



WEARE BOARD OF SELECTMEN
MEETING MINUTES
December 18, 2018

PRESENT: JON OSBORNE, SELECTMAN; JAN SNYDER, SELECTMAN; FREDERICK W HIPPLER, CHAIRMAN (arrived @ 7:40 PM); SHERRY BURDICK, SELECTMAN; JACK MEANEY, VICE CHAIR.

RECORDING SECRETARY: Naomi L. Bolton

TOWN ADMINISTRATOR: Naomi L Bolton

GUESTS: Police Chief Sean Kelly, Neal Kurk, DPW Director Benji Knapp, Finance Director Beth Rouse, Fire Chief Bob Vezina.

Vice Chairman Meaney called the meeting to order at 7:00 PM and lead those present in the Pledge of Allegiance.

2019 BUDGET/WARRANT ARTICLE WORK SESSION: Town Administrator Bolton indicated that the 2019 budgets that the Board have in front of them are the ones that reflect the one-time purchases removed as a result of last evening. In the absence of Chairman Hippler, Vice Chairman Meaney started at the top and proceeded down through giving the Board an opportunity to bring up any changes they would like to discuss.

Police Department: Selectman Osborne stated that he would like to reduce the overtime by \$15,000 and take an additional \$900 from training. Chief Kelly stated that the overtime increase is to cover planned military deployment and the vacancy of the one full time officer and asked that it be maintained as presented. Chief Kelly was fine to reduce the training by \$900 as requested. The Board discussed reducing the uniform maintenance/dry cleaning line by \$1,000 as Officer Blake kept his uniforms as the part time officer. The following changes were made to the Police Department budget:

#01-421010-140	Police-Overtime	Reduced by \$5,000	New proposed # is \$	115,000.00
#01-421010-530	Police-Training	Reduced by \$900	New proposed # is \$	15,000.00
#01-421010-741	Police-Uniforms	Reduced by \$1,000	New proposed # is \$	6,829.00

Fire Department: Neal Kurk, Finance Committee Vice Chairman stated that he feels there may be an issue with the vote taken by the Board of Firewards regarding the proposed \$1/per hour increase for the fire department personnel. Mr. Kurk stated that one member of the Firewards voted in favor of the motion, where his wife is part of the fire department and would benefit from the increase. The Board stated that they would have Town counsel review the minutes and provide her input.

Selectman Osborne stated that he would like to reduce three of the proposed budget lines. The first is to reduce the safety/medical gear line by \$1,000. Next is to reduce the training fee expenses by \$2,000. Last is to reduce the uniform line by \$2,000. The total would be a \$5,000 reduction to the Fire Department budget. Chief Vezina stated that the budgets were placed under freeze early

this year. He had anticipated spending more on safety/medical gear for much needed supplies. Chief Vezina reminded the Board that the training fee is offset by the student as he/she is placed on the schedule to work shifts to pay it back. Lastly, uniforms are the only thing that they offer the employees and they do wear out/need replacing in time. Selectman Osborne stated that after hearing the Chief's basis of needs the only change would be to the uniforms (as follows):

#01-422010-681 Fire-Uniforms Reduced by \$500 New proposed # is: \$4,500.00

Code Enforcement: Town Administrator Bolton reminded the Board that the current Code Enforcement Officer is retiring in April. This would be time for the Board to evaluate the staffing of that office for 2019. Town Administrator Bolton suggested hiring a full time Building/Land Use Administrative Assistant and hire an inspector on an as needed/part time basis as a vendor. Town Administrator Bolton felt that it would not make significant changes to the budgets when considering all the parts of each budget for staffing. Town Administrator Bolton reminded the Board that there have been a couple of staffing changes made to the offices when an employee retired and the Town Administrator Bolton was appointed to her current role. Over the past 9 years things have picked up significantly in the Assessing/Building/Land Use Departments and it really should be looked at now that another retirement is happening. The Board felt that maybe a study should be done before a restructuring should occur.

Highway Department: The Board has no questions or proposed changes.

Transfer Station: Selectmen Osborne stated that he would like to reduce the fuel surcharge/wait time by \$400 based on the past couple of year's expenditures. DPW Director Knapp stated he had no issue with that. The following change was made:

#01-432410-613 Trans Station-fuel surcharge Reduce by \$400 New proposed:
\$1,000

The Board mentioned that it wanted to make sure that the \$7,000 gets encumbered for the Hazardous Waste Day that was not able to happen in 2018, so that two can be held in 2019.

Parks & Recreation: Selectman Osborne stated that he would like to reduce the recreation activities by \$2,500, which is by half. He felt that over the past couple of years they have not come close to spending the budgeted amount. The Board discussed this and felt that reducing it by \$2,000 could be appropriate. The following change was made:

#01-452010-631 PaRC-Recreation Activities Reduce by \$2,000 New proposed:
\$3,000

The Board inquired as to why there was no money expensed for maintenance this year. This will be looked into.

This was the final run through of the proposed budgets until the public hearing that is scheduled for Monday, January 14, 2019.

The Board then proceeded to discuss warrant articles. Neal Kurk, Finance Committee Vice Chairman stated that he felt that the \$1/per hour increase for the fire department personnel should be put on the warrant article like the DPW, the ACO and the standby funds. He stated that he would like to see the warrant articles written so that the voters are not confused as to what is being asked for. Town Administrator Bolton stated that they are run by DRA and Town Counsel for legality, but can work on making them as clear as legally possible.

The nonunion employee raise article was discussed. Town Administrator Bolton pointed out that the Board was provided the cost for 2%, 2.5% and 3%, but a decision would need to be made on which one the Board is going to put forward. Selectman Osborne stated that he would like to propose 2.5%. Last year 2% was used. The Social Security increase for 2019 is 2.8%. Vice

Chairman Meaney stated that he would like to see the Town go with 3%. The Police have 3% built in their steps and he felt that it would be more consistent across the Board to all employees to put forth 3%. **Vice Chairman Meaney moved, Selectman Burdick seconded to put the 3% raise increase for nonunion personnel put forth as the warrant article for the 2019 year. Passed 3-0-2 (Hippler and Osborne abstained).**

Selectman Osborne stated that he feels the Board's vote should be in the mailer and not just indicate recommended or not recommended. It should indicate the # of yes and no votes of the Board. The Board discussed this further and felt that they would leave the recommendation off of the articles all together for the upcoming warrant season.

Chairman Hippler stated that he had one last order of business before adjourning. The following statement was read for the minutes:

"Last evening, after serving the people of New Hampshire for more than 30 years, with four of them as our Chief of Police, Police Chief Sean Kelly notified the Board of Selectmen of his intent to leave the Weare Police Department in April 2019.

During his tenure at the Weare Police Department, Chief Kelly has led a program of continuous organizational improvement with a foundation of honorable, ethical and lawful policing at its core. Twice, Chief Kelly has led the department to achieve CALEA National Accreditation, making Weare Police Department one of only a handful of agencies in New Hampshire to earn this distinction.

These past four years has seen enhanced cooperation and team work of the Weare Police Department that has resulted in transparency and accountability that our community has relied on unconditionally. This Board and our predecessors have appreciated open communication with Chief Kelly; whether the news was good, bad or ugly, we have trusted the information to enable us to make decisions that have been in the best interest of the Town.

By staying with the Weare Police Department until April, Chief Kelly will be in a position to implement our budget decisions between now and Town Meeting in March and complete projects requiring his attention through April. Chief Kelly has enabled this Board to make key budget decisions necessary for attracting his successor while assuring continuity of leadership and management stability at the Weare Police Department during the transition.

In the coming weeks and months, the Board of Selectmen will be working with the Town Administrator to identify a pool of qualified Chief of Police candidates. We will be looking for a full-time Chief of Police with diverse experience, strong moral character and uncompromised integrity to carry on the work started by Chief Kelly."

Selectman Osborne moved, Vice Chairman Meaney seconded to accept Chief Kelly's resignation with regrets. Passed 5-0-0

Being there was no further business to come before the Board, Chairman Hippler moved to adjourn at 9:02 PM, Vice Chairman Meaney seconded; passed 5-0-0.

ADJOURNMENT

A True Record.

Naomi L. Bolton

Naomi L. Bolton
Recording Secretary