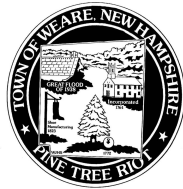


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**WEARE BOARD OF SELECTMEN
MEETING MINUTES
February 9, 2015**

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

RECORDING SECRETARY: Cherry Palmisano

TOWN ADMINISTRATOR: Naomi Bolton

GUESTS: Ian McSweeney

Vice Chairman Lacasse moved, Selectman Bohl seconded to enter into nonpublic session @ 6:09 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. Passed 4-0-0

Vice Chairman Lacasse moved, Selectman Bohl seconded to come out of nonpublic session @ 7:18 p.m. A roll call vote was taken, Selectman Bohl – yes; Selectman Lawton – yes; Selectman Leary – yes; Vice Chairman Lacasse – yes. Passed 4-0-0

Selectman Leary moved to seal and restrict these minutes of the nonpublic session, Vice Chairman Lacasse seconded the motion. Passed 4-0-0

7:26 p.m. Vice Chairman Lacasse called the meeting to order.

Vice Chairman Lacasse noted that the Board was in nonpublic session to discuss various legal issues with the Police Department and the Town Attorney.

Police Chief Search 6 Town Administrator Bolton provided copies of the information she received from MRI, which includes an approximate verbal cost of \$1,500. Bob Barry, former Police Chief of Concord, now works for Primex. Mr. Barry has offered to assist the town, but will be limited as to what he can do. Town Administrator Bolton told the Board that Mr. Barry said that they should define what they want in the perfect Police Chief candidate before putting out a job description. Town Administrator Bolton said that she spoke with Police Standards and Training and they are trying to get away from recommending police chiefs, because of their roles. Pat Sullivan, Executive Director NH Association of Police Chiefs, is retired from Goffstown. Mr. Sullivan sent Town Administrator Bolton an email stating that they are in the middle of the same process with Piermont, NH and he told them to post the position, and require a two page letter of intent along with their resume. A panel of Chiefs will then review the applications, resumes, and two page letters of intents. Once the reviews are complete they suggest a combined panel of 2-3 community members and 2-3 retired police chiefs to recommend candidates to the Selectboard. Once the process is complete the Association of Police Chiefs would conduct the background checks. There is no fee other than to place the ad and the cost to do the background testing once a candidate is chosen. The Police Chiefs Association will receive all the applications and forward the ones that meet the qualifications to the panel. The cost of the background testing is not known. Bob Barry had suggested that the Selectboard go to the candidate's town and talk with residents and business people about the candidate. The Board would hand pick the community members and the ultimate decision lies with the Board. Having a

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combined panel could be helpful because the community members might ask questions that the chiefs might not have considered and they can play off each other. Selectman Lawton asked for firm numbers for the cost of the proposals that they would be interested in and a cost for the polygraphs and background check as well.

Selectman Lawton said that he spoke with an officer who was wondering why they don't look in-house for the chief search and asked why the Selectmen are not asking the officers for input. The Board will schedule a meeting with the Police Department, which will have to be posted as a public meeting.

There will be a candidate's night on Wednesday, March 3rd at 7:00 p.m. at the Town Hall. There are seven people running for two openings.

Vice Chairman Lacasse opened the public hearing at 7:40 p.m.

PUBLIC HEARING: For the purpose of hearing public testimony and comment on the purchase of approximately 66+/- acres off Wildwood Road, Tax Map 407-004 for the sum of \$52,500

Ian McSweeney, Russell Foundation, told the Board that the 66-70 acre parcel is bordered on the west by Lake Horace Marsh and is also abutted by a private parcel, Rt. 149, and private land with an easement. There is also conservation land south of Rt 149. The parcel is surrounded by other conservation lands. It ranks high on town preservation list and is of high interest and importance for land conservation. It is the owner's intent to allow the continued use of snowmobiles. The goal would be for the town to own as open space, wildlife habitat, future timber, and recreational purposes. The purchase price is \$50k and project costs are estimated at \$2,500. The Conservation Commission (CC) considers this parcel to be priority and voted to allocate forest revenue of \$100k last year and would like to allocate \$50k of the \$100k for this purchase. This project has been discussed for years, but the timber management revenue was not available for the purchase and the project did not move forward. Mr. McSweeney explained that the Russell Foundation reached out to the land owner years ago and got his interest and willingness to sell. The CC recently reached out to the Russell Foundation to see if the landowner was still interested in selling. Mr. McSweeney said that he is facilitating for the Russell Foundation. There would be no easement, but there could be in the future. It would be up to the CC or Selectmen to pursue, but for now the land will solely be owned by the town and open to recreational use. The Selectmen will be able to review the deed prepared by the landowner's attorney, which will just describe the land and state the purchase price from the landowner. The deed will be sent to Laura Spector for review. Don Burgess's wish is that the land be for open space with recreational usage. There is just a deed conveying a property, all rights come with the property, certain language does make sense, but this is a deed to the property not a conservation easement.

The public hearing was tabled until February 23, 2015 at 7:30 p.m.

Vice Chairman Lacasse closed the public hearing at 8:07 p.m.

Finalize Purpose Statements for Town Mailer

Article 9 6 The operating budget is what it costs all departments, boards, and committees to provide services to the community. Among other things it contains employee wages, health insurance, as well as all other insurance costs, vehicle fuel, tires, all utility costs, road salt, and general maintenance costs. The proposed budget represents a difference of 1.8% over the default budget of \$95,317. A large portion of the increase over the 2014 budget is due to increased insurance costs including liability, workers compensation, and unemployment compensation. These insurance increases also appear in the default budget. The health insurance costs will be reduced by \$13,405 with the passage of the police union contract in Article 10.

Article 10 6 This article covers the costs associated with a one year collective bargaining agreement with the union for police department employees. It represents a 2% COLA and 3.5% step increases for those who are eligible. The agreement includes a change in health plans that will result in \$13,405 in savings to the town in

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2015 and \$26,810 in savings per year in subsequent years. The estimated increase in the article represents the net cost to the town for 2015. There are also some major language changes in the new contract that will greatly benefit the town and will help control overtime costs.

Article 11 6 This article provides a pool of money for the Selectmen to use to make salary adjustments for non-union personnel. The amount was calculated by applying a modest 2% to the total cost of non-union salaries. The distribution of this money will likely be determined based on individual employees' annual reviews and distributed according to merit.

Article 12 6 We are currently has two ambulances, a 2010 four wheel drive ambulance stationed at the south Weare station, and 2003 rear wheel drive ambulance with nearly 80k miles, and nearly 3,500 hours on the engine. This article if passed would replace the 2003 ambulance with a four wheel drive ambulance.

Article 13 6 This article was amended to zero dollars at the deliberative session, there is not enough revenue generated from ambulance billing to support the request of \$34,000.

Article 14 6 The purpose of the expenditure in this article is to greatly improve the communication capability of safety services in the town in emergency situations. Because of the hilly terrain in the town, there are many "dead spots" where radio transmissions are difficult or impossible. The equipment described in the article will eliminate many of these dead spots and greatly improve communication for the fire, police, and highway departments.

Article 15 6 Approval of this article would provide proper equipment for cleaning firefighters' protective clothing. The clothing becomes contaminated with harmful chemicals at the scene of a fire and needs proper care to fully protect the firemen and prolong the life of the gear.

Article 16 6 This article appears annually and covers the cost of road reconstruction and resurfacing work to be completed by the Department of Public Works in 2015. The town receives an offset for the \$450k from a highway block grant of \$240,540.

Article 17 6 The article asks the voters to purchase a new grader for the town. We have 40 miles of dirt roads in town and this is a much needed piece of equipment in the DPW fleet. This is a 5 year lease with a \$71,458 per year payment.

Article 18 6 This article is to raise \$196k to be added to the capital reserve fund called the Highway Truck and Equipment Replacement Fund. This will be used to purchase one new or used plow truck for the Highway Department.

Article 19 6 This article is for the professional fees to design and prepare design development drawings for a DPW garage, but it is a critical first step in getting that building built. The level of detail in a Design Development package will allow for relatively accurate construction cost estimates to be done in time for a specific warrant article next year that has a real cost, and a real building design so that taxpayers will know exactly what they are getting for their money.

Article 20 6 The purpose of this fund will be to pay for safety improvements to the Transfer Station grounds.

Article 21 6 This article will add money to the Transfer Station Replacement Equipment Fund to purchase a new trash trailer to replace the one we currently have that has outlived its useful life. The condition of our current trailer is beyond reasonable repair, and has to be road worthy as it carries our trash to an offsite location out of town.

Article 22 6 This article will add money to the transfer Station Replacement Equipment Fund to purchase a new Skid Steer to replace the one we currently use for almost everything at the Transfer Station now.

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Article 23 6 This warrant will allow the town to hire a part time person to work Saturdays at the Transfer Station. Right now we have DPW staff fill in which either takes away from DPW projects or sometimes adds overtime.

Article 24 6 This article is passed, would replace a 2008 Ford Crown Victoria Police cruiser with 162k miles, which is no longer being manufactured, with a Ford SUV four wheel drive Interceptor Police cruiser. The price includes the cost of the vehicle and all equipment installed.

Article 25 6 These funds will be used to create 150 new parking spots at Bolton Field, create a new drainage system to help alleviate erosion from water runoff and expand the lower soccer field to make it regulation size. Currently parking is very limited and the entrance driveway becomes nearly impassable with cars parked on both sides.

Article 26 6 As indicated in the article itself, passage would allow for the hiring of consultants to determine the need for and affordability of library expansion in a manner that will provide a cost effective building plan.

Town Administrator Bolton will contact Chris Hague to see if she has any comments for Article 26.

Article 27 6 Cy Pres funds are used to make improvements to the interior grounds of the cemeteries. Since these funds are not raised through taxation, there is no tax impact.

Article 28 6 Passage of this article will allow the Transfer Station to hold a hazardous waste collection day. This collection day allows for the proper disposal of items such as oil based paint, stains, poisonous cleaning supplies, fluorescent light bulbs, and pesticides.

Article 29 6 The Weare Patriotic Celebration Committee puts on our town celebration in July each year. This \$6,000 helps to pay for the cost of the fireworks display which is an important part of the celebration. The carnival company will not set up rides for the celebration if there are no fireworks to draw in a crowd.

Article 30 6 This article is passed, would increase the veteran's tax credit \$100. This credit would apply to those veterans who served during time of war or conflict as defined by RSA section 72:28.

Article 31 6 In 2014 the Town of Weare, through a donation from the Charles and Ethel Eastman Fund and Cy Pres funds, purchased land on East Road for an expansion of Center Square Cemetery and the establishment of an area for green burials (scattering ashes). As part of the agreement with the seller, the Weare Historical Society was to be allowed the use of the barn on the property. This article would allow the Board of Selectmen to enter into a ten year renewable lease with the Historical Society for the use of the building.

Article 32 6 In order to properly manage the town owned forest land, a licensed forester must be hired to prepare a management plan. Passage of this article would allow the Conservation Commission to engage the services of a licensed forester for that purpose. Money to pay for that service would come from the Town Forest Account, and any money earned from a timber harvest would go back into that same account.

Article 33 6 Funds appropriated in this article would go toward the purchase of conservation land should an appropriate parcel become available in 2015. Readily available funds often make the difference as to whether a purchase is possible. The money would be withdrawn from the Town Forest Account with no money raised through taxes. If no parcel becomes available in 2015, the funds will remain in the Town Forest Account for future consideration and must be re-appropriated in subsequent years.

Chairman Clow entered the meeting at 8:48 p.m.

Article 34 6 The creation of this proposed ordinance did not originate from the Board of Selectmen, rather it is a result of multiple complaints received from citizens in search of relief. When complaints are brought to the Weare

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PD regarding noise, people are told by law enforcement that there exists no law to enforce. This article would allow the Board of Selectmen to work on a noise ordinance to be brought before the voters next year

Approval of Meeting Minutes 1/26/15 and 2/2/15

Chairman Clow moved, Selectman Leary seconded to approved January 26, 2015 minutes as amended. Passed 5-0-0

Vice Chairman Lacasse moved, Selectman Lawton seconded to approve the minutes of February 2, 2015. Passed 5-0-0

MANIFESTS

Vice Chairman Lacasse moved, Selectman Lawton seconded to order the Treasure to sign the accounts payable and payroll checks dated February 12, 2015 as included in the following manifests:

Accounts Payables Manifest	\$127,114.51	
Accounts Payables Manifest	\$500,000.00	(John Stark Co-op February Payments)
Payroll Manifest	<u>\$51,159.80</u>	(Includes taxes, credit union, police detail)
TOTAL	\$678,274.31	

Also, as there are no planned Selectmen's Meeting for Monday, February 16, 2015 in observance of President's Day, to order the Treasurer to sign payroll checks dated February 19, 2015, estimated to be about \$50,000.00. Actual check amounts and reports will be reported to the Board of Selectmen by inclusion on the Manifest Memo at the next scheduled meeting.

The Board discussed the invoice for embroidered patches for the Police Department. Town Administrator Bolton will ask what the patches are being used for.

Town Administrator asked the Board to sign a voucher for the Sewer Warrant as well as a voucher for the Gordon Brown property transfer.

ADMINISTRATIVE REPORT

Inventory ó Beth Rouse, Finance Administrator, has all the information from the various departments and will be looking at putting it into the asset tracker software. If it generates a number automatically, they can then create labels, otherwise they will have to assign numbers. The bar code option may not be available.

Comcast ó Doug Alwine was supposed to attend tonight's meeting. Brian Christiansen will attend the March 2nd Selectmen's meeting.

Elections ó Maureen Bilodeau would like to know the Selectmen's availability for voting day on March 10th.

The Selectmen will be scheduling a meeting with the Police Department. The Board's thought is to meet with the officers before making a decision on how to proceed. Selectman Lawton noted that officers would like to have some input and mentioned why the Selectmen are not looking internally. Chairman Clow said that there is no reason a member of the department can't apply for the position.

Chairman Clow mentioned the Comcast contract and the \$30k given upfront for equipment to the town. He is wondering if Comcast does that in other towns. The \$30k is the same amount as given to the town seven years ago. The contract talks about point of originating programs being the Town Hall; the Board is not sure that is accurate. There is a capability to broadcast the Deliberative Session live from WMS and the Library at WMS. Selectman Lawton would like Doug Alwine to come in to discussion because he has a lot of information and input. The Board has never seen an annual report from Comcast as stated in the contract.

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OTHER BUSINESS

Selectman Lawton mentioned the report from the Department of Labor regarding the inspection conducted throughout town. He questions the article on the warrant for \$45k for safety improvements, but according to the report he does not see how it is justified. A lot of the items identified on the report have been done and things that are not done can come out of the Government Building and Maintenance Fund. There is nothing in the report that mentions traffic safety or railings at the Transfer Station. Town Administrator Bolton explained that the safety concerns at the Transfer Station were noted by Primex and the Joint Loss Committee regarding children running around and falling in. Selectman Lawton does not see the justification in the \$45k and noted that the warrant article should specify exactly what that money will be used for. Chairman Clow noted that the paint on this building, work on at Town Hall eaves and the bell tower, lead paint abatement, and the floor at Town Office which contains asbestos will all need to be expended from the Government Building and Maintenance Fund. He also noted that a plumber said that the boiler at the Town Hall is reaching the end of its life. Chairman Clow mentioned that it would be helpful to have the Building Committee that they had in the past. Selectman Lawton would like the items mentioned to be put on a to do list.

Vice Chairman Lacasse noted that the Board will be going into nonpublic session to brief Chairman Clow on what they discussed in nonpublic at the beginning of the meeting.

Vice Chairman Lacasse moved, Selectman Leary seconded to enter into nonpublic session @ 9:27 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

Vice Chairman Lacasse moved, Selectman Bohl seconded to come out of nonpublic session @ 9:48 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

Chairman Clow moved to seal and restrict the minutes of this nonpublic session, Vice Chairman Lacasse seconded the motion. Passed 5-0-0

ADJOURNMENT

A True Record.

Cherry Palmisano, Recording Secretary