

FINAL



WEARE BOARD OF SELECTMEN
MEETING MINUTES
April 15, 2019

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

RECORDING SECRETARY: Naomi L. Bolton

TOWN ADMINISTRATOR: Naomi L. Bolton

GUESTS: Donna Osborne, Betty Straw, Frank Campana, Susan Peterson, William M. Peterson, Donna James, Art Siciliano, Tim Matheson, Jason Burdick, Howard Kaloogian, Martha Kaloogian, Lori Davis, Allen Rochenbach, Collette Guevin, Gary Guevin, Eileen Meaney, Heleen Kurk, Neal Kurk, Fire Chief Robert Vezina, JaNeen Lentsch, David Lundeen, Pam Moul, Lisa Purington-Grolljahn.

At 6:30 PM, Chairman Hippler opened the meeting and then requested those present join the Board in the Pledge of Allegiance. Chairman Hippler stated that after the Public Hearing there will be input regarding the Police Chief and staffing.

PUBLIC COMMENT: Frank Campana, had a question not a comment. The skid steer came in quite a bit less than originally asked for as far as the \$50,000 that was to be raised by taxation. The bids for the skid steer came in at \$41,000 versus \$50,000. Mr. Campana asked what happens to the money that is not spent, regarding the \$9,000 not spent. Town Administrator Bolton explained that when the tax rate is set in October the expenses and revenues are looked at. In this case the skid steer expense will be only what is paid not the \$50,000.

WORTHLEY ROAD – CLASS VI RD DISCUSSION TO BUILD: Art Siciliano was present tonight representing William and Christine Wiss, owners of Tax Map 409-171, on the west side of Worthley Road. They are requesting permission to do the necessary work on Worthley Road for proper access to their lot. A map was provided indicating that the distance from the end of the Class V section to the Wiss's lot is approximately 1370'. A variance to Article 17.1.1 of the Zoning Ordinance was granted with 4 conditions:

- post the necessary sign(s) at the transition from Class V to Class VI in accordance with the Town of Weare Sign Policy and RSA 674:41'
- a Town of Weare Liability Disclaimer needs to be filed at the Registry of Deeds;
- take necessary actions to be in compliance with the Town of Weare driveway permit regulations
- comply with the E911 signage requirements

The Planning Board has also reviewed and commented on improvements for Worthley Road. The roadway improvements suggested are:

- All topsoil, stumps, from 16' wide area

- Ledge and boulders removed to 18' subgrade and replaced with on-site material
- Certified soil scientist brought in to examine for wetlands
- 12' base gravel and 6' of top coat gravel is needed

William and Christine Wiss are in agreement with the conditions set by the Zoning Board and Planning Board, all they need is the Board's permission to do the construction work needed to improve Worthley Road.

The Board felt the specifications regarding depths listed above were probably a typo, being inches versus feet. Town Administrator Bolton stated that in February we received input from the Fire Chief regarding this project and two other requests to build on Class VI Roads. The memo stated: "In contrast to the streets discussed previously, the Class VI portion of Worthley Road is undeveloped. Therefore, the Board of Fire Wards believes that allowing development on the substandard/unmaintained portion of the road should not be permitted unless the owner/applicant agrees to upgrade the road for reclassification as Class V."

Selectman Osborne stated that was a problem he is having. The road is asking to be narrowed up to a driveway standard when there are available lots along the road and beyond this lot. He didn't think that was a wise move on the Board's behalf. Selectman Burdick added that the Planning Board just reduced the width to 22' from 24' for new town maintained roads. Chairman Hippler asked the distance between the stone walls. Mr. Siciliano replied 33'. Selectman Snyder and Vice Chairman Meaney both agreed with Selectman Osborne.

Town Administrator Bolton stated that the Board should get more information on this because you will now have approximately 1300+/- feet of a Class VI road being used as a shared driveway. Chairman Hippler stated he agreed because it appears from what he is hearing there will not be an approval. Town Administrator Bolton suggested she was thinking about reaching out to Attorney Bill Drescher. The Board and Mr. Siciliano agree to table this for 2 weeks.

PUBLIC HEARING: Chairman Hippler opened the public hearing at 6:50 PM to hear public testimony and comment regarding the expenditure of up to \$20,000 from the Charles & Ethel Eastman Fund for the purpose of purchasing a new gazebo for the Town common.

Chairman Hippler provided a little background on this. The current structure was deemed unsalvageable. The posts were starting to rot and the whole structure was starting to twist. In the thought of safety there were some cross bracing for the winter that was holding it up while the Weare Historical Society looked into different means to try to either preserve it or rebuild it or try to change those beams. The quotes to rebuild were quite substantial and it was decided that it was not worth putting the money into the current structure. The Charles and Ethel Eastman Fund have been gracious enough to donate to the Town for a new structure there. The Town of Weare DPW is going to do the groundwork to satisfy the warranty needs of the building. The new building that has been proposed has a 30-year warranty on the structure and 25-year warranty on the roof. The anticipated delivery of the new one is June 8th. Now the hearing was opened up to public comment.

Frank Campana stated that the DPW is going to do all the groundwork, taking the building down, doing the work for the new location as well as trenching for new electrical. Mr. Campana stated that there was quite a bit made of the conditions of the roads and a substantial bond was approved, as well as an increase or level funding in the road

reconstruction money. His question is, do you think this is a priority for them to put time into preparing the gazebo site as to fixing the roads? Chairman Hippler replied in his own opinion, yes. Mr. Campana stated that he would like to hear from the whole board. Selectman Burdick stated it is a safety issue. Mr. Campana interrupted and stated that roads are safety. Selectman Burdick stated that was true, but there are children over there from the school and the Board didn't want to see that gazebo ending up falling down on someone. Mr. Campana stated that he didn't want to be misunderstood; he is not speaking to keep what is there. He was speaking about the time put in by the highway department on that project as opposed to fixing roads. Selectman Osborne stated that right now we are in the middle of mud season and the majority of the roads are posted for a maximum of 6 tons. Mr. Campana replied that he doesn't know that and asked Selectman Osborne if that was what the DPW Director conveyed to him. Selectman Osborne stated that he worked for the DPW for 15-20 years. We are in the middle of mud season and you don't rebuild roads during mud season. Mr. Campana stated that he would like to hear this from the DPW Director versus the Board and just because it's mud season doesn't mean that something else can't be done to roads, even if it's trimming. That is Mr. Campana's concern. There is a push to fix roads. The roads are in poor condition, you've got to have a huge bond, etc. Mr. Campana stated it would be nice to know how much time is spent on this when it's done.

Chairman Hippler read the following letter for Betty Straw on behalf of the Mildred Hall Advisory Committee. The letter read as follows:

"At a special meeting of the committee at the Stone Memorial Building on March 28, 2019 it was voted after due deliberation, to request that up to \$20,000 be paid from the Charles and Ethel Eastman Fund for the purchase and installation of, by Reeds Ferry Small Buildings, Inc. one vinyl clad #2 Octagon Classic Gazebo. It is twenty feet in diameter with six interior benches, Pressure treated T & G Roof Underlay, Black Architectural Roof Shingles, Slate gray Azek Floorboards, Colonial Braces, B-Rails 2 x 2 spindles, two walk through entrances keeping the spare rail for future use if necessary. It has a thirty year warranty, with the exception of the roof for 25 years which is covered by the roofing manufacturer. On March 30, 2019 the following members of the Weare Historical Society viewed a great variety of gazebos at Reeds Ferry Small Buildings, Inc. 3 Tracy Lane, Hudson, NH: Tim Matheson, Terry Wahnowsky, Janet Snyder, Betty Straw, Sherry and Jason Burdick. These members are also involved with other groups in town such as the Patriotic Celebration Committee, Weare Garden Club, Selectmen, Old Home Day, Mildred Hall Bequest Advisory Committee, Joseph Stone Fund and all are citizens of Weare."

Tim Matheson, there are some items that the Historical Society will be picking up with regard to expenses, like drainage, the crushed stone and the plantings, but he felt the upgrade of the electrical needs to be paid for by the Town. The current electrical is a hazard. They have talked about a ramp maybe not this year, but in the future.

Lori Davis, Buxton School Road, she like everyone else is concerned about taxes, but she felt that it is important to have a place for the Town to gather, especially when the Patriotic Celebration is happening and the fireworks. Not everyone comes to Board meetings. This is the one place that the Town gathers. Ms. Davis stated that she agrees the roads out there are a mess right now and there's not much the highway department can do until things dry out. If they have the time and we can make this work, Ms. Davis felt it was a wonderful project for the Town.

Being there was no further comments; Chairman Hippler closed the public hearing at 7 PM. **Chairman Hippler moved, Vice Chairman Meaney seconded to expend up to \$20,000 from the Charles and Ethel Eastman Fund for the purpose of purchasing a new gazebo for the Town common and any potential groundwork. Passed 5-0-0**

COMMUNITY INPUT – POLICE CHIEF AND STAFFING (1 HOUR): Chairman Hippler stated we are looking for community input for the new police chief. It's been years and more than our Chief that just left's tenure where public opinion of the police department and police chief has always been high, both good and bad. It's a new town employee that's being hired. It's this Board's responsibility to interview and hire the candidate, but this Board works for the Town and we want to know what you want to see in a new police chief. The Board is looking to hire a full time police chief and to be in town or at least within 25 miles of Weare. We are looking for that person to be in the community, face known and friendly. The Board interviewed three candidates last Thursday that were brought to us from MRI. The Board feels that two are really top notch, but is looking for the community to weigh in on what they want. Chairman Hippler stated that he would ask that those who want to speak, go to the podium, state your name and street address and provide input. This will be part one. The Board also has another retiree; Code Enforcement Officer Chip Meany is retiring May 30th, so we are looking for input on some restructuring ideas.

Heleen Kurk, Mt. Dearborn Road, read a statement as follows: "As you go forward I would like to see that your final three candidates each spend a day in our town. He/she should spend time with the police department and visit with all the other department heads (fire, highway, library, town clerk, school principals, etc.) and get a feel of the breath and depth of our town. There should be a time for the community to come together and listen to an opening statement from the applicant and then questions from the select board followed by questions from the public. There should be a check sheet for the public (and select board) to respond to." Mrs. Kurk brings this to the Board's attention because she recently attended an event at the high school because they are working on hiring a new principal for the high school. Mrs. Kurk continued: "A conversation with SAU 24 might help the select board put these things together since John Stark Regional High School has been working to hire a new principal and has used a very open, transparent, community welcoming approach. I'm looking for a chief that is very community minded and interacts frequently and well within all departments and does not have a personal bias or agenda. The final candidate should run an effective, efficient department and have a caring, positive, approachable, dependable, ethical, honest, trustworthy attitude (and a bit of humor wouldn't hurt)." Mrs. Kurk also brought a sheet that the SAU handed out when they held their forum which was attended by around 50-75 people. The 3 candidates after spending the day there, each made an opening statement as well as they each wrote a write-up for themselves. The John Stark Board asked the same 10 questions of each applicant and then the public could ask questions. The questions ranged from, in their case, how were they going to deal with getting to know the towns of Weare and Henniker and what was their approach for bullying.

Gary Guevin, River Road, stated that he was a police man for 26 years. He applied the Board for not falling into the retired trap. There's no way you can be a police chief in this town at 32 hours, it's just too busy. Mr. Guevin stated that he thinks that the Town has a lot of good officers and they really need a police chief that is going to mentor them and guide them and show them how to do the right thing the right way, as we have a lot of young officers. Using MRI there has been probably a lot of out of state interest in this. They are certainly probably qualified on paper, they are going to tell you what you want to hear, but you can't police

Weare, NH like you do say Bridgewater, Connecticut or some of the bigger Towns in Massachusetts. It may sound impressive, but you are going to want someone to fall into the fold as a police chief that we are looking for. He felt that part of the problems that we have had here is that you get a chief that needs to buy in and provide what the officers need to be mentored. The people in this town deserve to have a good police department and to be able to rely on them and have faith in them that they are out there doing the right thing. It's a tough job and a totally different beast from what it was a few years back. So, his big input is to try to get someone local. There is a lot of talent, maybe an officer from another community in a lesser role, but one that is level headed and willing to learn.

Lori Davis, Buxton School Road stated she agrees people in Weare have a different philosophy of this town and that is, we have larger numbers but by and large we think of ourselves as a very small town. She has watched the progress and the train wrecks in Weare but the fact of the matter is that the people of Weare would love a police chief that is actually out there. It would be nice to have a police chief that has a program that would bring women, daughters, nieces, and nephews to teach everyone a little bit about how to be a little more aware about our presence in the world because the world has changed. Ms. Davis stated that we do have some wonderful officers and we have had a lot of interesting things and a lot of legal bills going on in the past. She feels that we need a chief that can think fiscally responsibly but can also know his HR, especially about the laws of personnel. The point of having them out in public for the Town to meet and there could be a question of could they be under attack from the public, but those that will come to these session, just like at the school, understand that it is to be a public, respectable, responsible question session. We are to be polite and learn about them and let them ask the public questions too.

Frank Campana, Quaker Street stated that all the previous speakers had a lot of great ideas. He hopes that this isn't a meeting of just as a token from the Board to the people here to just say that you've fulfilled some type of obligation. Mr. Campana would like to see a person who is self-motivated to do the job. That would be to encompass not being a puppet of the people sitting at the table; someone that can pull up his bootstraps and perform trench duty and go out on the other shifts (second, third) to see how his men are doing; and someone that's not a desk jockey. Mr. Campana stated that it was mentioned about a 25-mile radius and he would like to make sure the Board holds that person to that requirement and doesn't want to see the Board cave on that and make an exception.

Neal Kurk, Mt. Dearborn Road thanked the Board for holding this. Mr. Kurk felt there were 4 criteria in addition to things that others have said that the board should consider. First, that the person has the respect of the other officers, both for the Chief's leadership and management. Second, the police chief should be a creative thinker in the sense that he can organize his department in ways that don't necessarily result in increased resource demands, like more money, but that can provide the services that we're looking for. Third, he'd like to see a police chief that is responsible for his budget and looks to the taxpayers as well when he makes decisions. Fourth, he is hoping that the Board will not offer this person a contract for at least a year if ever and when you do, if you do that you run that contract through the town by a warrant article. The reason for the year is that during this time the person is an at-will employee and if despite the Board's best efforts, we really don't get a good fit, it would be nice to say thank you it didn't work out without having a contract that requires payment putting an extraordinary amount of financial burden on the town to break it.

Alan Rothenbach, Buxton School Road, stated that he would like to discuss the method by which the police chief is going to be selected. Right now he has 3 main constituencies; he's got to lead his department; interact with the Board and Town Administrator; and he has to deal with the people themselves. He feels that each group should have an opportunity to question the chief. Each group has its own unique perspective, so he would like to see the candidates presented in a forum where they can be questioned by the public. There was some concern that there may be people who are hostile to police and that's entirely possible, but he didn't see that as a bad thing because the police chief will be in a unique position. He could possibly be shot at or under severe stress and his reaction to stress is extremely important. He would like to see each of the 3 main groups have their own time with the 3 potential candidates. Their input should be considered and weighted very heavily by the Board.

Bill Peterson, Sugar Hill Road, stated that everyone here has covered most of the major points that he was going to bring up. We are the second largest landmass Town in the State of NH which poses problems in and of itself; having a law enforcement background, Mr. Peterson thinks that at this point in time we need a police chief that's going to take ownership of the Town. We have a good bunch of officers here; we have great command staff they just need some good leadership and a can-do attitude. Mr. Peterson stated that they have got to be from New Hampshire, they can't be from Maine or New Haven, and it just doesn't work. He thinks the 25-mile radius condition is very important. He felt that the past couple of Chiefs have done a good job in different ways, getting a team together to get them to where they are now and if you bring them in for a public forum it would be very powerful, not only for them and if they face a little bit of hostility, so be it. They should be able to handle that.

Lori Davis, Buxton School Road, stated that this last chief had a car that was no longer a police car, in the sense that we could identify it. The license plates were changed. The family was driving in it. It's about liability. It's about responsibility. Ms. Davis stated that she does not want to pay for police cars that are busy being somebody else's personal vehicle. It's an expense this town can't bear. The other thing is that we need a police chief, not only from a verbal sense, but we need complete transparency. Ms. Davis states they should give reports like Goffstown and Dunbarton does on a monthly basis the number of break-ins, accidents, etc. so the residents can keep track and have a clue of what is going on. Transparency is huge and timeliness on things when residents go to the police department or a chair head to get information and information never comes forward for an entire session. When it takes 5-6 months to get information that doesn't build goodwill and trust, transparency is huge even at the Board level.

Howard Kaloogian, 217 Colby Road stated that he thinks there has been a great deal of wisdom we've heard from the community tonight. The Board asked what the Town would like to see in the next police chief. Mr. Kaloogian stated that he has heard that we want them to be part of our community, so much that they won't abuse our cars or any of the other things we give them. He felt that the danger of having somebody who's not part of the community is they're going to look for becoming a police chief here in order to be a stepping stone to go somewhere else after a few years. He doesn't think the Town can afford that so he urged the Board to please be careful about that. He would like to see a long term commitment by the person who comes in. He would like them to make this their home just as everyone here has.

Tim Matheson, River Road asked if the Board knew the attrition rate of prior chiefs. The Board was not sure. Mr. Matheson asked if the Board had one liaison to keep in touch with them. He asked in light of summer hours to be able to keep a thumb on him. The candidates have to have in depth background check, but in order to do any of that there needs to be a conditional officer in place first.

Chairman Hippler stated that he appreciated hearing from everyone and we will do everything within our power and laws to bring forward the candidates, if possible. On Thursday we interviewed 3, a couple from out of state and one from in-state, it's going to be a hard process because everything that was said at the podium tonight we all feel that.

Selectman Snyder stated that a lot of the questions raised here, the Board raised on Thursday to each of the candidates. It gives her a good feeling that the Board is on that same page.

Donna Osborne asked if any employees or from the public had approached any Board members between Thursday and tonight. Chairman Hippler stated, no. Selectman Snyder stated, no. Selectman Osborne stated that he went seeking and talked to probably 25-30 people since Thursday. Selectman Burdick stated that she has the same thoughts that people have brought up tonight; someone local; a working chief; somebody with an HR background; somebody that really knows the law; somebody that's full time; somebody that's going to live within a 20-25 mile radius; somebody that can look at the budget and reduce some of the overtime; someone that's just overall a true professional, that's what we need. Vice Chairman Meaney stated that if you're going to work in a small town you have to get out there and interact with the community; the biggest need will be a working chief with an open door policy; and listening to what the problems are. The 3 candidates met almost all of what the Board and town is looking for. Selectman Osborne stated that the people he has talked to about this and the number one thing that people were looking for was that they want a chief that is going to come into town and hold the officers accountable for their actions. The second was open communications and the last thing, which is going to go against what was said here, they would like someone that does not know the officers or the department. They want someone new. The majority of the Board expressed the fact that this has caused many sleepless nights because of the quality of candidates. The input tonight has been extremely helpful and hopefully the Board will do the best for the Town.

STAFFING DISCUSSION: Chairman Hippler explained that when someone leaves/retires it is always a good practice to review things to make sure that the services are being rendered as efficiently as possible, whether that is restructuring some current position or adding a position or deferring a position, what better time to do it than now especially when the funding is going to change. As far as moving forward with a whole lot of planning on the staffing changes that were proposed and it was just a few ideas, it was nothing concrete; the Board really hasn't come up with a solid plan of attack yet. Ideas have been tossed around about maybe contracting the building inspector and then splitting some of the money that would be utilized for insurance and retirement and hiring a part time replacement possibly 2. While the Board was going to have people here about the Police Chief why not have this discussion too.

JaNeen Lentsch, Flanders Memorial Road, stated that having built previously and currently, it is nice to have the availability to be able to speak with the person who is going to be doing the inspection as well. She stops in occasionally to see Chip (Code Enforcement Officer) and if he is not available, he usually gets right back to her. She felt that it is really important when you

talk about splitting up the department it's really important that the same one you get to talk to is the same one that does the inspection in any of the cases. When she had questions about the mechanical or driveway it was nice to be able to go to the Fire Chief for his input. Reasonable availability needs to be kept in mind as well.

Frank Campana, Quaker Street, stated that he has a concern with the words "part time help" and the words "being paid from savings", which he added, that we all know what happens to savings. He asked, when does the part time help become full-time help, which is the foot in the door. That is a concern to him as a taxpayer because we all know what full-time help can mean as far as salaries and benefits. A couple of weeks ago when the Board initially talked about this Mr. Campana stated he heard a department head stand up and graciously offered that if he or a department head could help out. It sounded to him like this person was offering to take on more responsibility of an inspection. Two considerations, first that person is a part-time person and restricted in hours, so what does that take away from his department head duties and what type of stipend might he be looking for. That department already has a track record of issuing pay raises without the taxpayers having a say, so that really weighs a lot on Mr. Campana's mind. They can do that again. He has had occasions to speak with Chip and he has been available to him but more on a minimal aspect.

Neal Kurk, Mt. Dearborn Road stated that he has had discussions with the Town Administrator and had some sense of what might be one of the things on the table. Mr. Kurk stated to the extent that we are looking for another part-time person to help out Wendy Rice in the Assessing Department, we really need to make sure that the part-time person is really only in there for a short period of time. His understanding is that we are trying to scan in a significant number of documents. If it were the current documents that would be fine, but there is not enough time to go back and put in all the historic data. If the part-time position was for that particular job, then perhaps the position would be finished also, so it's a temporary part-time position. There was also some thought that the Fire Department could take on some of these responsibilities. Mr. Kurk pointed out that the Fire Department is run by the Board of Fire Wards and if this Board cedes authority to the Fire Department to perform a certain function that's normally done by a town employee then you may have also lost the ability to control that employee. He's not sure that is a good idea. Finally, Mr. Kurk's experience over the past 20-30 years and with 10-20 years in dealing with code enforcement is that code enforcement is a very political and difficult thing to do. Mr. Kurk stated that in his opinion the Town has not had code enforcement officers who enforce the code. Most of them relied on complaints to come in and only acted on the complaint. Part of the problem is the exact reverse of what we are looking for in a police chief, you get someone so embedded in the community that all of their friends are the ones who they would have to be taking action against, which is a real problem for them. It might be the wisest in this case to contract out code enforcement to MRI or some other organization so you have an unbiased, neutral party actually enforcing the code. If we have laws and codes than it's got to be enforced.

Fire Chief Bob Vezina wanted to address a few concerns or comments. If you go onto the LGC website there are several communities that are looking for a part-time building inspector, his thoughts are that there are so many looking for them because they have difficulty in finding those people. He believes very much in code enforcement because it protects the homeowner; it protects the livelihood or the property of whoever owns that building or facility. Some things are black and white and some things not so black and white. He offered, not that he was going to do the code enforcement, but that was a function that we could bring into the Fire Department, whether full time or part time. For a couple of reasons; one, they do

code enforcement already, there's always a balance between the two codes, the NFPA which comes from the fire code and the ICC, International residential code or the commercial code. The thought was for the future and possibly get a multifaceted employee that could do code enforcement, EMS and fire, so you would get a bigger bang for your buck. Chief Vezina disagreed with Mr. Kurk's comments about letting something go because you know someone. That is not something that happens in the Fire Department, whether that happens here he could not vouch for that. He feels there is added value having it in his shop and the comment or worry about them being under the Board of Firewards, it is worrying about a nothing issue. Several communities in the state that do this, Litchfield are one, Hudson is another, but there are more. Chairman Hippler asked the Chief if he could provide the Town Administrator with a list of communities that do this. He would like to see this get straightened out sooner than later, because we are probably looking at 25 new homes this year. Chairman Hippler stated that we should take a look at it anyway.

Frank Campana, stated that he has 2 comments or concerns. Mr. Kurk mentioned that some of the work is the inputting of information that Wendy Rice has to do and it sounds like she is probably overworked, not able to do anything real good, no criticism of her; when you are stretched thin something has to give somewhere. Mr. Campana stated that Mr. Kurk also mentioned hiring a part timer for a short duration until someone gets caught up because right now we seem to be in a building boom, but what's going to happen to that person when the pendulum swings back down, will the board entertain letting that person go, he doubts it. He thinks that work will have to be found to keep that person busy to justify keeping them, according to Mr. Campana, that's how government works. Mr. Campana added some criticism of the last speaker regarding the concern about the code enforcement working under the Board of Firewards, as we know they are their own entity and they can do what they want meaning that should not be a worry or concern. Mr. Campana urged the Board not to take that into consideration because the precedent has already been set. Mr. Campana asked if he was to understand, the Fire Department is going to check out a septic system or a deck or a foundation or even framing, 2 x 4 versus 2 x 6's. Town Administrator Bolton stated that was not the intention. Selectman Burdick stated that it needs to be someone certified to do the inspections.

Selectman Snyder stated that she is confused because it was said that it would be a multifaceted employee. Chief Vezina replied that he envisions hiring a full or part time employee to do the building inspections and if that person came into the fire department we could perhaps train them with another skill set, like fire fighter or EMS, beyond a code enforcement inspector. Right now we are in a building boom and that is in high demand, so if we have a slowdown, are we going to fire the building inspector or would we try to create or find a multifaceted employee, which is what the fire industry is built on. That is what was being offered.

APPOINTMENT/REAPPOINTMENT OF COMMITTEES:

New Appointment for Parks and Recreation: Pam Moul, 23 Beech Hill Road is interested in joining Parks and Recreation. For the last 4 years she has been on the Weare Athletic Club doing their concessions. She has 2 children in the school system. The Weare Athletic Club has been growing leaps and bounds. The connection between the school, Weare Athletic Club and Parks and Recreation will be great. **Vice Chairman Meaney moved, Selectman Snyder seconded to appoint Pam Moul as a full member of Parks and Recreation for a 3-year term. Passed 5-0-0**

Lisa Purington-Grolljahn, 33 Sawyer Road is interested in joining Parks and Recreation. She has volunteered in some forms all her life. She has been volunteering for Weare Athletic Club for the past 9 years or more. She is still an alternate on the Conservation Commission. She worked at Chase Park when she was in high school as well. She has some concerns at Chase Park and she would like to see things to return to how they were back in the day. **Selectman Snyder moved, Selectman Burdick seconded to appoint Lisa Purington-Grolljahn as a full member of Parks and Recreation for a 3-year term. Passed 5-0-0**

David Lundeen, 13 Paige Hill Road is interested in volunteering for Parks and Recreation. He moved here about 3 years ago and all his kids have been involved with Weare Athletic Club and he is willing to give back to the community. His wife is on the Weare Athletic Club so he wanted to be part of something different. **Vice Chairman Meaney moved, Selectman Snyder seconded to appoint David Lundeen as a full member of Parks and Recreation for a 3-year term. Passed 5-0-0**

Reappointment to Parks and Recreation: Tara Mann is currently a member of the Parks and Recreation Board. She is willing to be reappointed for another term. She is not present tonight. The volunteer form was dropped off by Chairman Randy Magoon. **Chairman Hippler moved, Selectman Snyder seconded to reappoint Tara Mann as a full member of Parks and Recreation for a 3-year term. Passed 5-0-0**

Reappointment to Conservation Commission: Steve Najjar is currently a member of the Conservation Commission. He is willing to be reappointed for another term. He is not present tonight. The volunteer form was turned in after last week's Conservation Commission meeting. **Chairman Hippler moved, Selectman Snyder seconded to reappoint Steve Najjar as a full member of the Conservation Commission for a 3-year term. Passed 4-1-0 (Osborne opposed)**

MEETING MINUTES:

Minutes from 3/18/2019: Chairman Hippler moved, Vice Chairman Meaney seconded to approve the March 18, 2019 minutes as amended. Passed 5-0-0

Minutes from 3/19/2019: Chairman Hippler moved, Vice Chairman Meaney seconded to approve the March 19, 2019 minutes as written. Passed 5-0-0

Minutes from 3/25/2019: Chairman Hippler moved, Vice Chairman Meaney seconded to approve the March 25, 2019 minutes as amended. Passed 5-0-0

Minutes from 4/1/2019: These minutes are tabled until next meeting.

Minutes from 4/8/2019: These minutes are tabled until next meeting.

Minutes from 4/11/2019: Chairman Hippler moved, Vice Chairman Meaney seconded to approve the April 11, 2019 minutes as written. Passed 5-0-0

MANIFEST:

Chairman Hippler moved to approve the manifest as follows, Vice Chairman Meaney seconded; passed 5-0-0.

To order the Treasurer to sign the payroll and accounts payables checks dated April 18, 2019 as included in the following manifests:

<i>Payroll Manifest</i>	\$ 77,227.65 (Weekly payroll including payout accrual)
<i>Accounts Payable Manifest</i>	\$ 38,024.58
<i>Fire Department Accounts Payable Manifest</i>	\$ 4,269.10
<i>Total:</i>	<u>\$ 119,521.33</u>

ADMINISTRATOR'S REPORT:

Town Administrator Bolton stated that last week Mr. Kurk brought up a correction that should be made to the March 18, 2019 minutes regarding a comment that was made by Town Administrator Bolton about the library having a bookkeeper. Town Administrator Bolton stated that she did check into this and the Library does not have a bookkeeper any more. The Town cuts a check to the Library for 1/12 of the balance after payroll. Checks are currently cut by the Library Director; then approved by the Trustees and the checks are then signed by the Treasurer or the Chairman. This change came with the combination of a new director as well as the Finance Administrator taking over the payroll duties.

ACO Position: The Animal Control Officer position has received one applicant. The Board felt that due to the warrant article passing increasing the hourly rate and the number of hours it should be re-advertised. The one applicant will need to be notified as well.

Mildred Hall Expenditure for PLC Purchase: The Mildred Hall Trustees met Wednesday, April 10th; follow-up from the Piscataquog Land Conservancy is anticipated.

Chief of Police Search: The Board allowed community input this evening regarding what the community would like to see in their next Police Chief.

Staffing Changes/Discussion(s): The Board allowed community input this evening regarding what the community might suggest for staffing changes that may better improve efficiency in the offices of the Assessing, Land Use and Building Inspection.

GOVERNMENT BUILDINGS & MAINTENANCE PROJECTS:

Town Hall List of Projects: Town Administrator Bolton will have Walker Roofing re-evaluate the rot on the rakes while they are up in the lift working on the bell tower.

Bell Tower: Town Administrator Bolton stated that Walker Roofing will be coming this week to drop off the supplies at the Town Hall. TA Bolton had a conversation with Tom Miller regarding the concern of flashing the penetration in the roofing. Tom Miller stated that they flash every penetration so there is no chance of any rusting. He will send a color sample with the materials this week, so the Board can choose a color.

Gordon Brown Buildings: Town Administrator Bolton will get a price per hour from Walker Roofing and let them know we have all the supplies.

Gazebo: This was handled earlier this evening by the public hearing.

Safety Complex Roof: The Board made changes to the draft RFP. Town Administrator Bolton will re-send to members for input prior to advertising it in the newspaper.

Parade Route Application for Weare Athletic Club: The Weare Athletic Club is looking to have a parade on May 4th from the Weare Middle School to Center Woods. **Vice Chairman Meaney moved, Selectman Burdick seconded to authorize the Chairman to sign the application for the parade route for the Weare Athletic Club for May 4th. Passed 5-0-0**

Town Hall Sign Usage: Town Administrator Bolton stated that the Democratic Party has rented the Town Hall for Saturday, April 20, 2019 for Elizabeth Warren to make a stop. They inquired about using the Town Hall sign. There is a no political sign policy that was adopted in 2004 that allows “no political signs on or in town property”, therefore the request for the sign is denied.

HealthTrust Rate Letter: The 2019 rates are official for health insurance through HealthTrust. The increase is a 4.9% increase, which was portrayed to us during budget season. **Vice Chairman Meaney moved, Selectman Snyder seconded to authorize the chairman to sign the rate renewal form with HealthTrust for the 7/1/2019 – 6/30/2020 time frame. Passed 5-0-0**

Pine Hill Road – Turnaround Deed: Town Administrator Bolton reminded the Board that in 2018 the Town meeting passed the article to deed the 50 x 50 turnaround to the owner. The deed was prepared by Town Counsel for the Board to sign. The Board signed the deed.

Clough Park – State Contract for Police Details: The State of NH Parks and Recreation has sent a request for the Weare Police for a contract for coverage for specific time frames. The cost of the contract is \$2,839.60, which is reimbursed to Weare from the State of NH. Town Administrator Bolton asked the Board if they would like to sign the contract or have Interim Police Manager Mike French sign it. **Chairman Hippler moved, Vice Chairman Meaney seconded to authorize Interim Police Manager Mike French sign the contract with the State of NH Parks and Recreation for police details at Clough State Park. Passed 5-0-0**

Discretionary Barn Preservation Easements: Town Administrator Bolton provided each Board member with copies of discretionary barn preservation easements done previously. Monday night the Board will be holding a public hearing for 2 easements. Both property owners will be present at the hearings.

CORRESPONDENCE/OTHER BUSINESS:

Letter from Ballston Spa, NY: Town Administrator Bolton shared a letter from Skyler Cruz Wosley of Ballston Spa, NY providing the town with ideas of proposed traffic lights and intersection corrections. Town Administrator Bolton will email the information to the Board.

East Shore Drive Road Association Meeting: Each Board member with the exception of Selectman Osborne received a notice of the annual road association meeting to be held on Saturday, May 25th at 9 AM. Included in the letter was information on dues and expenses paid over the past year.

DPW Employee Resignation: DPW employee Jesse Allatt provided the Board with his letter of resignation. He indicates that his last day will be May 3, 2019. TA Bolton asked the Board if

they would like to have an exit interview and the Board agreed that they would like to. It will be scheduled in the next week or two.

Riverdale Road Resident – Videos: A resident on Riverdale Road provided Chairman Hippler with a couple of videos of a tractor trailer parked beside the road in front of her house and one that was taken at 4:30 AM, of which the only thing that could be seen was headlights. The Board discussed this and asked TA Bolton to get back to resident. All vehicles on the road pay as part of their registration the State portion which allows them to use any road. The fact that it was parked in front of the house at 6:45 AM is not in violation of any rules. There could be any number of reasons why the truck was pulled over (lost, making a phone call, etc.).

SNHPC – Age Friendly Community Survey: In last week's Weare in the World issue there was an article regarding a public information session that was held on April 8, 2019 in the library. There is a website listed to "download the full report". Chairman Hippler encouraged the rest of the Board members to download and read the full report. It has a lot of very interesting information.

2019 Town Selected Plumber: The Board discussed the furnace at the South Weare Station failing again and work was done by a plumber that was not awarded the town plumbing bid. The Board would like TA Bolton to send out a reminder to all departments of who our 2019 electrician and plumbers are.

Shrubs at the Gazebo: The gazebo is going to be razed by the DPW department this week. TA Bolton asked about the shrubs. The Board stated that all the shrubs and plants are to go. New ones can be planted at a later time. There was discussion about the possibility of having the DPW employees create a handicap walkway from the parking spots to the gazebo for accessibility. Selectman Burdick stated that she would like TA Bolton to write to the School and SAU to let them know a new gazebo will be installed in June and will not be used as a jungle gym/climbing structure. The last one had all the spindles kicked out. Board members have witnessed the kids climbing on the railings of the old gazebo as well as on the benches on the common. The police department will be copied on the letters in hopes of keeping the new gazebo in good shape.

NONPUBLIC

Chairman Hippler moved, Vice Chairman Meaney seconded to enter into nonpublic session @ 9:49 p.m. pursuant to the authority granted in RSA 91-A:3II (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 @ 9:51 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 discussed a tax payer's situation.

Chairman Hippler moved, Vice Chairman Meaney seconded to enter into nonpublic session @ 9:52 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 @ 10:17 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

Selectman Burdick moved, Chairman Hippler seconded to seal and restrict these minutes of this nonpublic session. Passed 5-0-0

Chairman Hippler moved, Vice Chairman Meaney seconded to enter into nonpublic session @ 10:18 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 @ 10:27 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

Selectman Burdick moved, Chairman Hippler seconded to seal and restrict these minutes of this nonpublic session. Passed 5-0-0

Being there was no further business to come before the Board, Chairman Hippler moved to adjourn at 10:28 PM, Selectman Osborne seconded; passed 5-0-0.

ADJOURNMENT

A True Record.

Naomi L. Bolton

Naomi L. Bolton
Recording Secretary