

DRAFT



WEARE BOARD OF SELECTMEN
MEETING MINUTES
April 3, 2023

PRESENT: KEVIN J. CAHILL, SELECTMAN; FREDERICK W. HIPPLER, CHAIRMAN; SALIM BLUME, SELECTMAN; SHERRY M. BURDICK, SELECTMAN.

ABSENT: Benjamin D. Knapp, Selectman

TOWN ADMINISTRATOR: Naomi L. Bolton

GUESTS: Jason Fiske, Interim DPW Director; Tom Flaherty; Frank Campana; Craig Francisco; Pastor Bill Stockhaus; Kyle Parker; David Pratte; Jackie Pratte; Richard Butt.

Chairman Hippler called the meeting to order at 6:30 PM.

NONPUBLIC SESSION:

Chairman Hippler moved; Selectman Burdick seconded to enter into nonpublic session @ 6:30 p.m. pursuant to the authority granted in RSA 91-A: 3II (b). A roll call vote was taken, Selectman Cahill – yes; Chairman Hippler – yes; Selectman Blume – yes; Selectman Burdick – yes. Passed 4-0-0

Interim DPW Director Jason Fiske introduced a resident that is interested in working at the Highway Department as a part-time employee, one day a week to start. He can multi-task, can weld and fabricate as well as snow plowing experience. He does not currently have a CDL but would be willing to pursue it if it is a fit. He has 35 years in the construction industry and is thinking about making a transition. He is willing to work every Friday each week and would be available for weekend emergencies when necessary.

Chairman Hippler moved; Selectman Burdick seconded to exit this nonpublic session @ 6:48 PM. A roll call vote was taken, Selectman Cahill – yes; Chairman Hippler – yes; Selectman Blume – yes; Selectman Burdick – yes. Passed 4-0-0

Chairman Hippler moved; Selectman Burdick seconded to enter into nonpublic session @ 6:48 p.m. pursuant to the authority granted in RSA 91-A: 3II (a & c). A roll call vote was taken, Selectman Cahill – yes; Chairman Hippler – yes; Selectman Blume – yes; Selectman Burdick – yes. Passed 4-0-0

Transfer Station Sr. Attendant, Frank Baker met with the Board to discuss the staffing situation and structure at the Transfer Station. The current part-time employee that the Board hired for the winter is all done this week. There is still one full time position open. There a couple of residents interested in applying and he will get them to the Board as soon as possible. The staffing structure was briefly discussed meaning getting a foreman back, with other full timers. Due to the time constraints the Board will continue this discussion with Mr. Baker on April 20, 2023. He mentioned that he will be signing up for his recertification class this week.

Chairman Hippler moved; Selectman Burdick seconded to exit this nonpublic session @ 6:48 PM. A roll call vote was taken, Selectman Cahill – yes; Chairman Hippler – yes; Selectman Blume – yes; Selectman Burdick – yes. Passed 4-0-0

OPEN PUBLIC PORTION OF THE MEETING:

Chairman Hippler called the meeting to order at 7:02 PM. Chairman Hippler stated that we began this evening with two nonpublic sessions. The first at 6:30 PM was to interview a potential DPW Candidate and at 6:45 PM a meeting with the lead transfer station attendant was held. He then asked all present to join in the pledge of allegiance.

PUBLIC COMMENT:

Frank Campana, Quaker Street, stated that he sees on tonight's agenda there is a presentation for a drone proposal that was mentioned a couple of meetings ago. Selectman Knapp had made a comment at the last meeting that he probably would not be at the next meeting, which he is not. Mr. Campana stated that he would hate to think that the presentation tonight for the drone was aligned with a selectman missing and not being able to hear the full presentation. It's too bad it wasn't a full board; however it goes he hopes that the decision will be a full board decision. If this is going to be purchased with a grant as previously stated by the Police Chief, Mr. Campana stated he assumes that it will need a public hearing like all other grant money. He would also hope the Selectmen would consider holding a public hearing for citizens to weigh in on the purchase of a drone.

David Pratte, 51 Winter Road, had a question. He was talking earlier to one of the planning board members about appointment versus election. This group has sworn in elected officials, but Mr. Pratte asked if there was a swearing in ceremony for the appointed members. Chairman Hippler stated that the Town Clerk can also swear in the appointed members and elected members. Mr. Pratte's second item, he has submitted a request for information a few weeks. He was told that he would get some information this past Friday and he hasn't seen anything yet so he is putting out there that he is still waiting for that.

Tom Flaherty, Sunrise Lane stated that he missed last week's meeting and was wondering if the department heads were reporting tonight any update on the two trucks that got either into an accident or damaged during the snowstorms last month.

Richard Butt, Old Town Road stated that he has some comments regarding statements that were made in the Concord Monitor by the police chief. He did not care for them because to him they cast aspersions on the Town, which bothers him. Some of his comments (not quotes) were Weare is a live free or die Town, meaning residents believe in small government, low taxes, which Mr. Butt stated that he doesn't think that is necessarily bad, but it appears the Chief does. He also stated that in the past when the police department had requested additional officers or funds for the department they have been voted down because residents do not want to pay more in taxes, despite department needs. This article appeared after the vote. This year the voters did support all the requests for the police department. Beyond that if you go back to 2017, the voters approved the collective bargaining agreement plus three new cruisers; in 2018 a cruiser was approved; in 2019 ACO wages were approved; in 2020 the collective bargaining agreement was approved; in 2021 another vehicle was approved; and in 2023 a collective bargaining agreement and another cruiser was approved. Mr. Butt's point is the statement in the paper is just wrong, an error. People do support the police department and it has been proven by the vote. There are some items that were not approved. One year we had two cruisers, Tahoe's. Mr. Butt stated that people need to understand the background. The Town went from the Dodge Charger, which we were told was the best thing and then we find out from the current Chief he has officers being injured just from the ergonomics of that vehicle. In addition to that there was also a statement, this is a quote "we don't offer a lot of benefits for a lot of employees and there's a draw to other places when you start to look at that and you want to start a family". Mr. Butt continued stating the voters never approve benefits, the Board of Selectmen as part of the collective bargaining agreement. The voters only see a dollar amount for approval. Any other benefits are based on the personnel

policy and done by the Selectmen. So, you get the impression that the voters are not supporting the police department and that we are not really supporting benefits. Mr. Butt stated, don't cast aspersions on the voters in town when it comes to benefits that's the Board and Police Chief as part of the collective bargaining agreement. The other item is the number of police officers that he has requested. The Chief requested for this budget year an additional police officer to provide for 24 hour coverage, four days a week with some overtime to supplement it. The second year he had a plan, same thing, two officers four days a week, no overtime necessary. Third year, 24/7 with some overtime and the fourth year was a fourth officer and it was going to be 24/7, and no overtime to support it. Yet there are statements made in the Concord Monitor that we need 6-8 officers in order to provide 24 hours, which leaves confusion. In previous years we have been told that one officer, which was on the warrant was for 24 hour coverage and would show up again in another year stating the same thing. Maybe the rules have changed, but there are mixed messages being put out there. The officer for 2023 never showed up on the warrant, why, who removed it.

DEPARTMENT HEAD/COMMITTEE ITEMS:

Reappoint Member of Planning Board: Craig Francisco stated that he first joined around 2007; it was a little bit longer than Naomi Bolton has been Town Administrator, which was 2009. He is present to be reappointed for another 3-year term. **Selectman Burdick moved; Selectman Blume seconded to reappoint Craig Francisco for a full member to the Planning Board for a 3-year term. Passed 4-0-0**

Reappoint Member of Planning Board: Pastor Bill Stockhaus stated that he has been serving for the past three years, one year as an alternate and two years as a full member and secretary. Chairman Hippler asked why? Pastor Stockhaus stated that he enjoys the interaction and serving our community. Living in Town for 21 years and have served in a variety of capacities in youth sports and three years ago this opportunity came up, so he stepped into the need at the time, as they didn't have any alternates. The first year he served as an alternate, but sat every meeting. **Selectman Cahill moved; Selectman Burdick to reappoint Pastor Bill Stockhaus as a full member to the Planning Board for a 3-year term. Passed 4-0-0**

POLICE UNION MEETING REQUEST: Chairman Hippler stated that the union has requested to cancel their agenda item.

POLICE CHIEF:

Concord Monitor Article: Chief Moore stated that he didn't get to read it but he stated that 6-8 months was his statement. Chief Moore stated that his job as a department head is to paint a picture about what's going on. He gets his information from the debrief from the officers. In the back part of his office in the closet he keeps a picture of the ID card of every person that has left his department and the reasons why they have left. They average 3.8 officers that they lose since he has been here. As far as 24/7 coverage, Chief Moore stated that he was asked to put together a plan but that ends his involvement. Chief Moore stated that he paints a realistic picture, it is what it is. He does expect to be fully staffed by the end of the summer. They greatly appreciate the voter support this go around and he feels it is huge for morale. He doesn't see the department losing anybody else unanticipated anytime soon and he does have multiple candidates in the process with the department, which is very good news.

Purchase of New Tahoe: Chief Moore stated that we had a warrant article that was approved by the Town for \$78,010. Now that everything passed, Chief Moore got quotes for everything and they are short \$1,577.10, which can come out of his vehicle maintenance line. That will be over this year, as he is having a lot of maintenance to particularly the Dodge's or it can be paid from the funds that are earned on dam patrols and that balance is currently around \$20,000. Chairman Hippler asked who are the agents to expend that fund. Chief Moore replied the Board of Selectmen are the agents to expend. Chief Moore stated that will have to be re-drafted this coming year in a warrant article. The Board felt it should come out of the general operating budget.

Radio Tower: Chief Moore stated that he has and handed around a quote from Two-Way Communication for the balloon test. The total is \$9,200 and the funds would come from the ARPA funds. Town Administrator Bolton stated that in the latest chain of emails, there appears that there may be another change. The concern is that the Norris Road tower may not be high enough. Chief Moore stated that this balloon test will be needed to be done to see if it will work or not. Chairman Hippler was concerned with the Town being so low. Selectman Cahill stated that he wasn't expecting this and has asked in the past to get items to be discussed Monday night early to be able to do research if necessary on topics. Chief Moore stated that he emailed it last week. Chairman Hippler and Selectman Cahill recalled seeing the emails but it had no quote attached. Selectman Cahill stated that we do have an itemized cost breakdown and he would like to be able to cross check. Chairman Hippler stated that it appears it got lost. Selectman Blume suggested that the Board possibly put this on quickly for Thursday's agenda.

DRONE PROPOSAL/PRESENTATION: Chief Moore created a PowerPoint presentation for the drone. Chief Moore stated that this presentation is available online. This was posted online yesterday afternoon and there were 1,700 views and some comments. Prior to the presentation Chief Moore read some comments received and some of the items were added to his presentation. This presentation was used for the Manchester Police Department and he has changed it for Weare. He is here looking for the Board of Selectmen approval to put this together. If approval is given, he would complete the grant paperwork and return to the Board for final approval. Selectman Blume stated that he appreciates all the work but felt it would be weird to have a drone in Weare. He would rather speak in person to an officer versus a drone with a loud speaker. Selectman Cahill's position is that this is a crazy tool but can be invasive. It is an incredible piece of technology and can be used to get someone out of danger. He feels that there should be a public meeting about this for all to weigh in. Selectman Burdick stated that she does not want it flying over her house for the heck of it. She felt it could be a useful tool for a lost child and agreed it should go in front of the whole town for input. Chairman Hippler doesn't disagree with Selectman Burdick and felt a public meeting should be held. The public meeting should be held at the Weare Middle School Café to be able to hold everyone that would like to attend. Town Administrator Bolton and Chief Moore will work together to lock down a date and time. Selectman Cahill stated that the Board's consensus is that there is a little apprehension with regard to privacy; there are two members feel it would be a useful tool; one member feels it might be moving Weare into where we don't want to go. Selectman Blume asked what the annual costs to have it would have one. Chief will find that out.

SIDE BY SIDE PROPOSAL/PRESENTATION: Chief Moore created a separate PowerPoint presentation for a side by side, 2023 Polaris RZR Trail Ultimate. Chief Moore addressed some of the previous concerns regarding this side by side. There currently have mutual aid partners with similar vehicles. Hillsboro, New Boston, Dunbarton and Henniker all have these kinds of vehicles that could be available to use in emergencies. The Board would like to be included with the public hearing for the drone in the next few weeks. Selectman Burdick stated that the conservation commission lands that are in town there are "no motorized wheeled vehicles" allowed on their properties. The Board again both of these presentations will be presented to the Town at a public hearing.

EAST STREET RANGE: Selectman Cahill had a question for the Chief. The Board stated that we didn't think we voted to approve this when in fact we did, but it was approved for his thinking of certification for two times a year, which was the whole premise behind the presentation. It came with a condition of approval with DPW Director Knapp at that time and we are not aware if that happened or not, but it is being used. Is the range being used more than those two times a year for certification. Chief Moore stated, currently. The only time additionally which they like to use it, is when they have a new hire and to get them certified they did use it for Officer Burner. They would also coordinate any use like with DPW as well. Selectman Cahill followed up by asking that we are not opening it up for somebody to go down there on their own, anytime. Chief Moore responded, oh no. They pick up their brass as requested.

MANIFEST: Chairman Hippler moved; Selectman Burdick seconded:

To order the Treasurer to sign the payroll and accounts payables checks dated April 6, 2023 as included in the following manifests:

Payroll Manifest	\$ 75,040.71 (<i>Weekly & annual payrolls</i>)
Accounts Payable Manifest	\$ 149,151.85
Supplemental Accounts Payable Manifest	\$ 100.00
John Stark Accounts Payable Manifest	\$ 250,000.00
Weare School Accounts Payable Manifest	\$ 400,000.00
TOTAL:	\$ 874,292.56

Passed: 4-0-0

MINUTES:

December 19, 2022: tabled for now

January 16, 2023: Chairman Hippler moved; Selectman Cahill seconded to approve the January 16, 2023 minutes as written. Passed 2-0-2 (Blume and Burdick)

January 24, 2023: Chairman Hippler moved; Selectman Cahill seconded to approve the January 24, 2023 minutes as written. Passed 2-0-2 (Blume and Burdick)

January 30, 2023: Chairman Hippler moved; Selectman Cahill seconded to approve the January 30, 2023 minutes as written. Passed 2-0-0 (Blume and Burdick)

March 2, 2023: Chairman Hippler moved; Selectman Cahill seconded to approve the March 2, 2023 minutes as written. Passed 3-0-1 (Blume)

March 20, 2023: Chairman Hippler moved; Selectman Blume seconded to approve the March 20, 2023 minutes as amended. Passed 4-0-0

March 27, 2023: Chairman Hippler moved; Selectman Burdick seconded to approve the March 27, 2023 minutes as amended. Passed 4-0-0

March 30, 2023: Chairman Hippler moved; Selectman Blume seconded to approve the March 30, 2023 minutes as amended. Passed 4-0-0

ADMINISTRATOR REPORT:

Intent to Excavate Forms (PA-38): The Board signed intent to excavates for Mt. William Inc. and Eldon Townes.

Solid Waste Ordinance: Town Administrator Bolton stated that we need to pick a public hearing date. It was talked about months back. It is an ordinance 31 years ago and there is a possibility that things have been made. NRRA and CRRA will be contracted to see if there are changes. Selectman Cahill stated that we have 4 private haulers and a 31 year old policy. It parallels our 100% recycling requirement, that we are not enforcing. The private haulers are not even advertising recycling. Because the ordinance is outdated the Board felt it was necessary to look at and make changes. In the meantime, we have asked the private haulers to meet at a minimum of 30%.

CBA: Information was received this morning from the Union. The Board needs to review this, send this to Town Counsel and have a meeting with him prior to any approval. Chairman Hippler stated that his thoughts are to look at it, at the next meeting. Selectman Blume stated that we talked last Thursday it seemed quick. Selectman Cahill stated that where he is on the contract is he needs confirmation from Town Counsel and would prefer we meet with him. He has read through the documents and there are some significant changes to the document. He also is going to need Finance to look at and inform us if there are any short term and long-term financial obligations. The Board agreed to for a quick review of these by the Board on Thursday, April 6th.

706 Reservoir Drive: Town Counsel is on vacation until April 18th, therefore a reply won't be ready until the May 1st meeting. Selectman Cahill stated that he has comment as this actually keeps him awake at night. We have a residence with two young adults and a small child. We also were provided with a document that indicates that something wasn't done properly and poses a safety risk. Yes there was a building permit for limited cosmetic renovations. A complete electrical service was replaced including the meter. It was not inspected by anyone. The state electrical inspector went to the site but what he could see was that it poses an overload issue. This was brought to our attention February 1st from our building inspector. There is nothing confidential about this. Selectman Cahill stated that he personally as a citizen would be happy to notify the owners that there was an inspection that was missed, as far as our inspections show. The outcome would be for the Town to legally notify the owners of what we as a Town have on file. The Board agreed that Selectman Cahill could go as a private citizen and let the residents know. Once Town Counsel gets back, if there is something we as a Board need to remediate, we can do that then.

TA & DPW Director Job Descriptions: Selectman Blume has gone over these documents and the Board will take it up at the next work session.

Police Chief Job Description: Town Administrator Bolton has gathered area police chief job descriptions. All copies will be made and put in the Board's mailboxes for the meeting on April 10th work session.

Parks and Recreation Chase Park Staff: Interviews will be scheduled for April 10th. Copies of all the staff will be left in the Board's boxes to be prepared for the interviews.

Ethics Committee: The committee is working on coming up with a mutual agreed upon date that works for all. The first meeting will be posted as soon as selected.

Vault Storage: There were a few emails today regarding the vault storage particularly regarding ballot boxes. Selectman Blume was in today to view the location. The idea is to purchase a crate to be able to hold 30 boxes. The Town Clerk has money in the budget. The Board would like to have her pursue the crate as soon as possible. Town Administrator Bolton stated that there is a musty odor and the humidifier in the basement really needs to be looked at. The Board discussed a dehumidifier but would like to see it vented to the outside. Selectman Cahill stated that he can stop by and look at it.

Town Hall Bathroom Renovations: Town Administrator Bolton stated that she stopped by and the renovation project is going along nicely. We should be done on schedule.

Library Chimney: Town Administrator Bolton will ask Library Director Clay Kriese to see if this has been scheduled.

Solar Project: The subcommittee has reached out and would like to schedule a time to come present and update on the Board to what they have been done.

Generator for Town Office Building: Chairman Hippler asked that this get added to the Administrator Report so that we don't lose track of this project. The Board encumbered funds to replace the generator to

keep the building with heat, but not for something like a whole house generator. The switch is a manual switch. To increase the generator is going to take some significant electrical work as well.

CORRESPONDENCE/OTHER BUSINESS:

Chairman Hippler stated that respond to tonight's public comment about the status of the two dump trucks. One of the trucks had no damage and was addressed by the Interim DPW Director during his department portion. The other truck was going to be taken to a truck repair facility, but will need to check with the Interim DPW Director for an update.

Chairman Hippler stated that he would like to add road side mowing tractor to the Administrator list so the Board doesn't lose track of it.

Chairman Hippler stated that we got an email from Zero Turn looking for the contract. Town Administrator Bolton will contact them with their mailing address and get them into sign the contract.

The right-to-know response from the Pratte's was late, as it was to get them on Friday. Not all of the members have responded, but Town Administrator Bolton will send what she has and resend the request for others to respond.

Selectman Blume stated that he is making the rounds to all departments/department heads. Everyone has been fantastic. He appreciates everyone's openness and felt it should be stated publicly.

Selectman Cahill stated that the Police Chief forwarded him the Henniker Town handbook and felt that it should be shared with all Board members.

Selectman Burdick asked if the Town was going to have the boat ramp repairs with asphalt this spring. The Board felt that with the shortage of staff and when the paving companies are available in Town, it will probably have to be done in the fall.

SET WORK SESSION AGENDA:

April 10, 2023:

Interviews for Park Staff

Finalize the DPW & TA Job Descriptions

Begin working on Police Chief Job Description

Being there was no further business to come before the Board, Chairman Hippler made a motion, Selectman Blume seconded to adjourn at 9:27 pm. Passed 4-0-0

ADJOURNMENT

A True Record.

Naomi L. Bolton

Naomi L. Bolton, Town Administrator