total	\$474,146.60	

MEETING MINUTES

Vice Chairman Butt moved, Selectman Lacasse seconded to approve the minutes of January 3, 2011 as amended. Passed 4-0-0

Selectman Osborne moved, Vice Chairman Butt seconded to approve the minutes of January 8, 2011 as amended. Passed 3-0-1; Selectman Lacasse abstained.

Selectman Osborne moved, Vice Chairman Butt seconded to approve the minutes of January 10, 2011 as read. Passed 4-0-0

CORRESPONDENCE

Naomi Bolton, Town Administrator, asked for the Board's signatures on the contract from Cartographic's for \$2,900 for the tax map maintenance. Selectman Lacasse asked about tax maps going out to bid. The Board would like to find out if there are other companies that provide this service.

Naomi Bolton, Town Administrator, asked for the Board's signatures on the pole license agreement from PSNH to install a new pole on Sergeant Station Road.

Naomi Bolton, Town Administrator, informed the Board that she received a letter from Malcolm Wright regarding the ZBA appointment.

FINAL

Vice Chairman Butt moved, Selectman Osborne seconded to appointment Malcolm Wright as a full member to the Zoning Board of Appeals. Passed 4-0-0

Selectman Lacasse moved, Selectman Osborne seconded to enter into non public session @ 11:00 p.m. pursuant to the authority granted in RSA 91-A:3II (a&c). A roll call vote was taken, Vice Chairman Butt – yes; Selectman Osborne – yes; Selectman Lacasse – yes; Chairman Clow – yes. Passed 4-0-0

Chairman Clow moved, Selectman Lacasse seconded to come out of non public session @ 11:32 p.m. A roll call vote was taken, Vice Chairman Butt – yes; Selectman Osborne – yes; Selectman Lacasse – yes; Chairman Clow – yes. Passed 4-0-0

Chairman Clow moved to seal and restrict the minutes of the non-public session pursuant to the authority granted in RSA 91-A:3 II; Selectman Lacasse seconded the motion. Motion passed 4-0-0.

ADJOURNMENT

A True Record.

Cherry Palmisano, Recording Secretary