

FINAL



WEARE BOARD OF SELECTMEN
MEETING MINUTES
NOVEMBER 18, 2019

PRESENT: JON OSBORNE, SELECTMAN; JAN SNYDER, SELECTMAN; FREDERICK W. HIPPLER, CHAIRMAN; SHERRY BURDICK, SELECTMAN; JACK MEANEY, VICE CHAIRMAN

RECORDING SECRETARY: Naomi L. Bolton

TOWN ADMINISTRATOR: Naomi L Bolton

GUESTS: Dennis Aubin; Tom Clow; Donna Osborne; Tom Downing; Fire Chief Bob Vezina; Beth Rouse; Eleanor Gordon; Harry Hadley; Harlan Hadley; Howard Towne; Rodney Towne; Roxanne Quirk; Shannon Silver; Bobbie Lee Knapp; Benji Knapp; Sky Knapp; Hunter Knapp; Laurel Noss; Esthermary Hadley; Neal Kurk; Leigh Bosse; plus many other Hadley relatives.

Chairman Hippler called the meeting to order at 5:45 PM.

NONPUBLIC SESSION:

Chairman Hippler moved, Vice Chairman Meaney seconded to enter into nonpublic session @ 5:45 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 Hippler – yes; Selectman Burdick – yes; Vice Chairman Meaney - yes. Passed 5-0-0

Chairman Hippler moved, Vice Chairman Meaney seconded to exit this nonpublic session @ 7:00 p.m. A roll call vote was taken, Selectman Osborne – yes; Selectman Snyder – yes; Chairman Hippler – yes; Selectman Burdick – yes; Vice Chairman Meaney – yes. Passed 5-0-0

The Board interviewed potential candidates for the Administrative Secretary position.

Chairman Hippler moved, Vice Chairman Meaney seconded to enter into nonpublic session @ 7:00 p.m. pursuant to the authority granted in RSA 91-A:3II (a & c). A roll call vote was taken, Selectman Osborne – yes; Selectman Snyder – yes; Chairman Hippler - yes; Selectman Burdick – yes; Vice Chairman Meaney - yes. Passed 5-0-0

Chairman Hippler moved, Vice Chairman Meaney seconded to exit this nonpublic session @ 6:50 p.m. A roll call vote was taken, Selectman Osborne – yes; Selectman Snyder – yes; Chairman Hippler – yes; Selectman Burdick – yes; Vice Chairman Meaney – yes. Passed 5-0-0

Chairman Hippler moved, Vice Chairman Meaney seconded to seal and restrict these nonpublic session minutes. Passed 5-0-0

At 7:00 PM, Chairman Hippler welcomed everyone, opened the public meeting. Chairman Hippler stated that the Board is getting started a little late this evening as they had a nonpublic session to conduct interviews with potential employees which brings us to the presentation of the Boston Post Cane. Chairman Hippler recognized Selectman Burdick to present the award.

BOSTON POST CANE PRESENTATION: Selectman Sherry Burdick read a proclamation for the Town of Weare's oldest citizen, Esthermary Hadley. Esthermary Hadley is ninety-six (96) years old and is the oldest known resident of the Town of Weare. Selectman Burdick presented Esthermary Hadley (her mother) with the proclamation and the Boston Post Cane. Selectman Burdick informed those present that Mrs. Hadley's brother, Howard Towne was present. Howard Towne is 100 years old and is currently the Boston Post Cane Holder in New Boston, the abutting town. WMUR TV 9 was present, along with Leigh Bosse of The Messenger to take photo opportunities of the family and Mrs. Hadley and her brother Mr. Townes.

After a few moments, Chairman Hippler then asked those remaining to rise for the Pledge of Allegiance. Chairman Hippler then stated that he would like to have a moment of silence for a departed member of our community, Tim Gilman.

PUBLIC COMMENT: None

DEPARTMENT HEAD/COMMITTEE ITEMS: None

2020 FIRE DEPARTMENT BUDGET PRESENTATION: Fire Chief Bob Vezina passed out budget handouts that he will be going over. Beth Rouse, Finance Administrator also handed out printouts. Chief Vezina stated that before he gets into his budget, which should be pretty non-confrontational as it is the same as the default, he would like to share the accomplishments in 2019 before jumping into the budget. Chief Vezina went through the accomplishments, highlights and future goals.

Chief Vezina then went over the 2020 Budget, line by line hitting just the lines that have changes. The increase in wages have two drivers. The first is that there are 53 pay weeks in 2020. The other driver is that the 3% warrant article passed in March, so all the costs have been now included in the operating budgets. The bottom line of the budget is the same as the default number. Selectman Burdick asked about any large equipment requests. Chief Vezina stated there are no capital items being requested this year. Chairman Hippler asked for any Finance Committee members that have questions. Neal Kurk, Finance Committee asked about the increases for the Fire Chief and the secretary. He asked if they were actually part of the 2019 approved budget or were they transfers that occurred midstream. If they were transfers made midstream of 2019, they don't belong in the approved 2019 budget and therefore should not be in the 2020 default budget. Town Administrator Bolton stated that she believes the Fire Chief's raise was in 2019 approved budget but will double check on it. Mr. Kurk stated that in the presentation, there was a mention that we hired 6 and lost 6 this year. Were those part timers? Chief Vezina replied that all of the employees are part time with the exception of the two full-timers that were just hired. Mr. Kurk then asked when the two new full-timers came on Board. Chief Vezina replied he recalls it around September 13ish. The 2019 approved number represented two full timers for six months. Mr. Kurk further asked if there is this much issue recruiting do you really expect to hire two new full-time employees. Chief Vezina replied, yes. Mr. Kurk asked why there is so much difficulty in recruiting part timers. Chief Vezina stated that you have

people that want to do this for a living in one pile and then the part time pile is made up of call people (citizen responders). We have others that work full time for another community and work a day a week for us. In the past, the term for these employees was per diem. The lost employees leave because they were citizen responders that have commitments at their full-time jobs and can't do it; there are some that have been fired and then there are some that have life changes. Mr. Kurk asked if Chief Vezina could provide the Board and the Finance Committee what the cost is when all the hires have been completed. That was provided last year. Chief Vezina offered to update that handout. Finance Committee member Tom Downing asked if the Chief could put together the budget costs that go into recruitment and have it for when he comes to the Finance Committee. Dennis Aubin, Finance Committee member asked if the Chief was still part time. Chief Vezina responded yes. Mr. Aubin stated that he questions the ability to continue being part time when you want to continue to have full time firefighters/EMT's. He wondered how effective that can be done in terms of management. Mr. Aubin's second question is not from him on behalf of the Finance Committee, but as a citizen and that is, he questions whether the Board of Firewards is still an effective method for managing the fire department and overseeing it, if it was to transition to a full time fire department. Chief Vezina answered the first part by giving his background. Chief Vezina stated that he has been doing this for 38 years. At one point he was Fire Chief for the third largest department in the state. He had about 115 employees. While we can debate Chief Vezina's methodology, at the end of the day he runs a pretty effective operation over at the Fire Department. There is a lot of give and take and they are not without some arguing but at the end of the day they have a mission which is when someone needs us, they call, and we provide the service to the extent that we can. Chief Vezina said that at some time in the future the move to a full-time chief will need to happen because there is a lot to do, but he doesn't think that needs to be now. Chief Vezina stated that his two cents on the Board of Firewards is the current make-up of the Board of Firewards is effective based on what they bring from the nature of their backgrounds. The Board of Firewards have been very helpful to Chief Vezina but he also understands that this has been a controversial issue.

Chief Vezina went through the Forest Fire proposed budget and the Emergency Management budget, which both have no changes and are the same as the default.

Chairman Hippler asked about the Fire Wages line item in the Fire Department budget. There was an increase to cover the overnight piece, but in the past three years the expenses have not exceeded \$60,000, so he feels the \$128,000 seems steep. Chief Vezina stated that if you pull the overnight piece out you are at \$85,000. It is tough to predict how many calls we will get and how many will respond, but it has been talked about in an offset pulled from this line for the full-time article. This year they are thinking of pulling around \$35,000 and in essence just transferring it from one line to the other. There is a fear that where we are still working things around that if there is a huge cut you may not have enough funds for the end of the year. It is not an exact science because you don't know how many hours each person will work in the year. Chairman Hippler stated that he is not looking at making a change, it just looks like a big difference, especially when we are changing to model of staffing over there. Chief Vezina reminded the Board that there are still two months of wages left to be charged to the budget.

Chief Vezina has two proposed warrant articles. The first is the same article as last year requesting two additional full-time firefighters. Last year the article stated it was for six months where this year we are stating 26 weeks because of the 53-week year. The second article would be to request funds from the Buxton Trust for fitness equipment. The Buxton's were gracious enough to leave the Fire/Rescue funds beneficiaries in the amount of about \$57,000. In 2018 an article passed for up to \$10,000 to be spent on fitness equipment for the fire department. They spent about \$5,200, but what they learned is that the authorization ends at the end of the year, so they are looking to spend up to \$10,000 again.

Selectman Snyder stated that she didn't have any questions, just a suggestion that the warrant article for the full-time staff include the annual cost as it will certainly be asked for. Selectman Burdick asked if the Chief could provide the data for calls between 8 AM – 4 PM; 4 PM – Midnight; and then Midnight – 8 AM.

Chairman Hippler stated that the Board has a follow-up to Mr. Aubin's question regarding the Board of Firewards and what each of this Boards opinion is. Selectman Osborne stated that he was on the Board of Firewards for years and he feels it's useless. Selectman Snyder stated that she feels that it's hard to be in charge of the budgets of all the other departments but not the Fire Department's budget. She expressed that the only way to change this is a petition warrant article. Chairman Hippler stated that he was on the Board of Firewards for six years and at this current moment he feels there is value in it because of the members that sit on it. Should those faces change his opinion will change. Selectman Burdick stated that she doesn't feel that we get all the information and we are not making the decisions they are. She didn't know if it was the best way to do it. She'd prefer to see it come back to the Board. Vice Chairman Meaney stated that right now the Board is very viable that brings a whole different expertise to the department. They have professionals on the Board that help to guide them and at this point as the old saying goes "if it ain't broke don't fix it", so at this point he feels it's a viable option.

MINUTES: All minutes tabled for the next meeting.

MANIFEST: Chairman Hippler moved; Vice Chairman Meaney seconded *to order the Treasurer to sign the accounts payable check dated November 21, 2019 as included in the following manifest:*

Payroll Manifest	\$ 57,011.76 (weekly payroll)
Accounts Payable Manifest	\$ 111,114.41
John Stark Regional Manifest	\$ 250,000.00

Total: \$ 418,126.17

The following manifests were previously ordered to sign at the November 4, 2019 Board of Selectmen meeting:

Payroll Manifest	\$ 51,597.75 (weekly payroll checks dated 11/14/19)
Accounts Payable Manifest	\$ 90,750.58 (checks dated 11/14/19)
Fire Department Accounts Payable Manifest	\$ 9,246.26 (pre-approved by the BOFW's)

Passed 5-0-0

ADMINISTRATOR'S REPORT: Government Building & Maintenance Projects

Town Hall List of Projects: Town Administrator Bolton stated that she did receive the list of projects and prices from Walker Roofing that the Board will need to decide what they would like to put on the warrant for 2020. The Board asked Town Administrator Bolton to contact Walker Roofing for a percentage escalator for 2020 prices.

Sign @ Gazebo: The sign that was on the post has been removed.

East Road Gate: The gate is still up and was installed without permission. **Selectman Osborne moved; Chairman Hippler seconded to send the owner a certified letter giving them 10 days to take down or town will take down. Passed 5-0-0.** The Board wanted it to be sent certified.

Dog House @ Town Office: The Board inquired to see if the DPW was still going to have the time to work on this. Town Administrator Bolton stated that she will check but it was her understanding that it was going to be done at some point.

ADMINISTRATOR'S REPORT: Administrative Topics

Harassment Policy & Personnel Policy: There have been some things that have come up regarding the new hiring model for the Fire Department. The accruals and some of the items don't fit. A draft policy is going to be worked on and will be sent to counsel for input. This will be on hold a little more, so that we can incorporate any changes if necessary as a result of the Fire Department policy as well as if anything comes out of the collective bargaining discussions.

E-Subscriber to Website: As of 11/18/19 we have 172 subscribers, which is up a little bit more.

Class VI Road Discussion: The new owner for the Sawyer Road property has reached out to the Town Administrator is currently working on a plan to go to DES. Once he has approvals a follow up meeting will be set with the Board.

2020 Budget Schedules: Next week – 11/25/19 the Library and DPW (Highway, T/S, Water & Sewer) will be presented. On 12/2/19 all the small budgets and wages/benefits will be discussed. At the end of the discussion the entire budget will be presented in its entirety to see how it looks. December 4th the Finance Committee has asked for a first look to see if there are any concerns that might be able to be addressed prior to finalization.

Radio Communications: Sean Goodwin from the state sent a new map with all the voter sites and towers and dead spots have been plotted. A follow up meeting is set for November 19th at 2 PM.

CBA Negotiations with Police: A couple more dates have been set up for Wednesday, December 11th & December 18th @ 3:30 PM. The idea is to finalize in two meetings. The deadline to have it all agreed upon is January 14, 2020.

Tax Deed Auction Further Discussion: Chairman Hippler stated that Saturday's auction went very well. The total from the six sales was \$290,500, a 7th one was removed as we found out the property was deeded in 1959 to the Army Corp of Engineers. The entire process went flawlessly and was successful. Potential buyers have to close within 30 days.

CORRESPONDENCE & OTHER BUSINESS

Email from Pete Baker – 32 Paige Hill Road: Chairman Hippler received an email from Pete Baker regarding the property currently owned by the Wigsten's. He was looking for some input on the possibility of renaming the road name from Paige Hill Road to Baker Hill Road. Chairman Hippler would like to reply with acknowledgement of the receipt of the email, but it will go to the Historical Society to weigh the value of the request.

Facebook: Chairman Hippler stated that there is a lengthy post trail on changing the transfer station hours. They are not working folk friendly. Closing early have to run out of work early. If you work weekends they can't make it. They have to enlist a service. A lot of them discussed modeling the Henniker hours. Selectman Osborne stated that when he worked up there a request was made to work both days and that

didn't go anywhere. While Selectman Osborne was there several options of hours were tried and the most ever was 10-12 cars for late nights, so the final hours that are there have been in place since 2008 and 2009. Selectman Burdick asked about opening up an extra hour early for those that go to work. Selectman Osborne stated that was done too. Chairman Hippler stated that since 10 years has passed it should be looked at again. Today there are better avenues of communications to get input. There was a comment about the long thanksgiving weekend and Chairman Hippler did make a correction to the comment, which was a misconception. The Board stated that they can discuss this with the DPW director next week. Selectman Osborne suggested the Board meet with the employees and DPW Director Knapp. There were 36 comments on that one post.

71 Orchard Path: Some Board members went out to look at the driveway due to the complaint and it appeared that it has been taken care of. Selectman Snyder stated that she took pictures and some of the driveway's go up and she didn't think it could have been like that before. She stated that no body's driveway is going out to the road. Chairman Hippler stated that the best thing we can do is have this discussion with DPW Director Knapp. Selectman Snyder stated that there are lots of driveways that go up and don't meet the roadway. Some of the ones that are waiting for the paver to do the aprons are back like 6'. The subdivision requires an apron to the roadway. They are all different sizes and lengths.

Being there was no further business to come before the Board, Chairman Hippler moved to adjourn at 9:14 PM, Vice Chairman Meaney seconded; passed 5-0-0.

ADJOURNMENT

A True Record.

Naomi L Bolton

Naomi L. Bolton
Recording Secretary