

FINAL



**WEARE BOARD OF SELECTMEN
MEETING MINUTES
June 19, 2017**

PRESENT: TOM CLOW, CHAIRMAN; FREDERICK W. HIPPLER, VICE CHAIRMAN; JOHN (JACK) MEANEY, SELECTMAN; JON OSBORNE, SELECTMAN; AND JAN SNYDER, SELECTMAN.

RECORDING SECRETARY: Naomi L. Bolton

TOWN ADMINISTRATOR: Naomi L. Bolton

GUESTS: Steve Najjar; Dena Fleno, HealthTrust; Darlene Simmons, HealthTrust; Tony Tavares; Florence Blake; Peggy Cooke; Mark Cooke; John Blake; Austin Maguire; Jacob Hatch; Sheila Savaria; Emily Dauphinais; Frank Hebert; Ryan Frisbie; Mike Muise; Matt Belletette; Benji Knapp, DPW Director; Frank Campana; Jeremy Turner; Andy Fulton; Sean Kelly, Police Chief; John Vanloendersloot.

NONPUBLIC SESSION:

Chairman Clow moved, Selectman Meaney seconded to enter into nonpublic session @ 6:15 p.m. pursuant to the authority granted in RSA 91-A:3II (b). A roll call vote was taken, Selectman Osborne – yes; Selectman Snyder – yes; Chairman Clow – yes; Selectman Meaney – yes; Vice Chairman Hippler – yes. Passed 5-0-0

Chairman Clow moved, Vice Chairman Hippler seconded to exit from the nonpublic session @ 6:25 p.m. A roll call vote was taken, Selectman Osborne – yes; Selectman Snyder – yes; Chairman Clow – yes; Selectman Meaney – yes; Vice Chairman Hippler – yes. Passed 5-0-0

The Board met with DPW Director Benji Knapp and a potential hire for the Highway Department. The Board agreed to hire the interviewee and will introduce him and take official action later in the meeting.

Chairman Clow welcomed everyone present and watching before calling the meeting to order at 6:30 p.m. followed by the Pledge of Allegiance.

SWEARING IN OF NEW POLICE OFFICER

Police Chief Sean Kelly stated that he is here to introduce John Blake as a new full time police officer. Chief Kelly stated that in order to get to where we are tonight there are lots of steps. First, over 200 applicants took tests. The field is narrowed down as a result of the tests. Once you get through that stage there was a physical fitness test. After the physical fitness test the field was narrowed again. Multiple interviews were conducted and the top candidate is then put through a very invasive polygraph test and a comprehensive background investigation. At the conclusion of all the events, Chief Kelly recommended John Blake to be hired as a full time officer. Mr. Blake is 28 years old. He has been married for just over a year to his wife Alex and just moved into his house in Bradford, NH. Mr. Blake was certified in Virginia and has worked for them since 2012. By coming to NH certified, all he has to do is to take the NH police law package but confirmation on that has not yet been

FINAL

received from NH Police Standards and Training. Mr. Blake would have a starting date of June 26th. He would be hired at the Step 4 rate of \$23.15. He will need to complete 12 weeks training with the Field Training Officer (FTO), so the anticipation is that by September of 2017 Mr. Blake will be ready to go out on his own. **Vice Chairman Hippler moved, Selectman Meaney seconded to hire John Blake as a full time police officer starting June 26, 2017 at the step 4 rate of \$23.15/hour. Passed 5-0-0**

Chairman Clow administered the oath of office to Officer John Blake and his wife Alex put on his Weare Police badge.

Before moving on to the next scheduled item, Chairman Clow asked DPW Director Benji Knapp to introduce his new hire. Director Knapp stated that at the end of May, Steve Kenney gave his notice and took another job leaving an immediate opening. Mr. Tavares applied for the last opening but he did not have plow experience and we hired a driver with lots of years of plow experience. Mr. Tavares grew up in Weare and lives in Weare. Mr. Tavares had a CDL-A and has operated several pieces of equipment. He has provided his drivers record and his criminal background check. DPW Director Knapp would like to recommend that the Board hire Anthony Tavares at a rate of \$16.56 per hour and he is available to start tomorrow. **Selectman Meaney moved, Selectman Osborne seconded to hire Anthony "Tony" Tavares as a Truck Driver for the Highway Department at a rate of \$16.56 starting immediately. Passed 5-0-0**

HEALTHTRUST PRESENTATION TO THE BOARD

Dena Fleno, Member Relations Representative from HealthTrust was here with Darlene Simmons to provide an overview to the Board regarding HealthTrust who is the Town's health insurance carrier. Ms. Fleno provided handouts to all Board members and others present and then proceeded with a power point presentation. Ms. Fleno explained that HealthTrust is a nonprofit risk pool that provides high quality, cost-effective medical, dental, prescription drug and ancillary benefit plans exclusively to public sector employers and their employees in New Hampshire. HealthTrust's mission is to provide high quality, cost-effective, employee benefit products and services to public employers and employees in order to reduce costs through pooling strategies with a commitment to education, health promotion and disease prevention. Some of HealthTrust Risk Pool advantages are comprehensive employee benefit programs and services specifically designed to meet public sector needs; lower costs and more stable pricing; extensive provider networks; exceptional value and service; and they are governed by a Board of Directors comprised of NH municipal, school and county officials and employees. In 2016 HealthTrust has 358 member groups with one or more coverage lines with 64% in the medical market share and 60% in the dental market share. Healthcare trend rates have been in the single digits for the last 5 years (Year End 6/30, 2012-2016), with the national average being 6.2% and the HealthTrust average being 5.2%. The Town of Weare is part of the small group rate group which has averaged 5.1% in the last 5 years. HealthTrust not only provides medical insurance they provide dental, life, short-term and long-term disability as well. Weare currently has just medical insurance with HealthTrust which provides lots of essential medical services such as preventive services; physician office visits and consultations; medical and surgical care; inpatient hospital care; emergency care; prescription medications; durable medical equipment; and behavioral health and substance abuse care. Weare has the Access Blue Site of Service plan which provides coverage worldwide for unforeseen medical care no matter where you travel. It provides an away from home care program that provides continued access to comprehensive benefits and coverage, including routine or preventive care, while out of the area. This plan allows access to more than 64,000 network retail pharmacies nationwide. HealthTrust also provide a Slice of Life Wellness Program that encourages all members to participate. There are cash incentives that could earn a member \$475 or more in a year. The Smart Shopper program engages enrollees in understanding and controlling healthcare costs and offers cash incentives for procedures based on cost effectiveness of facilities. The average Smart Shopper that participates can obtain an average of \$550 savings

FINAL

per incentive. Live Health Online is the newest program for HealthTrust. This is a program where medical plan enrollees can visit a doctor online anytime of the day from home or work all for the cost of a typical copay. Aware Recovery Care is an in-home addiction treatment service for those suffering from the chronic disease of addiction in the comfort, privacy and security of your own home. HealthTrust offers additional program resources like Life Resources, which is an Employee Assistance Program (EAP); flu clinics; on-site biometric screenings; monthly newsletters; podcasts and webinars; wellness coordinator academy; 24/7 nurse line; Flexible Spending Accounts (FSA) Administration; and condition care/case management services. HealthTrust provides exceptional service and exceptional value for the members like Weare. Ms. Fleno thanked the Board for the time to provide the information and offered to come back periodically for informational sessions like this.

DEPARTMENT HEAD/COMMITTEE ITEMS

CRF Request to Purchase Additional Cameras for Safety Complex: Police Chief Sean Kelly was present. Chief Kelly stated that this request is being made to enhance the security camera system at the Safety Complex. Why? In late fall of 2015 when we thought we had an adequate camera coverage there were activities that took place around the back side that were not recorded, so we decided to take a closer look at what we actually do have for coverage. The coverage is good in the booking area and inside the sally port but anyplace where they are moving prisoners to and from are not captured. This project proposal would replace the current DVR and add nine cameras that would give 180 degree external coverage. It will also add a camera to the interview room in the front part of the building. There currently is not coverage of the front door. This system would add the ability of a time and date stamp so that if we need to review something we could do it in house. Now we have to call Protection One make the request and they have to do it. This would enable the Town to do this immediately. This request is entirely about risk management and it goes a long way towards transparency. This has been on the plate since 2015 but the money didn't exist and in 2016 it somehow slipped off the radar. Quotes were received a while ago from two companies which had expired. The other quote was for around \$30,000. In April a new quote was received from Protection One for \$8,450 which covers the equipment and the installation costs. This project builds on the existing cameras. Chairman Clow asked if there was funding from the operating budget to cover this. The reason being that the article was defeated to add additional money to the Government Building and Maintenance Fund and there are lots of projects that need to be done. Chief Kelly suggested that this be tabled to give the Board a chance to prioritize all the projects. Selectman Snyder stated that she feels this is a safety issue for both the public and employees and should be done. Selectman Meaney suggested that because of the April date, most quotes expire in 30 to 60 days, to contact Protection One to get the turnaround time and to see if the price provided can be held until the end of July. Chief Kelly will reach back out to Protection One and get the information back to Town Administrator Bolton.

Locker Room/Weight Room Discussion: Chief Kelly had not been provided the draft proposal for the new plan to be able to address this locker room/weight room matter. Town Administrator Bolton will email Chief Kelly the plan. There is really no discussion that can be had because the price to do the project is not available tonight. Once a price is received it will be put on the list with all the other proposed projects for the Board to prioritize based on the funding available.

Discuss purchase of roll off container: DPW Director Knapp was present. Director Knapp stated that the metal roll off container needs to be replaced the corner posts have rotted off. This contained was purchased in January 2006 for \$6,550. In 2016 it was hauled 29 times and we received \$17,642. The price for iron now is \$90 per ton. There is no trade in value to the current container. The plan is to keep it for storage. Three quotes were received for a 50 yard container plus shipping. They are as follows: Premier Recycling Equipment from Massachusetts for \$7,750; Buck from Pennsylvania for \$8,210; and Northeast Industrial Manufacturing from Pennsylvania for \$8,312. Selectman Osborne asked if this roll off has the extra heavy sides to be able to take the

FINAL

wear and tear. Director Knapp stated that he wasn't sure but this one is made of 12 gauge steel with 1/4" floor and to his knowledge is equivalent to the existing one. **Selectman Meaney moved, Vice Chairman Hippler seconded to purchase a 50 yard roll off container from Premier Recycling Equipment for \$7,750 and for the money to come from the Transfer Station Equipment Capital Reserve Fund. Passed 5-0-0**

FORESTRY TECHNIQUES – TOWN FOREST LAND

Jeremy Turner, Town Forester was present along with Conservation Commission members Andy Fulton and Steve Najjar. Chairman Clow thanked them for coming and stated that tonight we are looking for a general need to understand different types of forestry and why one method is used over another when doing a timber harvest. Mr. Turner stated that the Town has a program management of the Town Forests. It is a rolling 10 year program to meet and exceed the Town's objective. It is geared toward wildlife, education and water resources. The Town exercises a variety of different kinds of methods, each based on the individual property. Chairman Clow asked if they could start with the Poor Farm Road harvest. Mr. Turner stated that in a cut like that he marks what trees are to be removed. He meets with the logger in person and everything is laid out intensely on the ground so that there are no problems and typically communication has been great. It was discussed about the different methods, but it was decided to be a cut to length job which is all machinery based cutting. The machine cuts the marked tree, it gets limbed right there and cut to length and left to be picked up. It is a Scandinavian system where it makes slash and de-limbs on site and it's all done mechanically. Mr. Najjar added that the struggle a lot of time with forestry is visual impact, but this type of cutting allows for less ground impact and allows the species to use the slash. Mr. Turner indicated this was done differently from the Eastman property which was previously harvested much differently prior to the Town ownership. That plan was for rehabilitation which is done a bit more aggressive using the skidder system that takes the whole trees and chips them. The Poor Farm forest has had a long tenured wise stewardship plan growing larger trees. It is high quality and it doesn't need rehabilitation which is why the cut to length method was used. On this particular project they worked with PLC and the NH Cooperative Extension and co-hosted an educational workshop and they got approximately 40 people of all ages who were interested in learning the plan and type of logging that was going to be used. It was very successful and beneficial to those that attended. Vice Chairman Hippler asked for the time frame to go back and inspect once the cut is done. Mr. Turner stated that he is on the property once a week during the cut as well as the beginning and the end looking out for the Town's interest. Vice Chairman Hippler replied that he thought it looked like hell and asked if there was any real negative impact to reduce slash by like 20%. Mr. Turner stated that it could be done by whole tree harvest. In this particular project it would have to be done with large pieces of equipment. It would change things and probably would upset more due to the archeological nature in that area. Mr. Najjar stated that they use a stock guide for the most part. He also stated that Mr. Turner comes to the Conservation Commission meetings every 2-3 months to give updates. He would encourage everyone to look beyond the immediate aesthetics versus good forestry practices. Mr. Turner stated that the slash is used as a base and the equipment runs over it to keep impact of the machines off the soil base. Selectman Snyder stated that she had received a call from a taxpayer and went to look and she agrees with Vice Chairman Hippler about the look which is why she mentioned it to the Board. Mr. Turner does a quarterly report in writing to the Commission as well. Selectman Osborne stated that he has had people come to him and tell him that these cuts done by the Town are just taking too much. Mr. Turner stated that a cut is scheduled for every 10 years. Selectman Osborne stated that he doesn't think this will make 10 years and asked why selective cutting is not used. Mr. Turner asked Selectman Osborne if he would like to go for a walk. Selectman Osborne stated that he logged for over 15 years and the cut on Chevey Hill took too much timber. DPW Director Knapp stated that he is a 4th generation logger. He walked the Poor Farm cut about two weeks ago. It was hard to see that there was too much forested. He doesn't like the misconception and in his opinion it doesn't look bad. He would encourage others to go look at this cut. Andy Fulton, Chairman of the Conservation Commission provided the board a handout that he picked up at the NH Fish and Game office. It explains that to have a

FINAL

diversity of wildlife, we need a diversity of habitat, including young forests. Some disruption is necessary and it is a great opportunity for forest creatures to survive.

MAP OF CHIPMUNK FALLS PROPERTY

Steve Najjar, Vice Chairman of the Conservation Commission handed around a project base map done by the Piscataquog Land Conservancy (PLC) showing Town properties that are currently owned as well as two potential land purchases the Conservation Commission is working on purchasing. The two lots consist of 30 acres in total. The assessment is approximately \$2,000 per acre which is the assessed value. Mr. Najjar understands that the Town will have to hold a public hearing but he is here tonight to make the Board aware of it and see if there are any potential hurdles in moving forward. They will be asking PLC to do the transferable purchase and sale agreements and the Conservation Commission will do their due diligence. The main goal for the purchase is so that there will be no future development and so that they can get a larger contiguous area for PLC to take on the easement and be the stewards. Vice Chairman Hippler asked if there were any plans for trails on this property. Mr. Najjar thank him for bringing that up because the Conservation Commission just awarded a bid to a company to develop trails largely on the big Town forest parcel to start and possibly add smaller parcels later. They will be working on trails with the company to be able to work out permitted uses as well as non-permitted uses like motorized vehicles. Andy Fulton, Chairman of the Conservation Commission stated that if you haven't seen the Chipmunk Falls he would be happy to take anyone there. The issue with Chipmunk Falls is that in order to have a good trail system there needs to be a good trail head for people to find it and be able to park and right now they don't have it there, which is too bad because it is beautiful. Mr. Najjar thanked the Board for their input and time and urged the continued collaboration with the Conservation Commission.

MEETING MINUTES

June 5, 2017 Minutes: Chairman Clow moved, Selectman Meaney seconded to approve the June 5, 2017 minutes as amended. Passed 5-0-0

MANIFESTS

Chairman Clow moved, Selectman Meaney seconded to order the Treasurer to sign accounts payable and payroll checks dated June 22 2017 as included in the following manifests:

Payrolls Manifest	\$ 61,839.68 (weekly, monthly & quarterly payroll)
Accounts Payable Manifest	\$ 64,249.95
Weare School District Manifest	\$ 513,928.00
TOTAL	\$ 640,017.63

The following manifests were previously ordered to sign at the June 5, 2017 Board of Selectmen meeting:

Payroll Manifest \$ 42,523.00 (Weekly payroll check date 6/15/17)

Accounts Payable Manifest \$ 13,161.04 (Checks dated 6/15/17)

~~~~~  
**As there is no Selectmen's Meeting scheduled for Monday, June 26, 2017,**

**Please vote: To order the Treasurer to sign payroll checks dated June 29, 2017 estimated to be about \$55,000.00. Furthermore, to order the Treasurer to sign up to the amount of \$40,000.00 for accounts**

## FINAL

**payable that cannot wait until the next scheduled meeting of July 3, 2017 without incurring late charges or interest. Reports and actual check amounts will be reported to the Board of Selectmen by inclusion on the Manifest Memo at the next schedule meeting. Passed 5-0-0**

### **ADMINISTRATIVE REPORT:**

Junkyard License & Certificate: Town Administrator Bolton received a junkyard license and certificate of approval form from Weare Body & Frame, 406 Concord Stage Road. Code Enforcement Officer Chip Meaney has reviewed the request and found that Weare Body & Frame is in compliance with all stated conditions. The new license will have an expiration date of July 6, 2018. The Board signed the license and certificate.

Government Building & Maintenance Projects: The Board asked the Town Administrator to prepare a list with costs of projects that need to be taken care like the spires, gazebo, clap boards on the trim, roof of the tower on the Town Hall, locker room at the Safety Complex, cameras, etc. Vice Chairman Hippler stated that he would like to have the comprehensive list separated with the Town Hall and then other projects. The idea would be to take the Town Hall costs and put it on the warrant next year as a project in total as suggested last year. Chairman Clow stated that he would like the Board to continue working toward getting the Building Committee back together with knowledgeable people to assist in these projects. Town Administrator Bolton provided the Board with a copy of the first page of the first quarter of the MS-9 Report from the Trustees of Trust Funds that indicates the balances in the separate Mildred Hall accounts. There are three accounts with dedicated purposes, like the Town Hall, Clinton Grove and the Eastman Fund which has been primarily used to assist in purchase easements and/or property for the Town.

Non-public Template from NHMA: Town Administrator Bolton scanned and sent this template that Selectman Osborne received from an NHMA workshop that he attended. The Board reviewed the template and the consensus was to put it on our letterhead and begin using it for non-public sessions.

Selectman Policy Binder: The Board was all given the Capital Reserve Fund balances for May 2017

Transfer Station Fees and other Printouts: Town Administrator Bolton inquired to make sure the Board received all the May reports from the Finance Administrator that was sent out the first part of June. Selectman Osborne stated that for some reason he cannot open the attachments and asked if a hard copy could be made and put in his mailbox, not only this but any other attachments sent out.

Police Locker Room Renovations: This was briefly discussed when Chief Kelly was present. Once costs are received it will be added to the project list for the Board to prioritize.

MMANH Conference: Selectman Snyder asked Town Administrator Bolton if she could share information regarding the MMANH conference that she attended. Town Administrator Bolton stated that the first part of the conference discussed the future or economic and community development and the collaboration. The City of Keene was a perfect place for this discussion as they have done so much with their downtown working together with the city officials and the community development finance authority to be able to have public and private entrepreneurs exist side by side. A tour of the Keene Police Facility was given. The City of Keen purchased and renovated a vacant industrial building that was a former grocery warehouse. Over the past 10 years they incorporated a variety of city operations and community needs in this building. The Police Department is on one end of the building, along with a records retention space. On the other end the building is the Keene DPW and in the middle is Keene Ice rink that is used by area high schools, youth groups and Keene State College. The tour was fascinating to see the collaboration, but that would probably not happen in Weare because of the layout and

## FINAL

having no real center to be able to renovate like Keene. The next part of the conference was a workshop called Brain Health and Mastering Communication during Change. The workshop introduced you to the parts of the brain that cause stress and help people feel in control. The speaker was an executive and mental coach, minister and speaker. He was a graduate of Harvard Divinity School. He has trained dozens of towns and affiliate groups in addition to hundreds of public sector leaders to be strategic communicators and impactful leaders. He has trained Mayors and Managers of Massachusetts six times and trains leaders yearly for Primex's emerging leaders course. He coaches mental skills for the UCONN men's golf and tennis teams in addition to professionals on the PGA and Web.com tours. The last part of the conference was to be hosted at the Peterborough Community Center where you listened to how Peterborough was successful in a public/private collaboration that enabled them to be able to have a 1 megawatt solar array at the wastewater treatment facility. Selectman Snyder asked if there might be a possibility of the Town Hall project being a project done with community development assistance. Town Administrator Bolton will reach out to the speakers and ask.

Voting Tomorrow: Town Administrator Bolton wanted to remind everyone that there is voting taking place tomorrow at the Weare Middle School from 7 AM to 7 PM regarding the John Stark Teachers Contract.

### **PUBLIC COMMENT:**

John Vanloendersloot discussed the idea of having the Town Hall on the warrant by itself as one project. His concern is what if it fails, how does "no means no" come into play if any work needs to be done, even for minor things. The other item was there was mention earlier about photos being available of the bell tower on the Town Hall, should the Town be putting together an annual photo book together for backup.

Frank Campana stated that earlier tonight the cameras were discussed, but no one from the Board asked if there are any additional costs or annual costs. He asked about how the information is going to be stored; how is it going to be recorded, 24/7? Who is going to be taking care of it? Nobody asked those questions. Chairman Clow replied that when he owned the store the storage, recording, etc. was all part of the system. Everything was recorded and there is capability to make a DVD for a specific time and it will hold the recording for a length of time before needing to be changed. Vice Chairman Hippler stated that the plan would be to have the cameras working and recording 24/7. There is a monthly fee of \$45/month, but we will need to check into what that covers. Mr. Campana added so there will be an added cost to the budget and how is that going to be paid for. He suggested perhaps the part time secretary won't be needed. Maybe we have reached the peak of the right to know requests and they are dropping off. Maybe the Board could forego hiring the part time secretary all together. The next topic Mr. Campana brought up was an invoice at the beginning of May, but only received the 27<sup>th</sup> of May regarding the Taurus car. The invoice was \$270, which included state inspection. He wants to know why the DPW department was not asked first. He felt the DPW should be given the first option. All municipal inspections to his knowledge are done in September why was this done in May. At the end of 2016 the taxpayers spent \$1,784 on an inspection machine for the DPW and now we are going to another vendor, so technically he feels it is being taxed twice for the \$40 inspection. Vice Chairman Hippler stated that being a state inspection operator all the trucks must be done with the machine too. The invoice might have been coded as a state inspection when it could have just been a 12 point check. Also that car has new number plates so that maybe now it is done on a different month. It can be checked out.

### **CORRESPONDENCE:**

Memo from the Fire Chief regarding EMS Billing: Town Administrator Bolton received a memo from Fire Chief Vezina which was to inform the Board about EMS Billing collection efforts. At the monthly meeting held in January, the Firewards voted to transfer accounts with an outstanding balance for EMS services from Comstar Billing Services to First Financial Resources which is a collection agent. The action was taken in response to

## FINAL

Comstar's inability to collect the outstanding amounts owed which currently exceeds \$100,000. Some of the accounts are more than 120 days old and all efforts to collect the funds have been exhausted. Efforts to collect this debt include insurance claims process and three billing statements sent to the patient. The outstanding balance is now at the point of abatement or collections. A sample letter from First Financial Resources was provided.

### OTHER BUSINESS:

Chairman Clow informed the Board that he attended a site walk with the Planning Board for a project at the corner of Rockland Road and Concord Stage Road (Route 77). The concern is where the speed limit changes just after River Road heading up the hill towards Rockland Road, so people are doing 50 MPH at the top of the hill, which is where there is a bus stop. Selectman Meaney stated that the Town should reach out to District 5 in the John Morton Building in Concord to have them come and look at it. Vice Chairman Hippler stated that he is not in favor of reducing the speed limit coming up the hill because it is 50 MPH coming from Concord. John Vanloendersloot stated that he stepped down on this particular project for this reason. He lives on Walker Hill Road and visibly is poor when you look toward Concord and made even worse by a camper that is parked for sale. All of which is legal, but it makes the visibility not safe. He would like to see a dedicated turning lane and that is what he is going to suggest on Thursday night at the meeting. Chairman Clow stated that it appears the consensus is to hold on this topic for now.

Selectman Snyder stated that she just recently attended a right to know workshop that was put on by NHMA. She feels that there is going to be trouble with the DPW Garage because of not having committee minutes which she learned was wrong. Selectman Meaney disagreed and stated that nothing has been done illegally. Selectman Snyder felt that the interviews for the companies should not have been in non-public session it should have been done in the open. The interviews with the potential companies were conducted in non-public session under C which states that matters which, if discussed in public, would likely affect adversely the reputation of any person. Selectman Snyder also pointed out that if non-public sessions are held at the beginning of the meeting the meeting needs to be opened first and then a motion made to enter non-public session. After some discussion regarding this, Chairman Clow thanked Selectman Snyder for sharing the information that she learned from the workshop and indicated that is why the workshops are provided.

**Being there was no further business to come before the Board, Chairman Clow moved, Selectman Meaney seconded to adjourn at 9:50 PM. Passed 5-0-0**

### ADJOURNMENT

A True Record.

*Naomi L. Bolton*

Naomi L. Bolton  
Recording Secretary