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**WEARE BOARD OF SELECTMEN
MEETING MINUTES
January 19, 2015**

PRESENT: TOM CLOW, CHAIRMAN; KEITH R. LACASSE, VICE CHAIRMAN; JOHN LAWTON, SELECTMAN; JAMES LEARY, SELECTMAN; JENNIFER BOHL, SELECTMAN

RECORDING SECRETARY: Cherry Palmisano

TOWN ADMINISTRATOR: Naomi Bolton

GUESTS: Frank Campana, Jan Snyder, Sean Kelly, Lori Davis, Stephen Wallace, Richard Butt, Keith Erf, Scott Dinsmore, Merrill Shepard, Rochelle Pitranemi, Keith Aubrey, Susan Doucet, Chris Hague, Bill Anderson, Neal Kurk, Heleen Kurk, Peter Flynn

7:05 p.m. Chairman Clow called the meeting to order.

Chairman Clow moved, Selectman Bohl seconded to enter into nonpublic session @ 6:32 p.m. pursuant to the authority granted in RSA 91-A:3II (a&c). A roll call vote was taken, Selectman Bohl – yes; Selectman Lawton – yes; Selectman Leary – yes; Vice Chairman Lacasse – yes; Chairman Clow – yes. Passed 5-0-0

Chairman Clow moved, Selectman Bohl seconded to come out of nonpublic session @ 7:04 p.m. A roll call vote was taken, Selectman Bohl – yes; Selectman Lawton – yes; Selectman Leary – yes; Vice Chairman Lacasse – yes; Chairman Clow – yes. Passed 5-0-0

The Board met with Interim Chief Kelly to discuss personnel status.

PUBLIC COMMENT

Richard Butt asked the Board if they have signed contracts from the Fire Chief, Police Chief, and Town Administrator. The Board does not have a contract with the Interim Police Chief or the Fire Chief, whose raise was proposed by Board of Fire Wards. The Board has a contract with Town Administrator Bolton, whose contract had expired on December 31st. Chairman Clow said that if the Board pursues a contract with the Police Chief it will be a short agreement for an interim period of 6-8 months. Mr. Butt noted that there was a petitioned article in 2005, which was not approved by the Selectmen, and stated that no written municipal contracts can be enacted without at least two public hearings. He feels that the Town Administrator contract falls under this article as well as the Police Chief contract. The article was overwhelmingly approved by the voters and people recognized the need for the Selectmen to be open and transparent. Chairman Clow said that when they hired Town Administrator Bolton Mr. Butt was on the Board and they had a public hearing, but this is a renewal and they did not think a public hearing was necessary. Mr. Butt hopes if the Board has a contract with the Chief there will be a public hearing. The Board has not started the process of hiring a new Police Chief because they are involved with this process currently and have to make a decision to proceed on their own or hire a third party. Mr. Butt would prefer to have someone full time who is committed to growth in the town in that department. Chairman Clow noted that solid decisions are being made and the department is moving in a positive direction.

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Frank Campana referred to the minutes of January 5, 2015 where he mentioned that Sean Kelly has the opportunity to bring on someone as a consultant who is retiring from the Hudson PD. Mr. Sweeney was indicated as being that consultant which was a mistake. Chairman Clow stated that Mr. Sweeney was the Assistant Commissioner of Safety for the State of NH and has since retired from the State as of December 31, 2014.

DEPARTMENT HEAD AND COMMITTEE ITEMS

Appointment to Trustee of Trust Funds ó Chairman Clow explained that Thomas McCarthy is volunteering to be appointed as a Trustee of Trust Funds. The Board can appoint an alternate member, but usually a Trustee of Trust Funds is an elected position. Mr. McCarthy said that he was introduced to Joe Fiala a number of years ago. He used to work for John Hancock as a Financial Analyst and Mr. Fiala thought that this might be something of interest to him. Mr. McCarthy has significant experience with financial analyst and is now retired. Joe Fiala, Mike Pelletier, and John McCausland are the three elected members of the Trustee of Trust Funds. Mr. McCarthy would have to run if wanted to become a full member.

Vice Chairman Lacasse moved, Selectman Leary seconded to appoint Thomas McCarthy as an alternate member of the Trustee of Trust Funds for a period of three years. Passed 5-0-0

MEETING MINUTES

Chairman Clow moved, Vice Chairman Lacasse seconded to approve the minutes of January 12, 2015 as amended. Passed 5-0-0

MANIFESTS

Chairman Clow moved, Vice Chairman Lacasse seconded to authorize the Board of Selectmen to sign manifests and order the Treasurer to sign checks dated January 22, 2015. Passed 5-0-0

Accounts Payable	\$21,248.73	
	\$500,000	(John Stark January Payments)
Gross Payrolls	<u>\$42,119.84</u>	(Includes taxes, credit union, police detail)
TOTAL	\$563,368.57	

PUBLIC HEARING 2015 PROPOSED OPERATING BUDGET For the purpose of hearing public testimony and comment on the 2015 overall proposed Town Budget, including all separate, special, and petitioned warrant articles, as well as disclosure of the default budget.

Chairman Clow opened the public hearing at 7:31 p.m.

Town Officers ó Education was increased from \$1,200 to \$2,000. The Town Report budget was increased to allow for some expansion due to the 250th anniversary.

Neal Kurk said that state law does not mandate that the town report be in a certain form and the default should reflect the current number.

Elections ó The budget was decreased to reflect the number of elections.

Tax Collector ó Hourly wages and health insurance reflect changes and there is a longevity bonus for 10 years of more of service. The position was split for 30 hours in tax collecting and 10 hours in the clerk's line and is now reflected totally in the Tax Collector budget. The Town Clerk budget was reduced by 10 hours. Postage last year was \$7,750 and the proposed this year is \$7,700 but the default goes back to \$7,100 to reflect last year's default because it is not a contracted obligation even though they still have to send out the tax bills.

Assessing ó Slight change in wages and related wages items

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Legal ó Bond council fees was removed

Finance Administrator ó Wages decreased as well as associated lines. Mr. Butt referred to the education line, which indicated that the Finance Administrator attended a seminar, he is concerned that actual line items were not expended from the correct lines.

Town Clerk ó 10 hours of wages were transferred to the Tax Collector budget

Selectmen's Office ó There is an increase in the Town Administrator's salary. The education line was decreased by \$6,000 and was moved into the \$74k salary line. Mr. Butt noted that the salary reflects a 16% increase and he disagrees with the \$6k being part of the salary. The education line was always separate and would be reimbursable if not spent. Mr. Butt said that is a misapplication of that line.

Mr. Butt commented that the Town Administrator's salary reflects a 16% increase, 26% increase for the PD, and the Fire Chief's salary is increasing 39%. His general comment is that those seem to be significant increases and yet the Public Works Department, who has the largest budget will only be receiving a raise if approved by the voters. Chairman Clow said that there is a different explanation in each budget for the increases.

Neal Kurk read aloud the statutory definition of the default budget. The Selectmen put the Town Administrator's raise in the default budget and there is also an article to give a certain percentage to employees. Mr. Kurk said that based on what they are doing now they could have given every employee a contract and a raise and include it into the proposed budget. He feels it can't be done and he asked them to reconsider all that they are doing with the contracts and put them into the proposed, but not the default to give voters a choice.

Christine Hague, Library Director, said that each town has their own interpretation of default budgets. She asked if the three positions they are discussing would be eligible for the wage increase in the warrant article if it passes. Chairman Clow said that would be a Board decision, the warrant article says COLA, but they have always looked at performance and consider it more a merit raise based on evaluations.

Cable Committee ó The budget is the same.

Trustees of Trust Funds ó The budget is the same.

Land Use ó Increase in transcriber wages due to the article that passed for non-union wage increase

Government Buildings ó the major increase is in the lawn care contract. There was lots of concerns with ball fields and municipal contract for lawn care, so they went to a different contractor to hopefully alleviate the problems.

Cemeteries ó Increase in lawn care and \$500 increase for cemetery maintenance

Insurance ó Substantial increase in property liability, worker's compensation, and unemployment compensation. There is a \$10k deductible and an additional \$40k was placed in the budget to cover four deductible incidents. Mr. Campana asked the Board if they found any cuts in the budget to mitigate the \$264k increase to the taxpayers. Chairman Clow said that they did not go to different lines to see what they could eliminate to cover the insurance increase.

Advertising ó Proposed and default are both lower than last year.

Police Department ó Chairman Clow explained that there is \$85k in the proposed budget for the chief's salary to give them some flexibility as they look to hire a new chief. When looking at salaries of police chiefs in surrounding areas, the salary Weare is offering is not comparable and they need some flexibility in the budget. There was a lot of discussion last week regarding the article to hire a temporary Deputy Police Chief. Chief Kelly came to them previously to request an increase from \$20k to \$36k. Chief Kelly said that one thing they are trying to accomplish is to attract highly qualified officers that have the experience, because having a core of reserved

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officers that lack training and experience does not make sense and to do that they will need to pay them what they are worth. Chairman Clow noted that the full time secretary line increased because they combined two lines. It was mentioned that New Boston has language in their contract that says that new hires must repay the cost of training unless the officer spends so many years with the town. Chairman Clow said that there is currently no plan to hire a deputy police chief. Dispatch with Bow increased \$8k and no other bids were pursued. Mr. Butt said that the Board did use due diligence and it could cost the taxpayers money. There is \$8,500 in the proposed budget for accreditation and \$0 in the default. The Board has not discussed if they will still try to achieve accreditation if the proposed does not pass. Mr. Kurk noted that when a line is \$0 in the default and the voters vote for default then they expect that no money will be spent on that line item. The article for the deputy police chief is on the warrant. Chairman Clow said that the Board decided to leave the article on until tonight. Mr. Butt commented that in addition to the posting for the deputy chief, which he understands will not be filled, there is a posting for reserve officers with 23 years experience with the same due date for appointing of February 2nd. Chairman Clow said that they received no applicants at this point of time.

Emergency Management ó Reduced from last year; reductions in both proposed and default

Fire Department ó The Board of Fire Wards changed the structure of the fire chief's salary by increasing the hours from 30 to 32 and the hourly wage from \$22 to \$30. The Board honored the proposal and put it in the proposed budget and asked that members of the Board of Fire Wards be present tonight to answer questions from the public. Steve Roberts, Board of Fire Wards, explained that this came up because the current fire chief is part time and gets no benefits. The Board of Fire Wards felt the need to increase the hours. Chief Vezina's current hourly wage is in line with a lot of starting fire fighter salaries and he manages a large department, is available 24/7, and is highly qualified and experienced. They had Primex help them with the job description and realized that the pay was very low and when it was compared to surrounding communities it was extremely low. Chairman Clow said that there is a balance of authority in letting the Board of Fire Wards do their duty and balancing that with the duties of the Board of Selectmen, who honored it and put in the proposed budget. The raise is not in the default budget and the Board has had no discussion as to whether it will be given if the budget is not approved. Chairman Clow said that when things within a department's budget get moved around, the Board will ask where the money came from to cover that line. Mr. Butt thinks it is unusual to put a wage increase in the proposed budget; it has always been a separate article on the warrant. It was discussed that under the new rules the 32 hour position would be entitled to benefits and it may be prudent to double check. Mrs. Kurk thinks that the Fire Chief plays a number of roles within the department and asked if the \$30 hourly is straight across the board no matter what role he is playing. Chief Vezina said that 32 hours is the maximum amount of numbers he can work and if he did cover the ambulance it would be within the 32 hours and not extra time. Chief Vezina said that they came up with a three year program to increase the protective gear line item by \$16k, \$20k then gets them to where they need to be, and then in 2017 will get them to the level where they can maintain.

Code Enforcement ó minor changes

Forest Fires ó no changes

Highway Department ó Last year a three year contract with Public Works Union was approved and is reflected in the wage line, associated wage lines, and there are also changes in health insurance buyouts depending upon the staff. In July of last year a new health insurance plan was entered into with substantial changes. Mr. Kurk asked about the proposed fuel line of \$108,595, but last year spent less. Chairman Clow thinks that is an error. The Board reduced diesel by \$.10 a gallon and gasoline by \$.15 a gallon for 2015.

Ms. Davis understands the pricing to make sure they have a net, but said that they should only budget what is needed and give the remainder back to the taxpayers. Chairman Clow said that every year in his memory they

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have given money back to the taxpayers. In November the Board asked departments to freeze their budgets to ensure they stayed within the budget. There is \$112,077.92 left in the 2014 budget which will go into the undesignated fund balance, and next year when they set the tax rate they look at that amount to see what can go back to offset taxes in October 2015.

Mr. Redmond said that they don't get state bid prices on fuel because they do not have large enough fuel storage. The price is market driven due to the size of their tanks. In the four years he has worked for the town he has never coded any other expense to the fuel line and it is strictly used for fuel. They do not pay state or federal taxes on the fuel. The pumping stations were recently re-done, but they did not get new fuel tanks. The tanks are currently 4k and 6k gallons and would need to be 10k gallon minimum each for the town to get the state bid price. Keith Aubin asked if they could get together with other towns and jointly receive the state bid price. Mr. Redmond said that it is inconvenient to go to another town to get fuel. Ms. Hague said that when she and Town Administrator Bolton went to the SNHPC they looked at collaborative buying. Members of the police, fire, and dpw at the meeting said that having collaborative fueling in another town takes out of their town and further away if there was an emergency, increases wages, and it is difficult to commute during storms. Mr. Redmond said that they could go in with Hillsboro to get a lower price on fuel, but they would have to go to Hillsboro to re-fuel. Mr. Butt questioned department head salaries and noted that the DPW has higher a budget than all. He asked if the Board has done any studies regarding the salary of the Road Agent. Chairman Clow responded that they have not. The increase in overtime is due to the increase in wages and Mr. Redmond averaged out every classification of employment and divided it to come up with the percentage for the overtime line. There are occasions when they use a Highway employee at an overtime rate to cover the Transfer Station. Each department has their own fuel budget and reimburses the Highway budget for their fuel budget based on the readings of the meters.

Street Lighting ó increased due to 6.6% increase in electricity costs

Transfer Station ó The increase in the contract with CRRA, line 596, is the major increase. Mr. Butt commented on the article on the warrant to request money for people to work at the Transfer Station. He noted that when some employees were hired they were hired as truck driver/transfer station attendant and he always thought it meant working as truck driver and some hours at the Transfer Station. Chairman Clow said there are times when they have to pay overtime when someone other than that split person covers the Transfer Station. Mr. Redmond is seeking a permanent part-time position at the Transfer Station for Saturdays because they are routinely short-handed on Saturdays at the Transfer Station. Need to monitor trash to make sure people aren't throwing recyclables into the trash and there are not enough employees. There are times when someone calls out sick at the Transfer Station on Saturday and if they then call in a truck driver who already worked their 40 hours he will need to be paid overtime. Mr. Butt said that it is not an issue with the occasional time, but does it justify having a new position. Chairman Clow said that the department head is saying there is a situation where sometimes it is dangerous because there are not enough employees to handle the safety and traffic at the Transfer Station on Saturdays so the Board is moving on it based on the perceived need by department head and putting it on the warrant.

Water District and Treatment ó no change

Animal Control ó no change

Health ó Reduced by \$300 in the proposed and default.

Welfare ó Decreased slightly from last years approved.

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Parks & Recreation ó The wages in the proposed are to cover Chase Park. Last year Chase Park had to close early because they ran out of money. Selectman Leary noted that PARC is trying to consolidate line items and change lines so that expenditures are properly itemized.

Library ó One total budget.

Patriotic Purposes ó There is a separate warrant article for fireworks this year.

Conservation ó no change

Economic Development ó Currently the committee is not active.

Debt Service ó The Safety Complex is paid off in its entirety, the bridge bond has one more year, and there is one additional payment on the Ferrante Property.

Sewer ó The whole bill for sewer is charged to the users.

Ambulance Billing Service ó no change

Employee Accruals ó reminder that those numbers have to be reserved within that budget

Warrant Articles

Article 8 ó Operating Budget

Article 9 ó Tentative agreement with Police Union. Chairman Clow said that there are language changes in the contract that were agreed upon last year, but did not pass and the union is willing to carry those changes forward. This is a one year contract proposal. The union agreed to go onto the health insurance plan of the town with a cost savings of \$13k from July to December and the wage increase offset by that reduction in insurance costs reflects a \$10,771 increase. The contract includes cola of 2% and those employees eligible would move up a step. Chairman Clow pointed out that those insurance savings carry over to the future, as well as the wages, but locks in the same insurance plan as the other town employees. Mr. Kurk asked if they could find out from the police chief the real cost to the employees. Chief Kelly responded that he had no part in the contract, it was negotiated between the union and Board.

Article 10 ó The sum of \$13,225 to be used for raises for non-union Town and Library personnel. The amount is equal to a 2% increase, which is usually distributed based on merit. Mr. Butt commented on there being no increase in employee contributions to their insurance. All insured employees, including police officers, contribute 5% to their insurance. The agreement with the Highway Union is also for a 5% contribution and in the third year the contribution increases to 10%. The police officers do contribute 5%, but they are still on the old insurance plan, and will switch to the town plan and pay 5% for 2015. The non-union employees and highway union will increase their contribution to 10% next year and if a contract is negotiated with the police in 2016 that would be part of the contract. The police is currently contributing 5% of their premium on the higher plan and there would be a savings to the town with them moving to the towns plan. Vice Chairman Lacasse commented that the officers will be making more, the plan that they will be paying 5% of will cost the officers less, but their deductibles will increase. Chairman Clow said that there are a core of people at the PD that have been a year or two without a contract and they have to stabilize the department. Two officers were lost this year to the City of Manchester. We are hired them as fresh recruits and trained them. Chairman Clow likes the idea of having some restriction about the time they spend with the town with the town spending \$30k to train them. The new insurance plan costs \$2,400 less for a family plan.

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Steven Wallace asked if the fire chief and town administrator would be eligible to receive funds from the non-union employee wage increase. Chairman Clow said that it will be discussed by the Board, but the 2% pool does include those two employees.

Ms. Davis commented on the employees of this town paying 5% of their insurance coverage and the average person is paying 20% for an individual and 20-50% on dependent coverage. She said as a resident this is not acceptable, the plans have to be tightened. The Town has a very good plan and it is not right that the taxpayers are funding it for the employees. Chairman Clow noted that the change in insurance is saving the town \$4,800 per plan and employees are paying a lot more in prescription costs and more in deductibles than in the old plan.

Article 11 6 Ambulance five year financing agreement with a payment of \$49,778 for the first year. Requires 3/5th vote. Town Administrator Bolton will get DRA and town council input.

Article 12 6 Additional hours of Per Diem. Chairman Clow explained that they receive approximately \$130k annually from ambulance billing fees and in the past that money went into a special revenue fund and was set aside to purchase emergency vehicles for the Fire Department. The town has grown and they were relying strictly on volunteers to man the ambulance. Many surrounding towns were called upon to provide ambulance service to Weare during the day and several fire chiefs from surrounding communities came to the Board to see what could be done. A warrant article passed to take \$90k out of the ambulance billing to cover per diem EMTs. The town still relies on on-call personnel for evening hours, but it has become increasingly difficult to have these on-call people provide coverage for weekends. If this article passes up to \$34k would be added to the EMT/Firefighter Revolving Fund to provide service. Ms. Snyder said that unfortunately there is not enough money in the account to fund this. Selectman Lawton noted that the warrant article states up to \$34k and if there is not enough money than coverage can't be funded. Chief Vezina explained that there is currently a lag in the revenue because on April 1st they switched over to a new billing company. They have seen revenue drop over the years, but this change in billing company should increase their revenue. Chief Vezina said that the warrant states up to that amount and if they find they don't have the \$34k they will have to scale coverage back. He said that there is currently a buffer in that fund and he would not propose this if he did not think they could fund it. Chairman Clow said that Chief Vezina will be managing his budget on an on-going basis and will have to re-evaluate if there is not enough funding. Mr. Butt noted that this is the only case where employee funding is coming from a revenue source. He said that they should be talking about funding emergency personnel in the budget and utilizing the revenue source for CIP to purchase emergency vehicles.

Mr. Anderson commented that through the CIP process the ambulance was determined to be a priority 3. He asked if it is critical to replace it this year and if it is not replaced this year what the impact will be. Chief Vezina said that the ambulance is 11 years old, Weare roads are tough and responding to calls takes a toll on the ambulance, which is a beaten piece of equipment. He noted there was a mechanical failure when there was a patient in the ambulance being transported to the hospital and they had to call in another ambulance. They are running the risk of a catastrophic failure with the ambulance and 12% of the time there is a need for both vehicles to respond to calls at the same time. Those calls, which we lose to mutual aid, is a loss in revenue. Chief Vezina said that the town is quickly approaching the day when that ambulance will not be able to provide service. The ambulance required \$5k work of repairs this year and was down 4-5 weeks.

Article 13 6 Communication Enhancements \$52,200. Chief Vezina explained the Fire Department is taking the lead because they have the contract with the radio communication vendor. The enhancement includes a voice over IP link from Bow dispatch to the town's infrastructure to provide a better signal in general and the ability for the people in the field to be heard. Currently there is 80% decent coverage throughout town, but when they go to portable radios and try to talk back to dispatch coverage drops down to 60%. Modifying the antenna array on Mine Hill will provide a better 360 degree transmission. Because of geography and size of the community, Weare has several repeating sites. Installing a repeater in the vehicles will enhance the portable radios. The town

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is in the third year of their five year contract with Bow dispatch. Chief Vezina said that this infrastructure existed prior to going to Bow and if they were to change dispatchers they would still need these components.

Article 14 6 Washer/Extractor and Dryer \$20k

Article 15 6 Road Reconstruction, same amount that was requested last year

Article 16 6 New Grader for a five year financing agreement with first year payment of \$71,458

Article 17 6 New or Used Plow Truck \$196k. The Osh Kosh truck will be removed from the town fleet. Mr. Campana referred to the last Board meeting when the draft warrant article was handed out and this article stating a 6 wheel or 10 wheel truck. Mr. Campana is concerned with purchasing a 10 wheeler now and the future obligation to replace it in the future. Chairman Clow said that there is large discussion on any of these capital improvement articles prior to reaching this process. In this case the DPW thought that if he could get a good deal on a 10 wheeler within this budget cost it would make sense to lessen trips. The option being wherever the best deal is, that is where they will go and it could be that there are no good used 10 wheelers and they purchase a new 6 wheeler.

Article 18 6 DPW Garage \$25k to have professional construction documents drawn. Mr. Butt does not see the need for this and thinks that the conceptual drawings made available should be sufficient. Vice Chairman Lacasse said that the DPW is going to work with the architect and volunteer residents to design it. The plans that were brought to Deliberative Session last year were schematic. Mr. Butt said that they have been trying to get a garage for 5-6 years and that the questions asked at Deliberative Session should have been answered prior to going to Deliberative Session. He thinks people were more concerned with the basic concept of the building. It was noted that the new garage has been defeated four times and they are looking for specs brought to the point where they are more accurately estimated, so they can tell taxpayers that this is how much it will cost within a certain percentage.

Article 19 6 To establish a new Transfer Station Improvement and Equipment Fund and raise and appropriate \$45k to put in the fund. There is a need for more than equipment at the Transfer Station, they also need re-design for safety. Mr. Redmond said that the safety and traffic flow needs to be re-designed due to safety concerns. The town received a refund from CRRA of \$31k last fiscal year and will receive \$91k this year. Mr. Butt said this isn't free money, the CRRA is taxpayer money. Mr. Butt said that he will have a problem with transferring money from the existing fund, which is for equipment replacement and this new fund they are creating just says equipment fund. He is reluctant to approve the warrant article without a plan. This is the only CRF he knows of that is a blank check with no definition of use. Chris Hague, Chair of Joint Loss Committee, explained that every year they have to do a safety inspection with Primex and it has come up over and over again that there is a safety issue at the Transfer Station. There have been accidents to the general public and employees.

Article 20 6 New Trash Trailer \$105k

Article 21 6 Skid Steer, original request of \$75k. The Board asked Mr. Redmond to look into a different brand and this one includes attachments for a cost of \$67,800.

Article 22 6 Transfer Station Saturday Help \$7k

Article 23 6 Deputy Police Chief Position. The Board, in discussions with Chief Kelly, has decided to remove the article. The intention is not to hire a deputy chief at this time whether out of the budget or by warrant article. Mr. Butt said in talking with John Velleca there was a need because they did not have anyone in the department to promote. They went through the effort of putting job descriptions together and advertising. Mr. Butt would like to hear the Board discuss if they are hiring full time officers, if they currently have someone they can move up to a higher rank, and if there is an agreement with the state police. Chief Kelly said that there is an agreement in

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place that the state police will cover Weare's call of service, but that does not mean there is a trooper in town. What he knows to be true is that the NH state police is an outstanding organization, but they have no legal obligation to cover and the only way to fix this problem is to approve two additional officers. Chairman Clow said that he has never questioned the ethics of the current Board or previous Boards and this Board has done their best to be upfront and transparent and do what they think is best for the town. People might not always agree and there are times when the Board is often split, but they make ethical decisions and it is not worth it to have the position on the warrant if that is what people think. They are working to improve the PD in a very upfront way and whether they need to or not the position will not be filled because they don't want to be in a position where people don't trust them.

Article 24 ó Police Cruiser \$50k

Article 25 ó Bolton Field Parking \$65k to be expended for the purpose of expanding parking, improve drainage, and to expand and improve the soccer field.

Article 26 ó Library Study \$15k to have a study performed to determine the need and affordability of a liability expansion. Mrs. Hague asked if the Library Trustees know that this was taken out of the Capital Reserve Article and placed into a warrant article. She asked if the language of the article limits the applicability. Mrs. Hague noted that the way it was presented was not just for a study. The language would need to be broader and make it non-lapsing. Mrs. Hague recommends the following wording "Shall the town raise and appropriate the sum of \$15k for the purpose of hiring consultants to determine the need for and affordability of a library expansion in a manner that would provide a cost effective building plan and authorize the Library Trustees as agents to expend. If the article passed the article will not lapse until ____ or the amount is expended whichever comes first." The warrant article would need to be DRA and town council approved. Mrs. Hague said that they wanted enough flexibility to get something they could present to potential donors and a building plan that is professionally vetted. The Library has non-lapsing funds, which were approved by the voters in a special warrant article. Mr. Butt is not in support of this article and said that this not the first time the library has asked for an expansion. He did not get any information from that group and does not see the need. Mrs. Hague said that this money is not to build a building, it is to tell them what the most reasonable thing is that they can do and the consultants will help them. Chairman Clow noted that the Deliberative Session is the best forum for the issues being brought up.

Article 27 ó Cy Press Money for cemetery improvements within the walls of the cemetery. There is no tax impact.

Article 28 ó Hazardous Waste Day \$6k to properly dispose of household hazardous wastes.

Article 29 ó Fireworks \$6k

Article 30 ó War Service Credit from \$400 to \$500 effective March 10, 2015. In trying to figure out what the tax impact might be an approximate amount of \$41,500 was figured based on the tax rate setting sheet used in October. This will be verified with the Assessing Department so that an estimated tax impact can be stated.

Article 31 ó 99 year lease agreement with the Weare Historical Society. Chairman Clow said that the town, through various contributions, purchased the land next to the cemetery on East Road for cemetery expansion and green land for ashes. There are also several attached barns that are part of the purchase and the agreement with owner is that the barns are for Historical Society use. The town attorney said that Selectmen can only enter into a renewable lease for 1 year, but anything longer has to go on the ballot. A ten 10 year renewable lease is being proposed instead of the 99 year lease. Mrs. Kurk noted that Gordon Brown's desire in entering into this agreement with the town was for the barns to be utilized by the Historical Society. Town Administrator Bolton spoke with Jack Dearborn who relayed to Mr. Brown to see if a renewable lease of something less than 99 years

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would be acceptable, like 10 or 20 years. Part of the agreement with the seller is to have a lease agreement. If the article fails the lease will be for one year and there will need to be a warrant article next year. By consensus the Board agreed to a 10 year lease. Selectman Lawton had reservations about a ten year lease and thought that part of the barn could be used for other town department's storage (park and rec). After Deliberative Session a more in-depth discussion will be needed regarding the terms of the lease.

Article 32 6 Town Forester \$20k to secure contracted services with the Town's Licensed Forester. Any timber harvest revenue goes into the fund and can be spent only with a warrant article.

Article 33 6 Conservation/Town Forest Lands \$140k for expenditure toward the purchase of new town forest land.

Article 34 6 Noise Ordinance, will be posted on the town website.

Chairman Clow closed the public hearing at 12:00 a.m.

The final Town Warrant will be posted on the town website and it will be advertised on the cable channel informing residents that it is posted on the town website.

Chairman Clow moved, Vice Chairman Lacasse seconded to open the nonpublic minutes of November 21, 2005. Passed 5-0-0

The minutes are regarding moving a police officer from part-time to full-time. The interim chief is thoroughly going through personnel files to make sure everything is in place and in doing so found that this particular officer was not sworn in.

Chairman Clow moved, Vice Chairman Lacasse seconded that they unseal the minutes of November 21, 2005. Passed 5-0-0

CORRESPONDENCE

Selectman Lawton noted the response from town council, which basically said that the Noise Ordinance is not enforceable. Vice Chairman Lacasse said that the ordinance can be amended.

Selectman Bohl moved, Vice Chairman Lacasse seconded to adjourn at 12:05 a.m. Passed 5-0-0

ADJOURNMENT

A True Record.

Cherry Palmisano, Recording Secretary