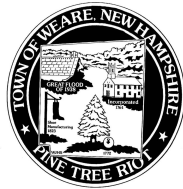


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**WEARE BOARD OF SELECTMEN
MEETING MINUTES
January 4, 2016**

PRESENT: KEITH R. LACASSE, CHAIRMAN; TOM CLOW, VICE CHAIRMAN; JAMES LEARY, SELECTMAN; JENNIFER BOHL, SELECTMAN; FREDERICK W. HIPPLER, SELECTMAN

RECORDING SECRETARY: Kathleen Humphreys

TOWN ADMINISTRATOR: Naomi Bolton

GUESTS: Frank Campana, Jan Snyder, Richard Butt, Finance Administrator Beth Rouse, Police Chief Sean Kelly and Jon Osborne.

6:30 p.m. Non-Public Hearing. Exit Interview

Chairman Lacasse moved, Selectman Hippler seconded to enter into nonpublic session @ 6:30 p.m. pursuant to the authority granted in RSA 91-A:3II (a&c). A roll call vote was taken, Selectman Bohl – yes; Selectman Leary – yes; Selectman Hippler – yes; Vice Chairman Clow – yes; Chairman Lacasse – yes. Passed 5-0-0

Chairman Lacasse moved, Selectman Hippler seconded to come out of nonpublic session @ 7:28 p.m. A roll call vote was taken, Selectman Bohl – yes; Selectman Leary – yes; Selectman Hippler – yes; Vice Chairman Clow – yes; Chairman Lacasse – yes. Passed 5-0-0

Chairman Lacasse moved, Selectman Leary seconded to seal and restrict these nonpublic session minutes. Passed 5-0-0.

7:30 p.m. Chairman Lacasse called the meeting to order, and informed the public that the non-public sessions were for personnel discussion and an exit interview.

PUBLIC COMMENT

Resident Richard Butt informed the Board he has concerns about the operating budget. He provided one example as line 113: FT Officer Wages in the police budget.

He asked how the donated rifles recently approved for the police department will be deployed. He would like to see them locked and not kept in the police cruisers. He has concerns of militarization of police departments. He also asked the Board to remove CALEA from the operating budget and has concerns they make staffing recommendations. He discussed the organization ICMIA that works with CALEA.

He cited the July 11, 2015 Selectmen's meeting minutes which noted overruns and lead issues at the firing range plus PRIMEX will provide a report. The June 22, 2015 minutes stated the report would be done by July 1, 2015 plus mentioned CALEA accreditation would reduce insurance premium costs. Town Administrator Naomi Bolton did not have those figures handy and thought the reductions would be because it would change the behavior. She mentioned they received certifications for sexual harassment training. She has been in communication with Phil St. Cyr from Primex and will look into potential insurance premium reductions.

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Resident Frank Campana brought up the topic of non-public meetings and he felt the Board had a lot of non-public meetings with the police department. He wondered what his tax money is doing that the Board is talking to the police so often. He also asked when a certain police officer was reassigned to light duty and how long it's expected to last.

Vice Chair Clow replied there are a lot of issues left over from the past administration and new issues and the non-public meetings are keeping the town from stepping into other litigations. He said the town has to trust them on this. Mr. Campana's response was the Board has taken their oath with a grain of trust and "now we are still suffering from the trust we put in you to 'monitor' past practices." Selectman Leary reminded Mr. Campana he often comments that it's a lot easier from that side of the podium. He said he would accept a phone call from the Board at any time with information regarding the dates of the light duty assignment.

Selectman Hippler left the meeting at 8:02pm for a fire call.

DEPARTMENT HEAD AND COMMITTEE ITEMS 2016 WARRANT ARTICLES DISCUSSION.

The budget has the default numbers but does not include the tax impact at this time.

Police Department

Chief Kelly informed the Board the figure of \$116,745 represents wages for three fulltime officers, Medicare NH retirement, life insurance, health insurance and education incentive for six months. He confirmed the Board's question the three additional fulltime officers would represent 24/7 police coverage. The Board will make available the cost for 12 months of salary and benefits for the 3 full time officers.

Cruisers:

The State of NH has awarded the vehicle contract to Keene so they won't be dealing with Raynham, MA and their cost is \$24,900 for the base car, but the dealership would not lease the added equipment therefore it is not in the financing. This scenario has not been run by DRA yet. He does not know how this dealership change will affect the trade-in value.

Chief Kelly discussed his proposal to reduce the number of cars from 9-7 but with the current state of the fleet, the department would need 9 vehicles because some are out of commission for repairs. New cars would most likely not be in the repair shop therefore the chief felt they could operate with 7 total vehicles, including 5 new. The town can purchase the vehicles for \$1 after the lease expires. Additional vehicles will not be needed for the additional officers. The replacement plan was reviewed which would put in effect a plan to trade-in higher value vehicles. Two would be replaced in 2019, one in 2020 and two in 2021.

Chief Kelly was asked to address the comments about the AR15 brought up in the public comment section of tonight's meeting. He informed the Board the rifles are locked in our armory until they have a certified instructor who can train the officers and provide inspections. He felt they need to be available in case of emergencies. The rifles will have assigned users who would do certain functions on the rifles each time they are used in the field and store them correctly. They will be replaced when a qualified armor says they won't work in the field anymore. A policy will be created which will be shared with the Board.

DPW BOND:

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Jan Snyder provided information from the Bond Bank including the language and the draft of changes. The Bond Bank provided payment amounts for 10 year rate at 2.55%; 15 years 2.8% and 20 year at 3.15%. These are fix rate estimates and the bond would not be sold until July. The interest would be 10 years at \$192,700; 15 years at \$306,000; 20 years at \$445,900. The Board felt 10 years would be the best option.

AMBULANCE: The revolving fund for the ambulance was discussed and there were concerns of asking for the funding in yearly stages.

The cost for the skid steer warrant article will be offset by money left in the Transfer Station Equipment Fund after the purchase of the trash trailer in 2015. The additional truck was not put in the CIP.

Currently, there are no figures for upgrades to the firing range. Town Administrator Bolton has been in communication with other town administrator and NH Fish & Game to help determine the cost.

Broadcasting public meetings was brought up in last week's public comment section of the Selectmen's meeting. A new article amends Article 48 which was passed in 2003 by adding the word "Committees" and changes some wording because technology has advanced. The article will strike "videotaping" and add "will be record for future broadcast" plus "and/or an internet site determined by the Cable Committee".

The second part of this discussion is should there be an ordinance that mandates certain committees to broadcast their meetings as the article passed in prior years intended. Selectman Bohl mentioned there are people in town that can't get out to the meetings but still want to be informed about town business.

This alternative statement was read: "Effective September 1, 2016 the following Boards, Commissions, and Committees will be required to broadcast their meetings or record their meetings for later broadcast: Board of Selectmen, Planning Board, Zoning Board of Adjustment, Board of Fire Wards, Conservation Commission, Finance Committee, Capital Improvement Plan, Parks & Recreation Commission." The Board was in favor of the warrant as written including the above second paragraph.

Town Administrator Bolton discussed two 1-time purchases of (1) Tough Books for ambulance and security cameras for the police department totaling \$5,000. There is approximately \$167,205 left in 2015 to go into the general fund after accrual. The Board decided not to spend the money.

MEETING MINUTES

Tom Clow moved, Selectman Bohl seconded to approve the minutes of Dec. 28, 2015 as amended. Passed 4-0-0

MANIFESTS

Chairman Lacasse moved, Vice Chair Clow seconded to sign accounts payable and payroll checks dated January 7, 2016 as included in the following manifests:

Payable Manifest	\$ 55,376.44	(Weekly payroll including payroll taxes)
Fire Dept. Payroll Manifest	\$ 18,130.41	(Monthly payroll, Dec. 2015)
Supplemental Payroll Manifest	\$ 32,737.35	(Accrual payout)
Accounts Payable Manifest	\$ 25,081.05	

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TOTAL \$ 131,325.25
Passed 4-0-0

ADMINISTRATIVE REPORT

Last week the DPW Director provided a Standard Operating Procedure for snow removal. The document has been updated and employee names were removed from the back page. This will be on next week's agenda.

The Worthley Road applicant will be on the agenda for 1-11-16 meeting. The plan, cover letter and agreement for the Worthley Road improvements as well as the Planning Board minutes will be available.

A public hearing will be posted for the Prosecutor's contract which expired Dec. 31. It was requested to provide a list of his work.

Documents were provided for the ventilation work at the police department which was signed per the vote taken at a previous meeting.

A public hearing notice has been drafted for a January 18, 2016 meeting to hear public testimony and comments on the proposal of bonding \$1,360,000 for the DPW Highway Garage and to hear public testimony and comments on the 2016 overall budget including all separate, special and petitioned Warrant Articles. Town council will attend the deliberative session on February 6, 2016.

PUBLIC COMMENT

Resident Richard Butt wanted clarification on the ambulance warrant about in particular if funding was contingent and thought the warrant should sit by itself. He said he didn't appreciate the chief's comments that the police officers will have the donated rifles and they will not be locked up. He does not like the idea of the officers holding those weapons or in the town but appreciates the Board will review the policy. He read a paragraph from a newspaper article: "It's just a recipe for unnecessary violence and unnecessary injuries and sometimes the loss of life," Lynch said. "The idea that your average patrolman in the neighborhood is going to be attacked by someone with an AK-47 is that's just a speculative fear rather than real evidence of them being outgunned."

Resident Frank Campana commented on an article for the road grader and requested the Town Report continue the salary pages which laid out the benefits for the police department in the same format as previous years reports have done.

CORRESPONDENCE

None

OTHER BUSINESS

VOTE: Vice Chair Clow moved, Selectman Bohl seconded, to allow the chairperson to sign the Police Standards & Training Form B for two members. Motion passed 4-0-0.

VOTE: Chairman Lacasse moved, Selectman Leary seconded to adjourn at 9:35pm. Motion passed 4-0-0

A True Record.

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Kathleen Humphreys, Recording Secretary