

2019 DELIBERATIVE SESSION MINUTES
FEBRUARY 9, 2019

Moderator John Foss called the meeting to order at 9:00 a.m. and asked everyone to rise for the Pledge of Allegiance.

Moderator Foss recognized Frederick Hippler, Chairman, Board of Selectman, Jack Meaney, Vice Chairman, Board of Selectmen, Sherry Burdick, Selectman, Jon Osborne, Selectman, Jan Snyder, Selectman, Laura Spector-Morgan, Town Counsel, Naomi Bolton, Town Administrator, Maureen Billodeau, Town Clerk, Lori Davis, Finance Committee Chairman.

Lori Davis, Finance Committee Chairman recognized Finance Committee members present including Tom Clow, Donna Osborne, Jim Drury, Bill Anderson, Dennis Aubin, and Chris Hague.

Moderator Foss recognized non-resident staff Sean Kelly, Police Chief, Bob Vezina, Fire Chief, Bruce Davis, All State Asphalt, Mike Sullivan, Town Librarian, Beth Rouse, Finance Administrator, and Benji Knapp, Department of Public Works Director.

Moderator Foss recognized those residents of Weare who passed away in 2018.

Moderator Foss explained the rules of order for the deliberative session- today's vote will be cast using the white colored voting card. He explained that if one is not a registered voter, they cannot participate in voting and must be seated in the designated area within the last two rows in the back. Anyone wishing to speak on an article needs to stand in line in front of the microphone. When recognized to speak, he asked that people state their name clearly prior to beginning. All speakers will be required to show their voter identification prior to speaking; only registered voters will be allowed to speak unless a majority of the voters' present decide otherwise.

A motion was made to allow people that are not residents of the town to speak to an article that is pertinent to them. The motion was seconded and passed.

Questions and/or comments will be directed to the Moderator; he will recognize people to speak and asked people to stick to the subject within the article. Amendments will be accepted and must be written on the form provided. An amendment will be voted either in favor or not and then an amendment to that amendment will be attached to that amendment if necessary. Only one amendment will be allowed on the floor at a time. An amendment cannot change the subject matter or purpose of the article as posted; the intent can be changed. If one would like to restrict reconsideration, once the article has had a final vote, a motion must be made to do so. Any voter may question a ruling by the moderator by asking to appeal the ruling to the body as a whole. A majority vote is required to overrule.

Moderator Foss proceeded onto the Warrant Articles beginning with Article 3.

ARTICLE 3

Shall the Town raise and appropriate a sum of Two Million, Five Hundred Thousand Dollars (\$2,500,000) for the purpose of preservation and rehabilitation of Town owned/maintained paved roads; Two Million, Five Hundred Thousand Dollars (\$2,500,000) of such sum to be raised through the issuance of bonds or notes under and in compliance with the Municipal Finance Act (RSA 33); to authorize the Selectmen to apply for, obtain and accept federal, state or other aid, if any, which may be available for said project and to comply with all laws applicable to said project; to authorize the Selectmen to issue, negotiate, sell and deliver said bonds and notes and to determine the rate of interest thereon and the maturity of other terms thereof; and to authorize the Selectmen to take any other action or to pass any other vote relative thereto? (3/5 Vote Required) (Recommended by Board of Selectmen)

Estimated Tax Impact for 2019 = \$0.00

Selectman Snyder moved the article as read. The motion was seconded.

Benji Knapp, Department of Public Works Director, explained that the idea behind this bond is to try to put an immediate stop to the deterioration of roads that are worthy of putting an overlay on or any method of this nature so they can concentrate their time and money on the next few years on the roads that are really bad and they need to tear up.

Bruce Davis, All States Asphalt, indicated that the largest asset that a town owns is the pavement. Everything that is bought has a service life – you buy something, you maintain it over the life of this to extend that life to keep it in a more serviceable condition; this is more efficient and less costly. He highlighted slides during the presentation. He pointed out that Weare is the second largest town, streetwise, in the State of NH; this is a lot of road to manage and maintain. He noted that the value of Weare's road network is approximately \$27,540,000 and they are currently investing 1.7 percent in their annual program towards that investment. He noted that, on average, this is on the low side comparatively to a lot of towns. He noted that a new road begins as the color black but turns gray after a few years because pavement is an organic material which oxidizes with time, water and air. When pavement is placed on a road, the next day that pavement is starting to age; it starts to change color and lose flexibility. He indicated that if the base, the gravel underneath the pavement, isn't strong enough to hold up the traffic loads the pavement doesn't flex and rebound back - the older that the pavement gets, the less it will do so. He indicated that what they are telling people now is that if you take your tax dollars and are operating in a life cycle curve, it's going to cost a fraction of building a road. Pavement ages and it is cheaper to do something often with small dollars. He indicated that they chose some items of different treatments that are more commonly used in New England: reclaim/repave, rebuild a road and generalization. \$225,000 to the mile, it could be double that or triple that, but they had to start somewhere to give a general figure to start with a service life of fifteen years. If they take a piece of pavement that has completely detonated and place an inch and a half overlay over it, this service life is going to be drastically different than if they put an inch and a half overlay on a piece of pavement that is eight or nine years old and not in bad condition. He submitted a scenario: take one mile, grind, grate, compact and put back hot mix at a cost of \$225,000

with fifteen years of extension. If taking two and a half miles with an inch and a half overlay, with twenty years of extension and a cost associated of \$187,000; 1.75 miles of surface sealing and some crack sealing. He pointed out that with current level of investment just under \$500,000 per year and doing a multitude of different things they only bought themselves 54.5 years of service life which is going backwards; they are not gaining. He highlighted another scenario: pulling the rebuilding portion out of the program and do an inch and a half overlay on two and a half miles; seven miles of surface seals; crack seal six miles will gain eighty years of service which is going ahead. He indicated that they can't do this until the roads are in a condition to do so; you cannot take junk roads and operate in a preservation mode at the lower cost unless they have a road that is fit for preservation. The key factor is to get to that point first. He advised not to rebuild the worst roads first using their operating budgets because it would be the death null or kill them.

Tom Downing, Winterberry Lane, questioning the crack repair, stated he is not clear on the time line of diminishing return.

Mr. Davis responded that this is about project selection – pavements that are brand new and have aged a few years will have a center seam noting that crack seal works great in this situation. He added that if the road has crack sealing that looks like spaghetti everywhere, this is not a good use of crack seal. Crack seal should be used very early of the pavement life.

Tom Flaherty, Sunrise Lane, inquired whether there are mitigation strategies that can be employed as policies by the highway department to prolong the life or achieve the maximum life. He stated that if they are going to spend the money he wants to know if there are things, are they doing them.

Mr. Davis replied that traffic has affected their infrastructure greatly; heavy trucks damage roads quickly. He stated that if they are going to utilize this bond for rebuilding roads, they will need to make that structure sound enough to hold and support the pavement for the traffic it receives. They need to ensure that the ditching, drainage, culverts and everything underneath that pavement is done right. He stated that water demolishes roads – it undermines the structure capacity to hold weight; it moves with the frost and the cold. He further stressed the importance of maintaining the asset early with whatever is needed whether its crack sealing, surface seals and project selection.

Tom Downing, Winterberry Lane, would like to know what other towns have successfully done in terms of the decision process on what gets fixed, when, how, are there guidelines. His concern is that, if this article passes, it gets dropped in someone's hands to make a decision but they may not necessarily have all the information.

Mr. Davis responded that he doesn't have a lot of experience with this. He sees a multitude of things: he sees the dollars given to a Public Works Director and they would see where it's fit to move these dollars; he sees CIP committees; he sees towns pulling in engineering firms to perform a road study. He pointed out that Mr. Knapp has an extensive knowledge in the gravel and base part of this area. He added that individuals from the industry can come in to advise as well.

Heleen Kurk, Mount Dearborn Road, asked to hear what Mr. Knapp's plans are.

Mr. Knapp responded that they comprised a plan together to drastically increase his yearly budget for the roads. He noted that they came up with proposing two ideas: one being this bond and one to increase their yearly road budget. Overwhelmingly with the Finance Committee, CIP Committee, the Board of Selectmen and others, everyone felt as a majority that the bond was the best way to go because they are buying product for ten years at today's price. He indicated that himself and Jack Dearborn rode every paved road in Weare and categorized them in five categories: green – ones that are more or less new; red – ones that are completely junk and need to be rehabilitated at the \$225,000 per mile; and three levels of yellow – Y3 being almost red, Y6 being in between red and green, and Y9 being almost green. He explained that the idea behind this bond is to bring almost all of the 6's back to green status and some of the 3's that would warrant putting the money into them and perhaps also doing a surface seal on a Y9 if there was money left. He stated that this would stop the deterioration of those middle line roads while they fix the roads that need to be completely rehabilitated.

Mr. Davis commented that what they are seeing with the oil industry and crude oil is that this could be another favorable year for paving with prices being historically reasonable or low comparatively to what they've seen. He indicated that changing and fluctuation in pricing will drastically affect how this bond is spent and where it goes.

Lori Davis, Buxton School Road, believes that Mr. Knapp, had indicated that the amount of sludge they use to make this stuff is decreasing and that it's not the quality that they had before where it lasted longer. She asked him to comment on this.

Mr. Knapp indicated that the one thing that he has learned by being in the business and taking classes is that one of the reasons that the asphalt doesn't last as long as it used to is because the amount of petroleum is far less than it used to be. He stated that the liquid asphalt is the bottom of the barrel after they've drawn everything else off; the garbage that is left over is what they make asphalt with.

Mr. Davis added that the liquid asphalt at the bottom of the barrel is not as flexible as it used to be.

Matt Whitlock, Collins Landing Road, feels that it is fiscally prudent to do this but can't support it for one reason only which is because he doesn't know if the town will be willing to put in the maintenance into this each year after doing this. He believes it's going to be really hard to pass this \$480,000 every year thereafter because residents will feel that the roads are great and do not need to be maintained. He indicated that he wants to see putting this into the operating budget so that it's not a question every year, it just has to be automatic.

Mr. Knapp responded that he would like this too but feels that they have to start somewhere and he felt a big push from the taxpayers this year wanting more done with the roads. He stated that the only way they can do more is to have more money. He stated that they do perform the maintenance issues each year but they can only do so much.

John Van Loendersloot, Walker Hill Road, questioned what would be the purpose of Article 19 if this bond were to be approved and how would this affect that.

Mr. Knapp replied that they would do the same thing that they have always done with the road reconstruction money which would include rebuilding the terrible roads, gravel the dirt roads, calcium chloride the dirt roads and buy culverts. He explained that this is just a resurfacing article to try to get a jump on resurfacing.

Mr. Davis added that they have to look ahead at the future because there is going to be increases in everything from the fuel that is used, the asphalt increase, etc. He indicated that if they could get that mindset, to maintain the asset they just built, that small increases to keep the status quo is something to be considered.

Moderator Foss ended the presentation to move onto the article.

Selectman Jan Snyder added that they did look into this and stated that the interest rate that it was based on was a 3.50 percent which generally, when they do give you a bond calc, the interest rate here is higher than what they might give you because they don't want to lock into anything at this time. To further this, because there is no tax impact on this bond issue for this year, the tax impact would be 39 cents per thousand the next year which, based on a \$250,000 home, would be approximately \$97.50. She explained that taking into consideration that when they do a bond issue, the first year is always the highest; each year after the principle will be reduced from the \$2.5 million so the interest will go down over the course of the years.

Lori Davis, Finance Committee Chair, was recognized to speak. The Finance Committee recommends this article. She read the recommendation that historical town road preservation funding levels not kept up with needs, and the town is falling further behind in maintaining its paved roads. It will take \$7.5 million – this \$2.5 million bond plus our traditional roughly \$500,000 annual appropriation for road maintenance – to bring town paved road up to “green” condition over the next ten years. The upfront money provided by this bond will enable the town to immediately attack deteriorating road conditions, putting off extensive (and expensive) reconstruction for perhaps a decade. It will also allow the town to avoid future cost increases due to inflation, including the fluctuating cost of crude petroleum. The Committee believes these benefits far exceed the additional interest cost of the bonds, especially considering today's relatively low interest rates. She stated that they had a meeting with the Board of Selectmen and, to reiterate, not this year but the following year there will be a \$97.50 impact on a \$250,000 home. She further reiterated that this will decrease but they wanted to make sure that they didn't mislead anybody in thinking that there is no cost to this.

Frank Campana, Quaker Street, indicated that he has a hard time buying into an article where there is no length of time given for the bond. In regards to the tax impact, he asked how the word is going to get out to people that there is no tax impact this year but there is one next year. He questioned the board's plan to make everyone aware of this.

Selectman Snyder stated that they can include it within the mailer that goes out to all the households.

Mr. Campana questioned if it can be included or will be included in the mailer. He pointed out that the Finance Committee is recommending an article in which there is no length of time given and no indication of the tax impact when the time comes.

Selectman Snyder feels that it is a great idea clarifying that she only spoke to the Chairman about including it in the mailer but hasn't spoken to the rest of the board so that is why she answered the way she did.

Mr. Campana asked the Moderator to ask the Board if they will include that information for 2020.

Moderator Foss asked for the Board's position on this.

The Board nodded in approval of including this information within the mailer.

Selectman Snyder indicated that she will add that it is a ten-year bond within the mailer.

Lori Davis, Finance Committee Chair, indicated that they have a meeting planned next Wednesday in which this has already been placed on their docket. They knew earlier in the week that they were going to need to rewrite this and give more information but as they saw with the meeting earlier, they had to get information from the Board of Selectmen before they did this. She stated that they will be adding this information in and it will go out in the mailer.

Moderator Foss announced that Article 3 would be placed on the ballot as read.

Maureen Billodeau, Town Clerk, moved to restrict reconsideration. The motion was seconded and passed.

ARTICLE 4

Shall the Town raise and appropriate as an operating budget, not including appropriations by special warrant articles and other appropriations voted separately, the amounts set forth on the budget posted with the warrant or as amended by vote of the first session, for the purposes set forth therein, totaling Six Million, One Hundred Sixteen Thousand, Three Hundred Dollars (\$6,116,300)? Should this article be defeated, the default budget shall be Six Million, Twenty-Three Thousand, Five Hundred Fifty-Four Dollars (\$6,023,554), which is the same as last year, with certain adjustments required by previous action of the Town or by law; or the governing body may hold one special meeting, in accordance with RSA 40:13, X and XVI, to take up the issue of a revised operating budget only. (Recommended by Board of Selectmen)

Selectman Hippler moved the article as read. The motion was seconded.

Selectman Hippler indicated that the operating budget this year is 1.4 percent higher than the default budget; it reflects current numbers of the cost to operate the town for 2019. He stated that the town has been on a default budget for some time and is still operating on budgetary lines that reflects costs

from previous years. The departments, department heads and selectmen have trimmed the budget, under Finance Committee recommendations, and feels confident this will be an accurate budget to move forward with for the year 2019.

Lori Davis, Finance Committee Chair, was recognized to speak. The Finance Committee recommends this article. The proposed budget \$6,116,300 budget represents a 1.4 percent increase over the 2018 operating budget; the default budget is \$6,023,554 is a 0.1 percent decrease. The town worked with the committee to bring its proposed budget down to a more affordable level. The committee believes the reduced proposed budget balances the needs of the town with what taxpayers can afford in the current economic environment.

Heleen Kurk, Mount Dearborn Road, feels that a lot of hard work has gone into this but, in the interest of transparency, there are a few things she would like to mention. The first being that it's true that the default budget compared to the proposed budget is that 1.4 percent increase. She indicated that there are some things in the default budget that they need to be aware of that are amounts that are not needed this year. She noted that they include: insurance, auditor's expense, police body camera and a part time secretary for the Police Department which totals \$107,000. She stated that the increase in real money, more than is needed, even though what they have done is legal, is \$193,000. Her second point is that she has a problem with some town employees being treated one way and other town employees being treated another way. She explained that for some, salary increases are in the budget while others have to stand alone on a warrant article. She thinks it behooves them as a town and the Board of Selectmen to decide on one or the other but not to make the difference in people serving the town. She noted that, within the proposed budget, \$40,000 goes to increase salaries for some employees; she doesn't feel that it's a fair way to serve all of their people.

Richard Butt, Old Town Road, indicated that he didn't hear a presentation in terms of what the differences are, what the increases are, and what the benefits are for the proposed budget. He noted that when they are dealing with a budget of over \$6 million he feels it deserves as much as an explanation as the road reconstruction presentation done earlier. Referencing page two of the warrant in regards to insurance, Mr. Butt stated that from what he understands this is a contractual obligation. He pointed out that the proposed budget is \$476,812 in insurances under this grouping which includes general liability, workman's comp, and unemployment insurance. These are all contracted numbers which means they are guaranteed numbers for the year. Yet, when looking at the default budget, the cost is \$568,809 for the same service for a difference of \$91,997. He asked if the board can explain why this service is so different.

Laura Spector-Morgan, Town Counsel, explained that there has been a recent amendment to the statute that defines the default budget and this statute provides a specific formula that says it's the same as last year with certain adjustments. As she understands, insurances are actually not a contract. The statute specifically says: "you shall follow the formula regardless of whether it results in a higher default budget or a lower default budget". She noted that, while the Board of Selectmen in the past has traditionally put decreases from the proposed budget into the default budget, that is no longer legal.

Mr. Butt questioned whether this applies to anything on the warrant.

Ms. Spector-Morgan responded that any reductions that are in the operating budget, those reductions don't go into the default budget by law.

Mr. Butt asked why the budget printout indicates with an asterisk that insurances are contracted if they are not contracted.

Naomi Bolton, Town Administrator, responded that they are welcome to shop anywhere they want to shop; the difficulty in shopping for insurances is that they can end up in the other direction because they look at your last five years of track record. She stated their record is not that great so they stay where they are. She pointed out that it's not really contractual because there is always someone that wants to sell you insurance. They are welcome to go anywhere they want for insurance but at what cost. She explained that each year they are performing a little bit better therefore decreasing the number but the default budget was crafted by law.

Mr. Butt stated that he didn't realize that the law was revised to prevent that from happening.

Lori Davis, Buxton School Road, asked for more clarification on this from the attorney simply because they have met with the schools and gone through two deliberative sessions with them and they have checked with their attorney and took those costs out. She is curious whether there is a rule that states the schools have to but the town doesn't.

Ms. Spector-Morgan responded that she doesn't know why the schools did this. She noted that when looking at the definition of default budget which is defined as: "the amount of the same appropriations as contained in the operating budget authorized for the previous year, reduced and increased as the case may be, by debt service, contracts and other obligations previously incurred or mandated by law and reduced by one time expenditures contained in the operating budget and by salaries and benefits of positions that have been eliminated in the proposed budget" "in calculating the default budget amount, the governing body shall follow the statutory formula which may result in a higher or lower amount than the proposed operating budget".

John Jeskevicius, Rolling Hill Drive, noted that he is speaking for residents that are on a fixed income. He stated that he has lived in this town for ten years and every year, he has seen his tax rate increase. He questioned whether there was any mechanism in the works to equalize the tax increase/decrease.

Moderator Foss asked if Mr. Jeskevicius is asking for something to be addressed through the Board of Selectmen and brought to the governing body in the future.

Mr. Jeskevicius responded yes noting that it affects every tax year that comes about.

Frank Campana, Quaker Street, wants people to keep in mind that the tax rate for the town last year went up; the overall tax rate went down two cents but had nothing to do with the Board of Selectmen. He noted that the town's rate went up 39 cents which was 10 percent. He explained that they did not return the money to reduce the taxes. He indicated that it's already been addressed about monies in the default budget that have to be kept there that they are not being assessed for; it was referred to in the handout in line "O". He stated that there are also more monies in the budget which others do not have; this issue is a decrease in the health insurance contribution both in the town's part and the employee's part. He pointed out that the town's portion is a \$43,378 decrease in the town's contribution to health insurance which is also included within the default budget. Line "O" on this and the decrease in the health insurance comes to just over \$135,000. He asked if this amount of money the town will have available that the selectmen will have available to spend if they get the default budget. The default budget is already less as indicated by \$92,000 and for him there is no good reason to vote for the proposed budget. He asked, with the town operating on a default budget for the past year, what did not get done or accomplished.

Selectman Hippler responded that he doesn't believe anything as far as emergency services was compromised. Referencing departments, he noted that if they wanted to move their department forward and purchase one item above and beyond, they were concerned about another figure that may go over or come close to, they didn't purchase it.

Mr. Campana noted, for information, that the board instituted a budget freeze sometime in October that during the budget freeze, in December 2018 they gave the departments \$97,000 to purchase items - Police Department had \$48,000, Highway Department had \$37,000; Fire Department had \$9,000; the town office and Finance Department each had a few hundred dollars. He doesn't know if some of the items purchased were actually on the 2019 list to purchase. He cited the Police Department specifically noting that there was quite a bit of money spent for part-time officers' items, including cameras, vests, tasers, and pistols. He can't imagine these items hadn't been in the operating budget over the years that they have had part-time officers budgeted for. Mr. Campana stated that he can't support a proposed budget because they will certainly have money in the default budget. He noted that the two schools had their deliberative sessions and at this point in time, they are looking at a \$487 tax increase on a \$250,000 house.

Heleen Kurk, Mount Dearborn Road, noted for point of information that the difference between the proposed and the default budget is roughly \$86,000; \$73,000 of this amount is going to specific personnel.

Selectman Hippler indicated that they set the budget freeze in place under the recommendation of the Finance Department and set the tax rate before they know what they are going to have at the end of the year. They run very conservative with their numbers to make sure they don't run into the red. He noted that the \$97,000 that came at the end was from responsible department heads managing their money.

Naomi Bolton, Town Administrator, stated that there are contracts in the proposed budget such as dispatch, hauling for the trash, accruals for retirees, etc. She explained that what they provided to the

Finance Committee is from the '18 budget to the '19 proposed are certain increases that should have transferred over. She added that there are contracts which are IT, dispatch, hauling, Avatar for Assessing, lawn care, and auditor which was an increase of \$81,641; salt stayed the same; vehicle fuel – what's approved and what's proposed for '19 is \$35,266; electricity and heat is up \$6,873. The total increase from '18 to '19 was \$234,211. She stated that they worked with the Finance Committee and whittled it down so the increase is only approximately \$86,000 in the proposed budget. She added that there are items that will be shuffled around in default - \$65,800 they have to pay just for the two dispatches and the trash.

Selectman Hippler indicated that this is the town deliberative session and understands that the taxes are going up for the school. He asked that people not penalize the municipality for what the schools are doing.

Tom Downing, Winterberry Lane, pointed out that the average median income, per google search, of New Hampshire is \$65,000 and the median income of Weare is close to \$90,000. He feels that there should be some discussion in regards to fixed income residents, specifically retirees. He noted that everything costs more but incomes are up, unemployment is low, the job market is good and most folks have the opportunity to make more money. He stated that the town is growing and they need more money for services. He asked the taxpayers to consider this. He added that keeping the town budget the same every year is going to put them in the hole on everything.

Naomi Bolton, Town Administrator, moved the question. The motion was seconded.

Moderator Foss announced that the question has been moved and seconded. He recognized another speaker that has not spoken on this article yet.

Travis Corcoran, Quaker Street, referencing the last statement indicated that costs do go up but if taxes go up in step with the overall inflation rate, he feels this is reasonable. He pointed out that the five years he has been a resident, taxes have gone up at the inflation rate or higher every single year; his taxes are up 25-30 percent over that time. He feels that they have already been paying more.

Moderator Foss announced that Article 4 would be placed on the ballot as read.

Maureen Billodeau, Town Clerk moved to restrict reconsideration. The motion was seconded and passed.

ARTICLE 5

Shall the Town raise and appropriate the sum of Forty-One Thousand, Six Hundred Twenty-Six Dollars (\$41,626) to be used for raises for non-union Town and Library personnel? If approved, this addition would become part of the annual budget.

Estimated tax impact = \$0.05

Selectman Meaney moved the article as read. The motion was seconded.

Selectman Meaney explained that the purpose of this article is to make salary and wage adjustments for non-union employees for the town and the library. The amount in this year's article was calculated by an across the board 3 percent increase that's in keeping with what the union employees also get.

Lori Davis, Finance Committee Chair, stated that the Finance Committee recommends this article. This article provides merit-based pay raises, averaging 3 percent for non-union town and library employees. This represents a cost of living raise that is reasonable and appropriate in today's economy. The Committee would note that this raise, if adopted, would be in addition to raises for public works employees in Article 6 and for firefighters in the operating budget.

Richard Butt, Old Town Road, noticed that the Finance Committee stated that this is merit based but it isn't stated this way on the article. He questioned whether this is merit based.

Selectman Meaney stated that the Board of Selectmen didn't indicate that its merit based.

Mr. Butt questioned whether it was three percent or two percent last year.

Selectman Meaney responded that it was two percent last year except those under the collective bargaining agreement.

Mr. Butt asked if they did away with the merit base system.

Selectman Meaney responded yes stating that this is a straight across the board raise.

Moderator Foss announced that Article 5 would be placed on the ballot as read.

Naomi Bolton, Town Administrator, moved to restrict reconsideration. The motion was seconded and passed.

ARTICLE 6

Shall the Town raise and appropriate the sum of Twenty-Six Thousand, Seven Hundred Ninety-Three Dollars (\$26,793) to cover the cost of increasing the hourly wages within the Department of Public Works by One Dollar (\$1) for each employee? This represents wages, payroll taxes, and New Hampshire System contributions for nine (9) months. If approved, this addition would become part of the annual budget with an estimated annual cost of Thirty-Five Thousand, Seven Hundred Four Dollars (\$35,704).

Estimated tax impact = \$0.03

Selectman Osborne moved the article as read. The motion was seconded.

Selectman Osborne explained that this increase will help in hiring and retaining good personnel for the DPW; last year they had several openings and it took almost a year to finally fill them with the competition between the other towns and contractors.

Lori Davis, Finance Committee Chair, indicated that the Finance Committee recommends this article. The Committee believes this \$1 per hour pay increase is necessary to attract and retain employees at a time when the economy is strong and our wage structure has fallen too far behind surrounding communities and the private sector.

Richard Butt, Old Town Road, announced that he has an amendment.

Moderator Foss read the proposed amendment: Shall the town raise and appropriate the sum of \$26,793 to cover the cost of increasing the hourly wages within the Department of Public Works by \$1 for each employee and to increase the Public Works Director salary by \$8,000. This represents wages, payroll taxes and NH System contributions for 9 months. If approved, this addition would become part of the annual budget with an estimated annual cost of \$46,364. Moderator Foss clarified that the amendment is inserting to increase the Public Works Director salary by \$8,000.

Laura Spector-Morgan, Town Counsel, questioned whether Mr. Butt is proposing to increase the total appropriation as well or just adding in the \$8,000.

Mr. Butt responded that the total appropriation would change as a result of the \$8,000.

Ms. Spector-Morgan asked if he would raise and appropriate a total of \$34,793 instead of the \$26,000.

Mr. Butt responded that he guessed noting that he left the \$26,793 in there for the \$1 an hour increase for employees and added the \$8,000 for the Public Works Director. He noted that the last line indicates what the total would be for the entire annual budget. He guesses that the total does change by the \$8,000.

It was questioned whether it should be three-quarters of the \$8,000 for 9 months.

Mr. Butt responded that the \$8,000 is for 9 months. The bottom line for the entire year is more than \$8,000.

Discussion occurred in regards to the appropriation amount.

Ms. Spector-Morgan clarified that it would need to include the total appropriation of the \$34,793 which represents \$1 per hour DPW employee increase and the \$8,000 for the Public Works Director for 9 months.

Mr. Butt indicated that he doesn't have any documentation or statistical data to back up that the Public Works Director needs an increase, however, there are other department heads that have received significant increases over the past year or two of upwards of \$10,000. In looking at the responsibility of the Director relative to the number of people and the impact that this department has on the community, he feels that this is justification. As far as he knows, the Public Works Director has not received any increases outside of the annual 2 or 3 percent increase. He doesn't want to jeopardize the \$1 per hour increase for the DPW employees.

Moderator Foss asked if people were clear as to the intent of the amendment to the article; to increase the salary of the Public Works Director by \$8,000.

Chris Hague, Abijah Bridge Road, speaking for the Finance Committee, indicated that they did make note about the other raises and that DPW needs a raise. Speaking on behalf of herself, she noted that she is not clear as to how the language will read; she assumes that before they vote on the amendment it will be clarified. She noted that she would like a wage survey to make sure that this is enough. She agrees with the intent of this noting that they have a very capable and underpaid Director but this may be a higher number. She feels that it would be good for the town to do a responsible survey and propose an article next year. She stated that they need to know the basis for any number that they propose noting that the number could be higher.

Neal Kurk, Mount Dearborn Road, noted his agreement with Ms. Hague. He doesn't feel that this is the way to increase salaries – they don't have any comparables, they haven't done research and don't have the numbers to put within the article to make it accurate. He feels that there is a problem across the board in the salaries they are paying their department leaders. He feels that it's time to look at this on an overall basis. He asked that this proposed amendment be defeated and the selectmen be given the opportunity to look at an across the board approach. He shares the views that they do need to raise these but wants it done in a rational basis and not emotionally on the floor of the town deliberative session.

Jack Dearborn, Gould Road, feels that Mr. Knapp deserves to get higher than he is getting. He whole heartedly supports the \$8,000 and also supports reviewing other department heads that have been hired and may be warranted more than their regular raise each year.

Lori Davis, Buxton School Road, agrees with Mr. Kurk in regards to the need to look at salaries since there are unusual highs and lows but feels that the Board of Selectmen needs to do their surveys constructively and thoughtfully. She is concerned by the new article that is being proposed because they do know that they have problems getting people hired for the highway department. She is afraid, with the change that they are now making to raise taxes, they are going to jeopardize the badly needed raises that they need for the highway people that they want to hire and would hate to see this article get "tanked" because they are overreaching.

Tom Clow, Concord Stage Road, feels that they should wait to see what the total cost is so that the amount includes not only the salary increase but whatever the retirement contributions, FICA, etc. would be so that they have an accurate figure.

Laura Spector-Morgan, Town Counsel, explained that the additional \$8,000 for this year would result in additional taxes and contributions to the New Hampshire Retirement System of approximately \$1,570. This would increase the total appropriation for the article to \$36,363; for a full year of a \$10,000 annual raise, that would result in taxes and contributions of approximately \$1,800 for a total of \$11,803 and would change the estimated total annual cost to \$47,507.

Matt Whitlock, Collins Landing Road, objects to the wording of this as written. He pointed out that the article indicates that they are going to raise the wages for hourly employees by \$1.00 an hour and going to raise the salary for the Director by \$8,000. He noted that salary is always annual so they would need to indicate what the annual salary is being raised to.

Gary Hopper, Buxton School Road, noted that it's discerning to him that they are raising somebody's salary at a deliberative session without going through the process. His concern is with setting a precedent of this being abused in the future.

Richard Butt, Old Town Road, doesn't disagree with the comments in regards to a process but feels that this raises a concern – the Board of Selectmen has ignored a legitimate increase for the Public Works Director. They have not done any studies and is not sure if they would be done; he doesn't feel that there is anything wrong with giving the Public Works Director an increase now. He questioned whether a process was followed when the Board of Firewards gave the Fire Chief a \$10,000 salary increase in which the residents didn't have an opportunity to vote upon. He doesn't disagree with the \$1.00 per hour increase for the Fire Department which was done without voter approval – it's within the operating budget. He does not disagree that they need it but does disagree that there is a process not being followed. Mr. Butt feels that the Board of Selectmen is being inconsistent as to how they apply these. He is just highlighting an issue that the selectmen should've addressed a year ago.

Neal Kurk, Mount Dearborn Road, noted that they were warned by this article that there was a proposal to raise the cost of hourly workers in the Highway Department; the proposed amendment talks about changing the salary of a person in the Highway Department. He questioned whether this is a legal amendment or whether it succeeds the scope of the article about which they were warned.

Laura Spector-Morgan, Town Counsel, responded that she believes it's legal because they are still talking about wages for that department's employees. She understands that what was warned was hourly wages and not salaried wages. She thinks it is subsumed within the subject matter but can't guarantee that a court would agree.

Tom Downing, Winterberry Lane, is concerned with the precedence this would set. He does agree with a lot of the concerns that Mr. Butt has but doesn't feel that this is the proper process in order to do this. His biggest concern with the amendment is that it would be defeated and the people that the \$1.00 makes more of a difference to in the immediate term would lose out on this.

Heleen Kurk, Mount Dearborn Road, feels that there is a disparity between people who get something in the proposed budget and people that have to work outside of that. She feels that the board needs to make a decision to have it one way or the other way. She feels that what Mr. Butt has done is brought it up to the top so that it needs to become one of the top priorities in the future.

There being no further comments, Moderator Foss re-read the proposed amendment: "Shall the town raise and appropriate the sum of \$36,363 to cover the cost of increasing the hourly wages within the Department of Public Works by \$1 for each employee and to increase the Public Works Director salary by \$8,000. This represents wages, payroll taxes and NH System contributions for 9 months. If approved, this addition would become part of the annual budget with an estimated annual cost of \$47,507.

Moderator Foss stated that there has been a request that there be a secret ballot. He gave people a half hour to vote.

Moderator Foss announced that there were 38 yes votes and 50 no votes; the Article 6 amendment failed. He explained that they go back to the original article and re-read "Shall the town raise and appropriate the sum of \$26,793 to cover the cost of increasing the hourly wages within the Department of Public Works by \$1 for each employee. This represents wages, payroll taxes and NH System contributions for 9 months. If approved, this addition would become part of the annual budget with an estimated annual cost of \$35,704". An estimated tax impact of 3 cents.

Moderator Foss announced that Article 6 would be placed on the ballot as read.

Maureen Billodeau, Town Clerk, moved to restrict reconsideration. The motion was seconded and passed.

ARTICLE 7

Shall the Town raise and appropriate the sum of Ninety-Nine Thousand, Five Hundred Seventy-Six Dollars (\$99,576) to hire two (2) full-time Firefighter/EMTs? This represents the wages, taxes, and benefits for six (6) months, and certain one-time expenses. If this article is approved the wage line for part time EMT/Firefighters will be reduced by Thirty-Nine Thousand, Three Hundred Twelve Dollars (\$39,312); and will become part of the annual operating budget with an estimated annual cost of One Hundred Seventy-One Thousand, One Hundred Fifty-Two Dollars (\$171,152).

Estimated tax impact = \$0.07

Selectman Meaney moved the article as read recognizing Chief Vezina to speak on this. The motion was seconded.

Fire Chief Robert Vezina indicated that they are looking to hire two full time firefighters/EMTs to augment their existing force and replace some of their existing force which is the per diem program. He explained that the reason he is there with a full-time staffing plan is because they are experiencing growth and what is demanded of them for service. He noted that, in an effort to address future needs,

they need to start building towards a solution; this is a piece of this puzzle. He pointed out some of the issues that they currently face within the department. He explained that to address the issues he predicts that the model that they are currently in will not be able to be used five years from now. He believes they should start incrementally adding staff to get to where they can provide the services needed.

Lori Davis, Finance Committee Chair, was recognized to speak. The Finance Committee recommends this article. She read the recommendation with so many of our residents working out of town, Weare lacks sufficient reliable on call and per diem firefighter/EMTs to provide around the clock coverage. This results in daytime scheduling difficulties and a dramatically longer response time in the evening and night shifts. These two new full-time positions represent a first step in dealing with the daytime issues. The Fire Chief and Board of Firewards indicated they are in a position of transitioning to a hybrid department complemented by per diem and on call personnel.

Tom Downing, Winterberry Lane, spoke of a personal incident noting that he lives five minutes from the Fire Station but it took them twenty minutes to get to his house. He is in favor of the proper staffing and asked if there are any rough projections in five years. He questioned how many people are they going to ultimately need to hire.

Chief Vezina feels that the model that they are currently in is a viable option for the foreseeable future – it puts two people in the station going forward. He explained that the build out of this is to add two people at a time, over time, to get to eight; this is the goal. He clarified that this article commits to two people and doesn't commit to any future years. He stated that he will be back in the future to add some people to this.

Neal Kurk, Mount Dearborn Road, noted that if they were to go along with this, at the end of the four years they would be spending approximately an additional \$680,000 a year; eight people at \$85,000.

Chief Vezina responded that this is the plan but the timeline is what is acceptable to the taxpayers in this process.

Frank Campana, Quaker Street, thanked the board for a number of these articles that pertain to personnel indicating what the full twelve months would cost. He hopes this is a practice that will stay in place. He asked whether the \$39,000 is a one-time reduction.

Chief Vezina responded that this reduction would be included within the 2019 operating budget which would continue forward.

Mr. Campana noted that it would not then be a one-time number.

Chief Vezina responded that to be correct noting that it would be reducing the operating budget by \$39,312.

Mr. Campana noted that it's not only personnel within this article questioning what effect this would have on operating costs including turn out gear, uniforms, training, etc.

Chief Vezina pointed out that within the \$99,000, year one cost they looked at wages, included a small amount in overtime, benefits, protective clothing, fees associated with hiring, etc. He noted for the two people the one-time costs are \$14,000 so the annual recurring costs that are included within this article, six months costs, is \$85,576.

Mr. Campana asked what changes in the building needs to be done to accommodate twenty-four hour coverage. He doesn't feel that this building was designed for twenty-four hour coverage.

Moderator Foss indicated that the question posed was outside of the scope of the article.

John Lawton, Oak Hill, pointed out that the tax rate shown is only for six months and the annual tax rate increase is going to be fifteen cents and change.

Tom Clow, Concord Stage Road, spoke in support of this article noting that when this was presented to the Finance Committee it was a very thorough presentation of the needs of the department and the short comings under the present system.

Moderator Foss announced that Article 7 would be placed on the ballot as read.

Maureen Billodeau, Town Clerk, moved to restrict reconsideration. The motion was seconded and passed.

ARTICLE 8

Shall the Town raise and appropriate the sum of Thirty-Two Thousand, One Hundred Sixty Dollars (\$32,160) representing both wages and taxes for nine (9) months, to increase the Call Force wage line for costs associated with standby pay. If this article is approved, this addition would become part of the annual operating budget with an estimated annual cost of Forty-Two Thousand, Eight Hundred Eighty Dollars (\$42,880).

Estimated tax impact = \$0.04

Selectman Meaney made a motion for an amendment.

Moderator Foss read the amendment: Shall the Town raise and appropriate the sum of Thirty-Two Thousand, One Hundred Sixty Dollars (\$32,160) representing both wages and taxes for nine (9) months, to increase the Fire Department Call Force wage line for costs associated with standby pay. If this article is approved, this addition would become part of the annual operating budget with an estimated annual cost of Forty-Two Thousand, Eight Hundred Eighty Dollars (\$42,880). He clarified that the amendment is inserting the Fire Department within the article.

The motion for the amendment was seconded.

Fire Chief Vezina noted that one of the issues they have is response time but also trying to ensure that they have people committed to responding to calls in those call force hours from 10:00 p.m. to 7:00 a.m. which represents approximately twenty one percent of the calls that they receive - most of which are of an emergency nature. He explained that what this is attempting to do is to secure those responses ahead of time by providing standby pay.

Lori Davis, Finance Committee Chair, was recognized to speak. The Finance Committee recommends this article. She read the recommendation that currently, the fire stations are not manned between 10:00 p.m. and 7:00 a.m. On call firefighter/EMTs who are scheduled to be available during these hours are not paid unless they respond to an incident. As a result, it is increasingly difficult to fill the schedule. This article provides for an hour of pay for each four hours one is on call, compensating individuals for the sacrifices in lifestyle they make in order to be available. The Committee believes this is fair and just, is likely to alleviate filling the schedule, and provide greater safety to town residents.

Frank Campana, Quaker Street, asked if it would be possible to indicate, to the voters, what the tax impact would be using today's assessed valuation within the mailer.

Tom Downing, Winterberry Lane, asked what the problem at hand is questioning whether the problem is the actual scheduling of the on-call people or is the problem with having enough people that actually respond that are volunteers. He questioned, if this passes, will this ensure or guarantee that people receiving this pay will respond 100 percent.

Chief Vezina replied that this money does lock in those responders that they would be available. He noted that what they are trying to do is secure available people with some compensation. He explained this is also money that is available to come back out of the budget as they get into more coverage in later years.

Moderator Foss re-read the amendment: Shall the Town raise and appropriate the sum of Thirty-Two Thousand, One Hundred Sixty Dollars (\$32,160) representing both wages and taxes for nine (9) months, to increase the Fire Department Call Force wage line for costs associated with standby pay. If this article is approved, this addition would become part of the annual operating budget with an estimated annual cost of Forty-Two Thousand, Eight Hundred Eighty Dollars (\$42,880). He clarified that the amendment is inserting the Fire Department within the article.

The amendment to the article passed.

Moderator Foss announced that Article 8 would be placed on the ballot as amended.

Maureen Billodeau, Town Clerk, moved to restrict reconsideration. The motion was seconded and passed.

ARTICLE 9

Shall the Town raise and appropriate the sum of Six Thousand, Forty-Six Dollars (\$6,046) to increase the hourly wage and number of hours for an Animal Control Officer (ACO)? This represents wages and payroll taxes for six (6) months. If approved, this addition would become part of the annual budget with an estimated annual cost of Fifteen Thousand, One Hundred Fifteen Dollars (\$15,115).

Estimated tax impact = \$0.01

Selectman Burdick moved the article as read and asked that Police Chief Kelly speak to this. The motion was seconded.

Police Chief Sean Kelly indicated that the town has been without an Animal Control Officer for approximately a year and a half explaining that they have been through three hiring cycles in an effort to refill this position. He explained that a significant factor that they have been receiving feedback on is the wages that are being offered to the per diem unpredictable schedule. He pointed out that the article would increase the wages to nearly \$4.00 an hour which is still \$1.00 or so less than the regional average. He is hopeful that this would enable them to attract a per diem Animal Control Officer to the town.

Lori Davis, Finance Committee Chair, was recognized to speak. The Finance Committee recommends this article. She read the recommendation that currently, Weare does not have an animal control officer, as no one has come forward to work at the rate the that town pays. As a result, police officers must respond to many calls about loose animals, resulting in a less than ideal use of their time. The Committee supports this article because the relatively small additional cost here will allow our police officers to return to their other, more important functions.

Clarence Gardner, John Connor Road, asked if, in the past, money has been appropriated and sitting in an account somewhere in which this is going to add to.

Laura Spector-Morgan, Town Counsel, responded that money that is appropriated in a given year but not spent lapses so it's not sitting anywhere; it goes into the general fund.

Moderator Foss announced that Article 9 would be placed on the ballot as read.

Maureen Billodeau, Town Clerk, moved to restrict reconsideration. The motion was seconded and passed.

ARTICLE 10

Shall the Town raise and appropriate the sum of Thirty-Nine Thousand, Nine Hundred Sixty-Four Dollars (\$39,964) to hire a School Resource Officer (SRO)? Of the Thirty-Nine Thousand, Nine Hundred Sixty-Four Dollars (\$39,964) the sum of Nineteen Thousand, Seventy-Five Dollars (\$19,075) will be received from the School Districts. This represents wages, taxes and benefits for six (6) months, and certain one-time expenses. If approved, this addition would become part of the annual budget with an estimated annual cost of Eighty-Five Thousand, Sixty Dollars (\$85,060).

Warrant articles regarding the School Resource Officer (SRO) must pass in both School Districts and the Town in order to be approved.

Estimated tax impact = \$0.02

Selectman Meaney moved the article as read. He feels that this is an important article for the future of the citizens and children of this town. He pointed out some of the incidents that have occurred over the years adding that there has been a drug increase with vaping and other issues going on, it's completely out of control. He believes that, instead of being short sighted, they should be looking out to the future of their children and having somebody available at the schools may thwart some of the incidents that occur on a daily basis.

The motion was seconded.

Police Chief Kelly noted that there is a belief or understanding that there is currently a School Resource Officer at the schools which is clearly not the case. He shared a personal story that has impacted him relative to why a School Resource Officer is needed. He feels that having their youths engaged with the police in an environment where they are building faith and trust moves the generational effort forward. He hopes this will be considered.

Lori Davis, Finance Committee Chair, was recognized to speak. The Finance Committee does not recommend this article. She read this article appears in all three warrants this year (town and both schools). For the article to be adopted, a majority of voters in each district must support it. The SRO would be a member of the Weare Police Department and would split his or her time among the three paying entities: Weare schools and John Stark during the school year and the town of Weare during times the schools are not in session. The SRO is not there primarily to provide protection to students against violent incidents unless they happen to occur while the officer is at the specific school at the time. The Committee is concerned that the position duplicates functions already supported by school staff, may require a cruiser, and may take an officer from our existing police force, as the police union contract provides a preference for hiring from within. The Committee believes that higher priority must be given to other town/school needs.

Rosemarie Gilman, Old Town Road, noted that she works at John Stark High School and spoke in regards to incidents that occurred in the school speaking of previous SRO officers. She personally felt much safer having SRO officers on premise and visiting with students and would love to see it again.

Gary Hopper, Buxton School Road, believes in the concept but questioned as to what precludes the Police Chief from having his officers go into the schools periodically and getting to know the kids. He asked why they specifically need an SRO officer.

Chief Kelly responded that for the last four years or so this has been the practice when time permits. He indicated that it's not merely the amount of time that needs to be dedicated to that faith and trust building.

Karen Braz, Concord Stage Road, indicated that she was formerly a John Stark High School nurse and fully supports this. She stated that there is no way to value the position of one individual as an SRO officer day in and day out. She noted that the rapport they are able to develop and interdisciplinary approach that they have is invaluable.

Christine Heath, Reservoir Drive, spoke in support of this article noting that she works in a district which has multiple SRO's and also have police officers walking through on a weekly basis. She stated that the purpose of the SRO's is to build relationships with the students and the purpose of the other officers are for them to learn the building in case of an emergency. She indicated that this is a very positive item and wants residents to know that they will be adding to the police force and not taking away from it.

Tom Downing, Winterberry Lane, feels that the presence of a police officer alone portrays a certain image and helps for the assurance of the level of comfort received and to have someone to go to. He noted that trust doesn't build overnight and feels that having an officer at the school every once and awhile does do this; having the frequency and exposure builds this relationship.

Tom Clow, Concord Stage Road, stated that, in general, he is in favor of this article but has a concern in regards to an SRO being spread too thin with the coverage of three different schools. He noted that this is not a person to prevent a major incident but what they don't know is how many things don't occur because somebody out there knows that there is a police officer there.

Frank Campana, Quaker Street, indicated that he has been to two school board deliberative sessions and noted that he was going to highlight from a powerpoint presented from the high school which he feels applies to the Weare School District also. He stated that it indicates the core values of John Stark to include: individual academic growth, social awareness and community involvement. He added that the school's focus on school safety included ALICE training for teachers and students. He pointed out that they have a program in which they are implementing and feels that they seem to be doing okay. He added that it appears that they are also addressing academic social and emotional needs of students. What gets him in the specific article for the SRO officer is "building a positive community relationship with students and the Police Department". His issue with this is, although it sounds like it has merits, he wonders how much indoctrination may be included within this. He is not in favor of supporting an officer friendly type of person especially with programs that the schools seem to have in place and seems to be successful. Mr. Campana inquired as to the estimate of budgetary items; how will this affect the operating budget. He has concerns in regards to a vehicle.

Chief Kelly indicated that ALICE training is an acronym for: to alert, lock down, inform, come back and evacuate; it's a Police Department initiative. He indicated that the department has certified ALICE instructors and are the ones training the school to deliver this critical lifesaving training to the schools. In response to the vehicle, the Chief indicated that the vehicle an SRO would have is an asset that is already existing that, when it is not being used for patrol, will be permitted to be used by the SRO. He stated that a School Resource Officer just makes sense and is about building relationships and their presence at the schools is immeasurable. He expressed his feelings in support of this article.

David Erikson, Poor Farm Road, asked if an SRO officer would spend a small amount of time in the elementary school but mostly share the time between the middle and high schools.

Chief Kelly responded that the idea is that, in essence, they would be dividing their time principally between the high school and the middle school; on an as needed basis they would be at Center Woods Elementary School. To date, he explained that there are no set hours as to how many hours they would be at one place or another noting that he would advise against that simply because it's a needs based item. An SRO officer should have the flexibility to move from one to another as needed.

Mr. Erikson wonders if the training for an SRO officer is different from the training of a patrol officer.

Chief Kelly responded that it is different explaining that there is a national resource for that training: The National Association of School Resource Officers. They are certified as basic or advanced SROs.

Mr. Erikson believes that a trained, committed School Resource Officer would make a very significant difference but does require a very special individual with special training.

Rosemarie Gilman, Old Town Road, indicated that she has been trained in the ALICE training and also part of training students for ALICE but, by itself, feels that it is not enough. She stressed the need of having someone in the schools noting that teachers can't do all of this.

Matt Whitlock, Collins Landing Road, asked if there was a cost estimate for the advanced SRO training and whether it would be added to the operating budget if this article passes.

Chief Kelly doesn't know the cost right now but noted that it would be able to be covered under the current budget training line.

Tom Downing, Winterberry Lane, in regards to the ALICE training, indicated that as much as the staff wanted to be involved it was too busy to be accelerated. He feels a School Resource Officer most certainly, with more ability from a time perspective, can help advance this training. He highlighted a personal experience with bullying which he feels was handled very poorly explaining it wasn't because of the people trying to handle it but they just weren't comfortable in the situation; they didn't know what to do and didn't know what the legal responsible was. He believes having a Resource Officer available for the staff would be more than helpful. He stated that the schools don't have the resources they need to deal with these types of instances.

Rachel Cisto, Dustin Tavern Road, spoke of the benefits of a School Resource Officer while she was in school at John Stark High School.

Moderator Foss stepped down to speak as a resident. He highlighted his 38-year career serving in schools and noted that in the schools that he worked in that had School Resource Officers, they were

significantly better. He explained this was because there was another person in the school who could be looking, not at the academics, but the atmosphere within the school which he feels is a critical component. He encouraged a positive vote on this issue.

Selectman Meaney stated that they have responsibilities as adults because they have the future in their hands for the young people. He feels that the biggest things to having a School Resource Officer is to help them with the future of us, of this town, and the state to ensure the kids receive the best education they can by giving them the best possibility to get the best education without all the intrusions.

Moderator Foss announced that Article 10 would be placed on the ballot as read.

Maureen Billodeau, Town Clerk moved to restrict reconsideration. The motion was seconded and passed.

ARTICLE 11

Shall the Town raise and appropriate the sum of Thirty-Nine Thousand, Nine Hundred Sixty-Four Dollars (\$49,554) representing the cost of adding one (1) additional full time police officer to the existing Police Department? This represents the wages and benefits for nine (9) months, and certain one-time expenses. If this article is approved, this would become part of the annual operating budget with an estimated annual cost of Eighty-Five Thousand, Sixty Dollars (\$85,060).

Estimated tax impact = \$0.06

Selectman Hippler indicated that he was going to go to the floor to make an amendment.

He moved the article with an amendment: Shall the Town raise and appropriate the sum of Thirty-Nine Thousand, Nine Hundred Sixty-Four Dollars (\$39,964) representing the cost of adding one (1) additional full-time police officer to the existing Police Department? This represents the wages and benefits for six (6) months. He stated that the change would be for six months rather than 9 months. This motion was seconded.

Moderator Foss read the full amendment: Shall the Town raise and appropriate the sum of Thirty-Nine Thousand, Nine Hundred Sixty-Four Dollars (\$39,964) representing the cost of adding one (1) additional full-time police officer to the existing Police Department? This represents the wages and benefits for six (6) months, and certain one-time expenses. If this article is approved, this would become part of the annual operating budget with an estimated annual cost of Eighty-Five Thousand, Sixty Dollars (\$85,060). He pointed out that the change is six months not nine months and \$49,554 to \$39,964.

Selectman Hippler indicated that this proposed police officer would allow the town to have 24-hour police coverage; currently the town is not covered by Weare officers between the hours of 3:00 a.m. to 7:00 a.m.

Police Chief Kelly explained that the Weare Police Department operates from 7:00 a.m. until 3:00 a.m., seven days a week. There is no police coverage from 3:00 a.m. to 7:00 a.m. He noted that the State Police assists when they are available per a handshake agreement between himself and a Troop Commander in Bow. He explained that they asked the State Police, per counsel, if they would enter into an agreement in writing so that they could reduce the liability they were experiencing as a town by this loose agreement. The State Police indicated that they would be happy to but because they are a community of 9,000+ residents, they would need to enter into a contract with a dollar amount associated with this; they would have to pay a State Police officer at an overtime rate from 3:00 a.m. to 7:00 a.m. in order for them to guarantee that they would be able to fulfill the terms of the contract. He stated that the amount would be tens of thousands more than what they are asking for with a full-time officer. He pointed out that over 300 calls for service in 2018 came through the dispatch center between 3:00 a.m. to 7:00 a.m.; in 2018 the State Police log shows that they responded here approximately 150 times which is assisting less than fifty percent of the time. He noted that people have to think about whether they want a thirteenth officer to provide the level of service that they want but understand the consequences if they don't.

Lori Davis, Finance Committee Chair, was recognized to speak. The Finance Committee does not recommend this article. She read that the Committee does not believe a case has been made for the benefits that would justify the cost of adding a police officer. The Committee believes this decision should be deferred until a new police chief has reviewed the situation.

Clarence Gardner, John Connor Road, indicated that Chief Kelly addresses the hours that Weare doesn't have police coverage and pointed out that this article doesn't say that this is what that is for.

Neal Kurk questioned, if for six months the cost is \$39,964, whether it changes the \$85,060 annual figure.

Moderator Foss was advised that the annual figure includes a uniform allowance.

Moderator Foss re-read the amendment to be voted upon: Shall the Town raise and appropriate the sum of Thirty-Nine Thousand, Nine Hundred Sixty-Four Dollars (\$39,964) representing the cost of adding one (1) additional full-time police officer to the existing Police Department? This represents the wages and benefits for six (6) months, and certain one-time expenses. If this article is approved, this would become part of the annual operating budget with an estimated annual cost of Eighty-Five Thousand, Sixty Dollars (\$85,060).

The amendment passed.

Richard Butt, Old Town Road, moved to amend the article by adding a sentence after officer to the existing Police Department by adding "to provide for 24-hour coverage".

Moderator Foss stated that the amendment is to add the phrase "to provide for 24-hour coverage".

Mr. Butt noted that this article provides for 24-hour coverage and feels that the amendment to add this would clarify this to others.

The amendment was seconded.

Moderator Foss re-read the amendment: Shall the Town raise and appropriate the sum of Thirty-Nine Thousand, Nine Hundred Sixty-Four Dollars (\$39,964) representing the cost of adding one (1) additional full-time police officer to the existing Police Department to provide for 24-hour coverage? This represents the wages and benefits for six (6) months, and certain one-time expenses. If this article is approved, this would become part of the annual operating budget with an estimated annual cost of Eighty-Five Thousand, Sixty Dollars (\$85,060).

Sandy Pierre, South Stark Highway, asked for clarification as to whether this proposed officer would work the graveyard shift seven days a week.

Chief Kelly responded that this additional officer would enable the department to schedule, within the terms of collective bargaining, to have officers 24 hours a day.

Ms. Pierre asked if there would be 24/7 coverage if this article passes.

Chief Kelly responded yes. He clarified that by hiring one additional person, they would be able to staff 24 hours a day, 365 days a year.

Bill Anderson, East Road, is skeptical that one additional position added is going to be able to cover the 3:00 a.m. to 7:00 a.m. He understands the goal, however, historically they have had difficulties in having all their current positions filled at any given time. He feels that it would be a mistake to tie this into this article that they are going to have 24-hour coverage. He noted that the perception on one additional officer position is going to magically translate into 3:00 a.m. to 7:00 a.m. coverage.

Lori Davis, Buxton School Road, indicated that there are currently two people on reserves; one is out for six months but available on weekends and another that will be going. She stated that there is no way that they can cover full-time when there are people out on reserve without asking others to work overtime and overworking their officers; they will not be able to do this effectively. She would like to know, if this passes and they cannot deliver 24-hour coverage without going into overtime, what the consequences are going to be, how they are going to fix this, and how they are going to explain this to the taxpayers.

Chief Kelly knows it sounds odd that the addition of one officer would enable them to provide 24-hour coverage but in collective bargaining, with this additional person, they are able to fill out a 24-hour a day chart, 7 days a week. Would there be absences, he responded yes. They have been projecting this for some time and those would have to be filled with overtime. He stated that if the town approves this position, then there are enough people through collective bargaining for them to

provide the position. He added that today they do not have the necessary people to fulfill a 24-hour clock and to the extent this position is filled, they will.

Matt Whitlock, Collins Landing Road, inquired if this amendment passes to add the phrase to provide for 24-hour coverage, would this obligate the Police Department “to provide 24-hour coverage”. He noted that its being stated that it’s the intention to but if there are people out, maybe they wouldn’t be able to. He asked if the amendment passes and the article passes, would they be liable for not providing 24/7 coverage.

Laura Spector-Morgan, Town Counsel, doesn’t believe there would be any liability. She believes what this amendment does is clarify the purpose of adding this officer. They heard the intention is to schedule people for 24 hours but if someone calls in sick there is clearly nothing that can be done about that.

Donna Osborne, South Stark Highway, noted her concern with putting the 24 hours on this amendment for the fact that they will be receiving a new chief this year and their respects may not be the same and they may use the addition in a different concept.

Moderator Foss noted that it is his understanding that this would not prevent the new chief from making adjustments to the schedule of not filling this purpose.

Tom Downing, Winterberry Lane, indicated that he is seeing comments from the Finance Committee on many articles about waiting for a new Police Chief. He pointed out that the current chief is here through April and, from what he can tell, has done a fantastic job over the years in this town. He asked why they wouldn’t make decisions based upon the progress and the opinions of the chief in which he feels has been successful rather than waiting for a new person. He stated that if people feel this is important, then they should vote for it now.

Tom Clow, Concord Stage Road, supports the article and the amendment because he feels that it adds clarity and gives an added purpose for supporting it. He feels that the need for an additional officer and to fill the uncovered time period in the morning is necessary.

Moderator Foss read the amendment: Shall the Town raise and appropriate the sum of Thirty-Nine Thousand, Nine Hundred Sixty-Four Dollars (\$39,964) representing the cost of adding one (1) additional full-time police officer to the existing Police Department to provide for 24-hour coverage? This represents the wages and benefits for six (6) months, and certain one-time expenses. If this article is approved, this would become part of the annual operating budget with an estimated annual cost of Eighty-Five Thousand, Sixty Dollars (\$85,060). He clarified that this amendment is to add to provide 24-hour coverage.

The amendment passed.

Frank Campana, Quaker Street, provided information contained within the 2006 Town Report indicating that the then Police Chief made a statement: “support and approval of voters for additional officers to man the department 24/7 have resulted in public safety and protection as well as enhanced enforcement to the town the size of Weare”. He noted that at that point of time there was abuse of overtime and doesn’t know how this figured into the 24-hour coverage but, in fact knows, that it was acknowledged there was an officer that was voted on and they had 24-hour coverage. He doesn’t know what has changed now. Acknowledging a chart within that report for calls for service, he pointed out that there were just over 8,500 calls for service and in last year’s Town Report there were 5,181 calls for service. He noted that there were 3,400 less calls for service last year as opposed to 2006. Mr. Campana questioned as to what this officer adds to the operating budget expenses. Referencing article 10, he believes it was mentioned that the SRO could be used in the Weare Police Department. He feels that if the SRO article gets approved, it could figure into the 24-hour coverage pointing out that schools have several long weekends, vacation breaks and are only in session for 180 days.

Chief Kelly stated the question is what has changed since the town meeting in 2006 that Mr. Campana referred to. He noted that what changed was that voters agreed to a contract which allowed for them to have 24-hour coverage based on the staffing that they have today. He has to work within the bounds of the contract that’s between the people and the officers; until this is fulfilled there is nothing that he can do.

Moderator Foss announced that Article 11 would be placed on the ballot as amended.

Maureen Billodeau, Town Clerk, moved to restrict reconsideration. The motion was seconded and passed.

ARTICLE 12

Shall the Town raise and appropriate the sum of Seventeen Thousand, Seven Hundred Ninety Dollars (\$17,790) representing the cost of adding one day per week of operation to the Weare Public Library, including turning one part-time position into a full-time position? This represents wages and benefits for eight (8) months. If approved, this addition would become part of the annual budget with an annual cost of Twenty-Six Thousand, Six Hundred Eighty-Five Dollars (\$26,685).

Estimated tax impact = \$0.02

Selectman Snyder moved this article as read. The motion was seconded.

Selectman Snyder indicated that this article is intended to provide wages, taxes and benefits resulting in library services of one day a week, Friday, of which the Weare Public Library is currently closed.

Michael Sullivan, Library Director, explained that the reason for this article is because the library is getting busier, their circulation is up fourteen percent since 2016, and the amount of programming they do as interest and educational has doubled. He pointed out that they have added hours to the

library twice in the past couple of years but didn't need to increase staff or budget for those; they found them within the budget. In order to open another day, they don't have the budget to do so.

Neal Kurk, Finance Committee, was recognized to speak. The Finance Committee recommends this article. He read the recommendation that this article would allow the library to open on Fridays for ten hours and upgrade the children's librarian from a part-time to a full-time position. Over the past few years, there has been a significant increase in library use by both adults and children, yet the library budget has been reduced. The Committee agrees with the library trustees that the benefit of the additional services is well worth the relatively small cost involved.

Brenda Cannon, Grandview Drive, spoke in support of this article stating that the library does a lot for their children. She highlighted summer programs and the adult programs. She feels that the library is working on becoming that area in which everybody goes as a community center.

Moderator Foss announced that Article 12 would be placed on the ballot as read.

Maureen Billodeau, Town Clerk, moved to restrict reconsideration. The motion was seconded and passed.

ARTICLE 13

Shall the Town raise and appropriate the sum of Forty-Seven Thousand, Four Hundred Sixty-One Dollars (\$47,461) for the purchase of one (1) fully equipped police cruiser? (This will be replacing an existing cruiser.)

Estimated tax impact = \$0.05

Selectman Meaney moved the article as read. The motion was seconded.

Chief Kelly indicated that over the last two years they have acquired four new police vehicles to begin replacing a decrepit fleet. He explained that, in the two years preceding the replacement of the first batch of cars, they had spent almost \$100,000 on repairs. He stated that they have put together a carefully developed plan between the Police Department, the Capital Improvement Committee and the Selectmen in order to present a fleet replacement plan that will essentially flat line their costs. He feels that it doesn't make sense for them not to continue this plan. He noted that one of the things that came up during the course of this year was whether they should be going with another Charger which are all wheel drive vehicles or looking at something with a greater ground clearance such as an SUV style vehicle to replace yet another car. His first reaction was to look at an SUV stating that there are certain roads during certain times of the year they avoid unless it's an emergency. He noted that the cost of an SUV was going to be more so he went with the least expensive alternative that also allowed them with an all-wheel drive vehicle. He noted that his successor may prefer an SUV but the difference in costs between this \$47,000 for a Dodge Charger and an SUV could be absorbed into the

operating budget with no increase in taxes. He recommends continuing down the path of replacing cars annually rather than repairing old vehicles.

Neal Kurk, Finance Committee, was recognized to speak. The Finance Committee does not recommend this article. He read the Police Department has been provided four new cruisers in the past two years. This has resulted in a decrease in cruiser maintenance from \$57,000 down to \$16,000. Although five are needed to properly conduct patrolling, the decision about the type and number of new vehicles – another Charger or a four-wheel drive vehicle – should be made by the next Police Chief.

Selectman Meaney stated that putting this off for another year means they will have old vehicles in the fleet in which they will have to pay for maintenance. As for as difference for costs, he noted that the proposal is for \$47,461 for a new cruiser; the price is fitted for a Dodge Charger but in the next article there is also an SUV that the Fire Department is proposing which comes with the same specs as the police vehicle for \$48,000. He stated that the question is whether they want to keep running junk or replace them as they had originally about four years ago when the Finance Committee proposed that they get five cars all at once. This would put this in rotation; if they throw this rotation off by a year, they'll have costs starting to exceed on vehicles that should probably start to come out of the rotation.

Neal Kurk, Mount Dearborn Road, referenced the Chief's statement that even if this article passed at \$47,000 and the vehicle he wished to purchase cost more than that, he would be able to take money from his operating budget to spend for this vehicle. He asked if the town appropriates \$47,000 can more be spent even if this money is available.

Laura Spector-Morgan, Town Counsel, responded yes they can. She clarified that the \$47,000 that would be appropriated with this article can't be spent on anything else but if there is money in the operating budget, it can be used to supplement this article.

Moderator Foss announced that Article 13 would be placed on the ballot as read.

Maureen Billodeau, Town Clerk moved to restrict reconsideration. The motion was seconded and passed.

ARTICLE 14

Shall the Town raise and appropriate the sum of Forty-Eight Thousand Dollars (\$48,000) for the purchase of one (1) fully equipped vehicle to be used as the Fire Chief's car and to fund this appropriation by withdrawing the Forty-Eight Thousand Dollars (\$48,000) from the Fire Department Replacement Vehicle & Equipment Special Revenue Fund. (Recommended by Board of Selectmen)
Estimated tax impact = \$0.00

Selectman Hippler moved this article with an amendment on the floor. He read the amendment to change the Fire Chief's car to the Fire Department's Command Vehicle. The motion was seconded.

Neal Kurk, Finance Committee, was recognized to speak. The Finance Committee recommends this article. He read the recommendation this four-wheel drive vehicle would serve as a command post for communicating with fire personnel and be able to access the town's many class VI and private roads. It would be paid for from money in the department's special revenue fund, which is supported by ambulance use payments. The Committee determined that, even with this expenditure (and those in Articles 15 and 16), the projected fund income will be sufficient to pay for planned fire truck and ambulance purchases in 2023 and 2025.

Moderator Foss read the amendment: Shall the Town raise and appropriate the sum of Forty-Eight Thousand Dollars (\$48,000) for the purchase of one (1) fully equipped vehicle to be used as the Fire Department's Command Vehicle and to fund this appropriation by withdrawing the Forty-Eight Thousand Dollars (\$48,000) from the Fire Department Replacement Vehicle & Equipment Special Revenue Fund.

The amendment to the article passed.

Moderator Foss announced that Article 15 would be placed on the ballot as amended.

Maureen Billodeau, Town Clerk, moved to restrict reconsideration. The motion was seconded and passed.

ARTICLE 15

Shall the Town raise and appropriate the sum of Twenty-Five Thousand Dollars (\$25,000) for the purchase of one (1) semi-rigid rescue boat and to fund this appropriation by withdrawing the Twenty Five Thousand Dollars (\$25,000) from the Fire Department Replacement Vehicle & Equipment Special Revenue Fund? (Recommended by Board of Selectmen)

Estimated tax impact = \$0.00

Selectman Meaney moved the article as read. The motion was seconded.

Fire Chief Vezina indicated that this article replaces the current inflatable boat which was acquired in 2004 which has a number of different issues with it including: PVC degradation with the UV light, leaking and is incredibly slow.

Neal Kurk, Finance Committee, was recognized to speak. The Finance Committee recommends this article. He read the recommendation the department's current boat is an old inflatable in poor conditions. As such, it lacks the rapid response time necessary in an emergency. The new boat would have a rigid hull and could respond rapidly in an emergency situation. It would be paid for from money in the department's special revenue fund, which is supported by ambulance use payments. The Committee determined that, even with this expenditure (and those in Articles 14 and 16), the projected fund income will be sufficient to pay for planned fire truck and ambulance purchases in 2023 and 2025.

John Lawton, Oak Hill Road, inquired whether the \$25,000 is just for a boat or a boat, motor, and trailer.

Chief Vezina responded that the cost is for all three components.

Mr. Lawton questioned the size of the motor that they currently have.

Chief Vezina believes it is currently 20 horsepower.

Mr. Lawton inquired as to what size motor they would be looking at.

Chief Vezina replied they would be looking at the same size motor or something slightly bigger.

Mr. Lawton inquired whether the current motor is not operational; can they use the current motor on a new boat noting that outboard motors are very expensive.

Chief Vezina responded that it's technically usable on a new boat.

Mr. Lawton asked if they considered doing this versus getting a new motor.

Chief Vezina replied that they looked at this as a package.

Matt Whitlock, Collins Landing Road, indicated that he and Heleen Kurk would like to know where the boat is stored noting that it has been stated that it has suffered some UV degradation. He asked if it's stored outside whether it can be stored inside.

Chief Vezina responded that it is inside indicating that the boat is 15 years old and when it's outside its receiving direct sunlight.

Mr. Whitlock hopes that if this passes that the department will take care of a new one.

Moderator Foss announced that Article 15 would be placed on the ballot as read.

Maureen Billodeau, Town Clerk, moved to restrict reconsideration. The motion was seconded and passed.

ARTICLE 16

Shall the Town raise and appropriate the sum of Forty Thousand Dollars (\$40,000) for the purchase of four (4) thermal image cameras and to fund this appropriation by withdrawing the Forty Thousand Dollars (\$40,000) from the Fire Department Replacement Vehicle & Equipment Special Revenue Fund? (Recommended by Board of Selectmen)

Estimated tax impact = \$0.00

Selectman Hippler moved the article as read. The motion was seconded.

Fire Chief Vezina explained that thermal imaging allows them the ability to see in a smoke-filled environment and can also be used at night to search for people using their heat signature. He indicated that the cameras they currently have are between thirteen to fourteen years old.

Neal Kurk, Finance Committee, was recognized to speak. The Finance Committee recommends this article. He read the recommendation these thermal imaging cameras would replace aged and unreliable units that are used in both fire and EMS emergencies. They improve visibility of objects in a dark or smoke-filled environment, benefitting both the firefighter and the public. They would be paid for from money in the department's special revenue, fund, which is supported by ambulance use payments. The Committee determined that, even with this expenditure (and those in Articles 14 and 15), the projected fund income will be sufficient to pay for planned fire truck and ambulance purchases in 2023 and 2025.

Frank Campana, Quaker Street, asked what the life expectancy of these are.

Chief Vezina responded that he would expect to get ten years out of these cameras.

Moderator Foss announced that Article 16 would be placed on the ballot as read.

Maureen Billodeau, Town Clerk, moved to restrict reconsideration. The motion was seconded and passed.

ARTICLE 17

Shall the Town raise and appropriate the sum of Two Hundred Fifteen Thousand Dollars (\$215,000) for the purpose of purchasing a new 10-wheel plow truck?

Estimated tax impact = \$0.25

Selectman Osborne moved an amendment to the article: Shall the Town raise and appropriate the sum of Two Hundred Fifteen Thousand Dollars (\$215,000) for the purpose of purchasing a new fully equipped 10-wheel plow truck?

Moderator Foss indicated that the amendment to the article is to add full equipped after the word new.

The amendment was seconded.

Neal Kurk, Finance Committee, was recognized to speak. The Finance Committee recommends this article. He read the recommendation noting the Committee sees a continuing need to replace the town's plow truck fleet. Eight of the eleven plow trucks are ten or more years old. This article will replace a 2002 6-wheeler with a 10-wheeler; the increased capacity will make winter plowing

operations more efficient. This purchase continues the town's three-year effort in this area, with the expectation of reduced maintenance costs in the future.

Frank Campana, Quaker Street, pointed out that the highway truck and equipment fund has a \$36,000 balance in it. He asked whether any of this balance is being used to offset the \$215,000. Referencing the skid steer in article 18, he pointed out that it shows \$20,000 to be withdrawn from the Transfer Station Equipment Capital Reserve Fund and then a final amount to be raised. He is looking for consistency and an explanation. He would presume that any money from the truck and equipment fund is not going to be used to offset.

Benji Knapp, DPW Director, responded that they didn't use anything out of the capital reserve fund for the plow truck.

Mr. Campana stressed that he wonders why there is no consistency either to use capital reserve money or not use capital reserve money; one article does and one article doesn't.

Naomi Bolton, Town Administrator, pointed out that, this year, it's not going into the capital reserve fund to be spent. \$215,000 is the amount on the article being asked for; the \$35,000 that is in there she would guess can be used if there is a breakdown or repair. The idea was not to drain it completely so that there is something there.

Chris Hague, Abijah Bridge Road, stated that this is a safety issue both ways: it's a safety issue for people on the roads and the drivers. She noted that the age of the trucks makes them untrustworthy so they need to think about safety.

The amendment to the article passed.

Moderator Foss read the article as amended: Shall the Town raise and appropriate the sum of Two Hundred Fifteen Thousand Dollars (\$215,000) for the purpose of purchasing a new fully equipped 10-wheel plow truck?

Moderator Foss announced that Article 17 would be placed on the ballot as amended.

Maureen Billodeau, Town Clerk, moved to restrict reconsideration. The motion was seconded and passed.

ARTICLE 18

Shall the Town raise and appropriate the sum of Seventy Thousand Dollars (\$70,000) for the purpose of purchasing a new skid steer with Twenty Thousand Dollars (\$20,000) to be withdrawn from the Transfer Station Equipment Capital Reserve Fund and Fifty Thousand Dollars (\$50,000) to be raised by taxation? (Recommended by Board of Selectmen)

Estimated tax impact = \$0.06

Selectman Osborne moved the article as read. The motion was seconded.

Selectman Osborne indicated that this replaces the 2005 skid steer that they have at the transfer station. He indicated that it has become electrically undependable informing people that an employee became trapped in it in December for over an hour. He was notified that it happened again yesterday stating that this is unacceptable. He pointed out that it has brought in over \$800,000 of income into this town and feels that its time that they replace it.

Neal Kurk, Finance Committee, was recognized to speak. The Finance Committee recommends this article. He read the recommendation the skid steer owned by the town is fourteen years old and is in such poor condition that a substitute has had to be rented occasionally (at \$1200 per week). In the past, the town has rejected this replacement, but it is now well past time to replace this workhorse of the transfer station and reduce maintenance costs. The \$70,000 cost will be reduced by \$20,000 drawn from the transfer station capital reserve fund. The Committee supports this article as a more cost-effective means of meeting the town's need.

Moderator Foss announced that Article 18 would be placed on the ballot as read.

Maureen Billodeau, Town Clerk, moved to restrict reconsideration. The motion was seconded and passed.

ARTICLE 19

Shall the Town establish a Road Reconstruction and Maintenance Capital Reserve Fund under the provisions of RSA 35:1 for the purpose of road maintenance and reconstructing roads; and to raise and appropriate the sum of Four Hundred, Eighty Thousand Dollars (\$480,000) to be placed in said fund with an estimated amount of Two Hundred Eighty-Four Thousand, Four Hundred Eighty-One Dollars (\$284,481) anticipated to be received from the State of New Hampshire Highway Block Grant (pursuant to RSA 235) and the remaining estimated balance of One Hundred Ninety-Five Thousand, Five Hundred Nineteen Dollars (\$195,519) to be raised by taxation? Further, to name the Board of Selectmen as agents to expend from said fund? (Recommended by Board of Selectmen)
Estimated tax impact = \$0.23

Selectman Osborne moved the article as read. The motion was seconded.

Selectman Osborne indicated that this is an ongoing article that they see every year for road reconstruction and maintenance. He explained that the only difference this year is that they are trying to create a capital reserve fund so that any funds at the end of the year that the Director of Public Works hasn't spent will go into a capital reserve fund to be used during the winter or next year. He noted that it generally goes back into the general fund.

Neal Kurk, Finance Committee, was recognized to speak. The Finance Committee recommends this article. He read the recommendation that the Committee supports this recurring article funding

maintenance and repair of the town's roads. State funding helps reduce the cost to taxpayers. This article goes hand in hand with Article 3 (the road preservation and rehabilitation bond), but regardless of the outcome on Article 3, this article must pass if we are to maintain our existing roads. The Committee would note that by establishing a capital reserve fund, this article would insure that money appropriated but unspent in any given year to be carried over and used only for roads in the following year.

Frank Campana, Quaker Street, noted that it doesn't indicate who are the agents to expend.

Moderator Foss responded that it's within the last sentence of the article.

Mr. Campana inquired as to the difference between establishing a capital reserve fund and encumbering that money at the end of the year.

Laura Spector-Morgan, Town Counsel, responded that if you encumber money it can only be done for a limited period of time and with a capital reserve fund, to the extent that the money is not spent, it will be there to be used indefinitely.

Mr. Campana questioned whether encumbered money needs a plan attached to it.

Ms. Spector-Morgan responded that the way she understands encumbering, yes, there does need to be a plan attached to it.

Naomi Bolton, Town Administrator, stated that its always been her understanding that when you encumber you do have to have a plan; a specific item that you are encumbering for.

Mr. Campana asked the board if they could look into if encumbered money has to be spent on something specific.

Ms. Spector-Morgan stated that the statute says to encumber it has to one of two things: there either has to be a legally enforceable obligation created by contract or otherwise to any person for the expenditure, this would be for a specific plan; if the amount is appropriated under a special warrant article, such as this one, the local governing body, which is the selectmen, may at a properly noticed meeting held before the end of the fiscal year vote to treat that appropriation as encumbered for a maximum of one additional fiscal year. It could be encumbered at the end of the year for one additional year without a specific plan.

Mr. Campana questioned whether the selectmen, after today, are able to change the wording in an article.

Moderator Foss responded no.

Tom Clow, Concord Stage Road, supports the article noting that it makes sense to have the capital reserve fund giving immediate access of funds when needed. He noted in the past the board had to have a purchase order in hand in order to encumber money.

Tom Downing, Winterberry Lane, referencing the anticipated revenue, questioned whether this is a matching fund where the \$195,000 is required to be raised in order to receive those funds.

Moderator Foss responded no.

Mr. Downing indicated, in theory, they can still get the \$284,000 and they wouldn't have put \$195,000 away.

Moderator Foss responded that to be correct.

Richard Butt, Old Town Road, for clarification asked if Article 3 is principally for maintenance and rehabilitation of roads. Article 19 is for reconstructing road and pointed out that the words maintenance is included within the wording. He stated that at one point in time there was \$40,000 in the operating budget for maintaining gravel roads that was removed. He questioned whether \$40,000 from part of the \$480,000 is going to be used for gravel roads.

Benji Knapp, DPW Director, responded that to be correct.

Mr. Butt asked what the \$480,000 allows them to do on an annual basis on reconstructing a road; how many miles.

Mr. Knapp responded that the average number is approximately \$225,000 per mile to totally rehabilitate three inches of asphalt. He explained that this road reconstruction is the same one they have seen over the years; it goes towards maintenance, reconstruction, etc. He stated that if the bond passes, they can get a big jump on their maintenance; what they do with this isn't really going to change – they are still going to crush gravel for dirt roads, buy calcium chloride for dirt roads, reconstruct a mile to a mile and a half of paved road, crush glass, rent equipment, hire a contractor, etc.

Discussion occurred in regards to money for gravel roads and crushed glass being taken out of the operating budget.

Mr. Butt asked if a decision was made by the Board of Selectmen to satisfy a request by the Finance Committee to reduce the operating budget pointing out that one was partially removed and the other was fully removed.

Moderator Foss responded yes.

Mr. Butt asked the board why they removed the \$40,000 and another approximately \$15,000 out of the operating budget and now being required to take it out of money within article 19.

Selectman Hippler responded that there were cuts made in the operating budget to satisfy a recommendation from the Finance Committee to give an operating budget that was acceptable for both parties. He stated that these funds have always come from the road reconstruction. He noted that some of the glass crushing bi-product that's used can be used in the bottom road base. He personally did not agree with taking this out of the operating budget due to the fact that the state mandates that the transfer station manage it and feels that crushing it is managing of the glass. He feels this is an operating expenditure from the transfer station.

Moderator Foss announced that Article 19 would be placed on the ballot as read.

Maureen Billodeau, Town Clerk, moved to restrict reconsideration. The motion was seconded and passed.

ARTICLE 20

Shall the Town raise and appropriate the sum of One Hundred Five Thousand Dollars (\$105,000) to be added to the previously established Bridge Reconstruction Capital Reserve Fund for the purpose of erecting, repairing and/or replacing bridges? (Recommended by Board of Selectmen)
Estimated tax impact = \$0.12

Selectman Osborne moved the article as read. The motion was seconded.

Selectman Osborne explained that this is the third year of four years of payment and is for three bridges within the town.

Neal Kurk, Finance Committee, was recognized to speak. The Finance Committee recommends this article. He read the recommendation three of the town's bridges are in need of major repair; they are River Road bridge and Lull and Francestown Road culverts. A state grant will cover 80 percent of the costs but the town must have the other 20 percent set aside or the state money will go to projects in other towns. The town's cost share for these projects is expected to be \$400,000. This will be the third of four years' funding for these projects.

Moderator Foss announced that Article 20 would be placed on the ballot as read.

Maureen Billodeau, Town Clerk, moved to restrict reconsideration. The motion was seconded and passed.

ARTICLE 21

Shall the Town raise and appropriate the sum of Nineteen Thousand Dollars (\$19,000) for the purpose of having an architectural/engineering survey done on the property on Quaker Street (Ineson

Field) and East Road (former Alma Shmid property), for future recreational fields expansion capabilities?

Estimated tax impact = \$0.02

Selectman Burdick moved the article as read. The motion was seconded.

Selectman Burdick indicated that the \$19,000 would be used for architectural/engineering study on Ineson Field and the former Alma Shmid property to look at expanding the athletic fields.

Neal Kurk, Finance Committee, was recognized to speak. The Finance Committee does not recommend this article. He read this article would fund an engineering site assessment of Ineson Field and the former Alma Shmid property for athletic/recreational purposes. The CIP committee was not provided with data about the current use of the two properties that would support expansion. Moreover, the former Alma Shmid property has an estimated eight to ten years' worth of gravel which the town is in the process of removing.

Richard Butt, Old Town Road, spoke in opposition of this article and feels that Parks and Rec has been all over the place for the past three or four years. He stated that in order to build something you need to have money and believes it would be a waste of money to do a study if there is no money to build or develop the fields. He asked how many grants have been applied for by Parks and Rec noting that maybe this is something that can be done through a grant.

Melissa Drury, Oak Hill Road, stated that Parks and Rec have applied for grants in the past.

Moderator Foss announced that Article 21 would be placed on the ballot as read.

Maureen Billodeau, Town Clerk, moved to restrict reconsideration. The motion was seconded and passed.

ARTICLE 22

Shall the Town raise and appropriate the sum of Sixty-Six Thousand, Five Hundred Dollars (\$66,500) to be added to the previously established Government Building and Maintenance Capital Reserve Fund for the purpose of re-roofing the safety complex? (Recommended by Board of Selectmen)

Estimated tax impact = \$0.08

Selectman Snyder moved the article as read. The motion was seconded.

Selectman Snyder indicated that this article would provide funding for re-roofing of the safety complex from the Government Building and Maintenance Capital Reserve Fund. She stated that there is significant deterioration, curling of shingles and high risk of leaks. She indicated that there was no ridge vent in the original construction approximately sixteen years ago.

Neal Kurk, Finance Committee, was recognized to speak. The Finance Committee recommends this article. He read the recommendation the roof on the safety complex is in need of replacement before it begins to leak. The shingles are curling badly (they look like potato chips). The Committee believes that putting the money in the capital reserve fund now for this project will prevent spending more money later.

Matt Whitlock, Collins Landing Road, stated that only getting sixteen years out of a shingled roof doesn't sound like a lot. He questioned whether there will be a better lifetime if they do this again.

Selectman Snyder responded yes explaining that the intent is to put in fifty year architectural shingles on and proper venting.

Moderator Foss announced that Article 22 would be placed on the ballot as read.

Maureen Billodeau, Town Clerk, moved to restrict reconsideration. The motion was seconded and passed.

ARTICLE 23

Shall the Town raise and appropriate the sum of Ten Thousand Dollars (\$10,000) for cemetery improvements and fund this appropriation by authorizing the withdrawal of said sum from Cemetery Trust Funds Cy Pres Account? (Recommended by Board of Selectmen)
Estimated tax impact = \$0.00

Selectman Hippler moved the article as read. The motion was seconded.

Selectman Hippler indicated that these funds would be used to make improvements and repairs to the town's cemeteries to include damaged stone walls, boundary markings and fencing. He noted that if the money is not used in 2019, it will return to the account.

Neal Kurk, Finance Committee, was recognized to speak. The Finance Committee recommends this article. He read the recommendation these funds are used to maintain the interior of town cemeteries. This is funded through withdrawal from the Cemetery Trust Fund and has no tax impact.

Moderator Foss announced that Article 23 would be placed on the ballot as read.

Maureen Billodeau, Town Clerk, moved to restrict reconsideration. The motion was seconded and passed.

ARTICLE 24

Shall the Town raise and appropriate the sum of Six Thousand, Five Hundred Dollars (\$6,500) for the purpose of purchasing fireworks for the 2019 Weare Patriotic Celebration? (Recommended by Board of Selectmen)

Estimated tax impact = \$0.01

Selectman Hippler moved the article as read. The motion was seconded.

Selectman Hippler indicated that the article is to pay for the fireworks display during the Patriotic Celebration; without these funds they will not draw enough of a crowd for the carnival.

Neal Kurk, Finance Committee, was recognized to speak. The Finance Committee recommends this article. He read the recommendation the Committee believes that fireworks are important for the success of our yearly patriotic celebration.

Clarence Gardner, John Connor Road, noticed that the website had indicated that the celebration for last year was canceled.

Selectman Hippler indicated that the patriotic celebration wasn't canceled it was Old Home Days that was canceled.

Neal Kurk, Mount Dearborn Road, pointed out that some of the articles contain the statement "recommended by Board of Selectmen" and on other articles there is no such statement. He asked for explanation as to the significance of this. Also, when the Finance Committee makes their recommendation it does positive and negative recommendations. He pointed out that the selectmen don't appear to have any negative recommendations.

Laura Spector-Morgan, Town Counsel, responded that the statutes require that the selectmen make recommendations on certain articles; articles that put money into or take money out of a capital reserve fund or expendable trust fund and similar situations such as these. She stated that it is not required on special articles or simply raising and appropriating money. She stated that, in theory, the Board of Selectman wouldn't put an article on the warrant that it didn't recommend.

Mr. Kurk asked what they take from the absence of a recommendation on articles that the selectmen could have not put on the warrant but chose to put on the warrant and chose to make no recommendation.

Ms. Spector-Morgan stated that statute doesn't require recommendations on all articles just some of them.

Mr. Kurk asked the selectmen as to why did they not recommend or fail to make a positive or negative recommendation on these other articles in which they were under no obligation to make a recommendation.

Moderator Foss re-stated as to why the negatives weren't placed on the warrant.

Selectman Hippler noted it's for the reason as stated by the Town Counsel. He indicated that it was discussed at the board level and it was their consensus that, if they put it on the warrant article, that they recommend it as a board. Again, he stated that the ones they have to put on recommended by the board of selectmen by law they do, otherwise, it's implied that they support it because they put it on the warrant.

Tom Clow, Concord Stage Road, stated that they have always been on there before and believes it will confuse people to now only have certain ones recommended.

Moderator Foss announced that Article 24 would be placed on the ballot as read.

Maureen Billodeau, Town Clerk, moved to restrict reconsideration. The motion was seconded and passed.

ARTICLE 25

Shall the Town raise and appropriate the sum of Thirty Thousand Dollars (\$30,000) to allow the Conservation Commission to secure contracted services with a Licensed Forester for forestry services including plan updates, harvest layout, harvest management, forest inventory, invasive species control and other related services, and fund this appropriation by authorizing the withdrawal of that sum from the Town Forest Account? (Recommended by Board of Selectmen)

Estimated tax impact = \$0.00

Selectman Burdick moved the article as read. The motion was seconded.

Andy Fulton, Hemlock Drive, stated that this is a recurring article that allows the Conservation Commission to manage the town forests and allows the town forest account to be utilized. He pointed out that the \$30,000 is not a lump sum, it's a total or cap on what the allowance for the year will be. He explained that each time they have their forester undertake work they do that with an agreement/contract for services be it inventorying a parcel or writing a report, or professional services rendered. He noted that it comes before the Conservation Commission before any work is done and any expenditure is made.

Neal Kurk, Finance Committee, was recognized to speak. The Finance Committee recommends this article. He read the recommendation the Committee believes that professional management of the town's forests through the employment of a licensed forester is a wise use of resources to the continuing benefit of the town. This article is funded out of the town forest account and has no tax impact.

Keith Erf, Flanders Memorial Road, in regards to discussion within the previous article with respect to the recommendation by the Board of Selectman, questioned whether the board was required to

recommend article 24 for the fireworks pointing out that there was a recommendation on that article. He believes the point that people were making is, if they recommend it, insert the statement that they recommend it whether they are required to or not.

Moderator Foss stated that he believes people are looking for consistency noting that this will be taken under consideration and the board will address this at some future date.

Moderator Foss announced that Article 25 would be placed on the ballot as read.

Maureen Billodeau, Town Clerk, moved to restrict reconsideration. The motion was seconded and passed.

ARTICLE 26

Shall the Town raise and appropriate the sum of One Hundred Fifty Thousand Dollars (\$150,000) for the Conservation Commission expenditure toward the purchase of new town forest land, and fund this appropriation by authorizing the withdrawal of that sum from the Town Forest Account? (Recommended by Board of Selectmen)

Estimated tax impact = \$0.00

Selectman Burdick moved the article as read. The motion was seconded.

Steve Najar, Weare Conservation Commission Vice Chair, indicated that the town forest account receives this funding from the good forest management that they do. He explained that because of the way the state law is structured, the town has to authorize the expenditure every year. He noted that if a good parcel comes available at a reasonable price, this makes the money available to add to the existing land base for the Town of Weare.

Neal Kurk, Finance Committee, was recognized to speak. The Finance Committee recommends this article. He read the recommendation the Committee believes that having funds available to purchase land to add to the town forests helps to foster the rural character of our community. If no lands are purchased, the money remains in the town forest account. This article is funded out of the town forest account and has no tax impact.

John Lawton, Oak Hill, indicated that he is in favor of this in theory. He stated that the town has thousands of acres of conservation land but very little of it is set up for public access as far as trails, etc. He asked if the commission can give some type of update on this area.

Mr. Najar indicated that they have heard this comment quite a few times and the Conservation Commission actually had a survey of town forest lands. They completed the actual survey and have some recommendations. As far as the public access for the town, he stated that all the major parcels are on the town's website with access to some good information. He stated that they didn't hear enough from people that they are really interested in putting a lot of money into developing a trail network. It would be another appropriation that they would have to look at.

Tom Flaherty, Sunrise Lane, indicated that there is a loss of tax revenue of the land becoming owned by the town. He pointed out that it states that there is no tax impact but noted that there really is indirectly. He wondered if this is something that people should understand.

Selectman Burdick responded that most are in current use which would only be a loss of \$300 to \$400.

Mr. Flaherty asked if it would be insignificant amounts that would be loss.

Selectman Burdick responded yes.

Mr. Najar stated that Weare has a proud heritage of doing active management so whenever there is a harvest, there's a severance tax which the town gets. He stated that they are keeping these forests working, they are supporting small businesses, loggers, sawmills, and foresters. He noted that the idea of taking something off of the tax rolls isn't easy to monetize.

Andy Fulton, Conservation Commission Chair, indicated that one thing to keep in mind that with any purchase they make as a town, their abilities are very limited. He noted that there shouldn't be any concern that they are buying up all the land to take it off the tax rolls. They are trying to do a responsible stewardship of natural resources for the town.

Moderator Foss announced that Article 26 would be placed on the ballot as read.

Maureen Billodeau, Town Clerk, moved to restrict reconsideration. The motion was seconded and passed.

ARTICLE 27

Shall the Town authorize the Board of Selectmen to dispose of the tax deeded property located on Dustin Tavern Road, Tax Map 411, Lot 42.2 consisting of a dwelling and 10.78 acres by public auction or sealed bid?

Selectman Snyder moved the article as read. The motion was seconded.

Selectman Snyder indicated that this article would allow the Board of Selectmen the authority to sell this 2012 tax deeded property by public auction or sealed bid. When this is sold it will be placed back on the town's tax warrant.

Moderator Foss announced that Article 27 would be placed on the ballot as read.

Maureen Billodeau, Town Clerk, moved to restrict reconsideration. The motion was seconded and passed.

ARTICLE 28

Shall the Town authorize the Board of Selectmen to dispose of the following land only tax deeded property by public auction or sealed bid?

#109-013	South Stark Highway	10.29 acres
#401-003	Reservoir Drive	6.67 acres
#403-242	Boyce Road	7.28 acres
#408-129	Mt. William Pond Road	19.53 acres
#410-187	Gettings Road	5.04 acres

Selectman Snyder moved the article as read. The motion was seconded.

Selectman Snyder indicated that the purpose of this article is to allow the Board of Selectmen the authority to sell these tax deeded, land only, properties over five acres by public auction or sealed bid. When they are sold, they will be placed back on the town's tax warrant.

Steve Najar stated that he was concerned that this didn't go through the Conservation Commission. He asked whether they know what the timber value is on the 20-acre parcel.

Naomi Bolton, Town Administrator, stated that in 1994 there was a warrant article that indicated that if you wanted to take tax deeded property over five acres and put it back out, it had to be put out by sealed bid or public auction. She indicated that they haven't talked about putting any of these out pointing out that a few may come back because they are new and they may want to pay their taxes.

Moderator Foss announced that Article 28 would be placed on the ballot as read.

Maureen Billodeau, Town Clerk, moved to restrict reconsideration. The motion was seconded and passed.

ARTICLE 29

We, the residents of Weare, NH, petition to have Chase Park access limited to Weare residents and other permitted users only? **(By Petition)**

Tom Downing, Winterberry Lane, stated that he thought it was already restricted to Weare residents only.

Selectman Hippler responded that somebody can purchase a permit as an out of town resident.

Mr. Downing inquired whether this is proposing that no out of towners are going to be able to purchase a permit if this is passed.

Selectman Hippler responded as they read it no.

Mr. Downing asked what they thought it means.

Selectman Hippler indicated that is a good question stating that this is a petition article and not brought forth by the Board of Selectmen.

Chris Hague, Abijah Bridge Road, asked if this was passed, had legal review and was determined that they couldn't do this – then it wouldn't happen.

Selectman Hippler responded that to be correct. He believes it may have been brought forth due to parking issues.

Moderator Foss announced that Article 29 would be placed on the ballot as read.

Maureen Billodeau, Town Clerk, moved to restrict reconsideration. The motion was seconded and passed.

ARTICLE 30

To transact any other business which may legally come before this meeting?

Heleen Kurk, Mount Dearborn Road, thanked the Moderator.

Steve Roberts, Concord Stage Road and Board of Firewards Chair, thanked the Board of Selectmen, the Finance Committee, the Finance Director and Town Administrator for their assistance in developing their budget.

Frank Campana, Quaker Street, asked if it was predetermined if all these articles passed today whether there was an estimated tax increase available.

Clarence Gardner, John Connor Road, pointed out that the articles indicate raise and appropriate questioning why they state “raise” if the money is in hand.

Laura Spector-Morgan, Town Counsel, responded that it is because this is what the Department of Revenue Administration likes to see.

Selectman Hippler indicated that the estimated tax impact would be \$4.82 if all of the warrant articles presented today passed.

Moderator Foss adjourned this portion of the meeting at 3:19 p.m. The second session of the Annual Meeting will be held on Tuesday, March 12, 2019 from 7:00 a.m. to 7:00 p.m.

*A true copy; I attest:
Michelle Mulholland*

**Maureen Billodeau
Town Clerk**