

**Board of Selectmen
21 September 2009
Minutes**

6:00 p.m. - Chairman Rachel Hatch called the meeting to order. Present were Chairman Hatch, Selectmen Betty Ann Abbott and Don Guarino, Town Administrator Tim Warren and Clerk Lois Dionne.

After attendance and confirmation that the meeting had been duly noticed, everyone stood for the Pledge of Allegiance.

Public Input – Due to a scheduled meeting with area Selectmen at 7:00, public input was scheduled for 6:00 p.m. tonight.

No one was present for public input at this time.

Selectman Abbott informed the Board that interviews were held with applicants for the planning clerk position on Wednesday. After interviewing five candidates, the field has been narrowed to two qualified applicants.

Laurie and Bob Henderson joined the meeting for public input, so the Selectmen's discussion was put on hold.

Henderson Concerns – Mrs. Henderson stated that they had previously addressed the Selectmen with their concerns about the way the ZBA meetings had been conducted that dealt with their case. She said Rachel had told them they should bring their concerns to the chair of the ZBA. Laurie said that in August, she compiled a letter, expressing five areas of concern about how the meeting was conducted, especially the deliberative session. She gave the letter to Annette (ZBA Clerk), to enter as evidence, and have it presented into the minutes by the Chair. Laurie added that the ZBA decided to put the letter into the Henderson file, and to continue the deliberation session at the next meeting, at which time, she, Laurie, expected that they would discuss the letter; it was never discussed.

Chairman Hatch asked if the ZBA acknowledged receipt of the letter. Laurie said the letter was acknowledged and was put into her file. She said the minutes of the July meeting were accepted, which is what her letter predominately discussed; her concerns about the way the meeting was conducted, the way the minutes had been compiled, and that a lot of information had been left out.

Laurie said the September meeting was a continuation of deliberation, so they couldn't speak, but they were present. She said that during the September meeting a particular member stated that she didn't understand why they (Hendersons) were asking for a rehearing because it was moot consideration. Laurie said the Chair said she had discussed it with the Local Government Center (LGC), and was told it wasn't moot, but this particular member of the board stated that she wanted to motion that the rehearing be denied.

Laurie stated that Israel Willard felt they had missed some issues; they had never discussed agritourism, which they should have discussed. Laurie said they opened discussion to include the definition of agritourism, which Carolyn Baldwin read verbatim from the statute, but stated that she felt it was irrelevant, and wanted to continue with her motion. Laurie said Israel stated that he felt one of the reasons the case had been continued had been to consult with legal counsel.

Laurie said the ZBA Chair had stated that legal counsel was discussed by the selectmen, and it was denied. They (ZBA) were told they needed to seek counsel from LGC before they were allowed to go to the public attorney. Laurie asked why the Selectmen had denied the request, and how it could hurt for a board to seek counsel from a town counsel our taxes pay for. She felt LGC was a useful vehicle to solve small problems, but this is a bigger problem, and she felt an attorney we hire, as a town attorney, could probably have been more informative.

Chairman Hatch said it has been, and is the practice to exhaust the resources of the LGC before going to town counsel, and that is what they had advised the ZBA. She said we belong to LGC, and they do hire attorneys. Selectman Abbott added that when you call into the LGC for advice, you are speaking with an attorney, and they are very knowledgeable about State law and ordinances.

Bob Henderson said it was recommended by an attorney that the board goes to the town attorney, and so the Hendersons were put off another month, and then the chair person said that they really didn't voice an opinion, but someone named Pembroke said he had sat on a town seat, where they had something similar in their town, and they didn't find it agriculture. He said that was the reason for denying the rehearing.

Mr. Henderson said they (Hendersons) had come in with a letter from the head of the New Hampshire Agriculture Division stating that the statute that was referred to was written for cases such as theirs, and what Laurie is trying to do is a perfect model for the statute.

Laurie said one reason for a rehearing is to give new information, or if the board erroneously made a judgment that they want to amend, it could be done before it goes to Superior Court. She said she had done her due diligence to file an appropriate rehearing, including hiring an attorney. One basis for a rehearing was that they (ZBA) should have

was that the letter from the NH Agriculture division stating that her business is the perfect model for the RSA was never discussed.

Chairman Hatch asked if, when Laurie went to the rehearing, she had new information she hadn't had before.

Laurie replied that she had; the letter, and the fact that during the first deliberation session, agritourism was never vocalized. When asked where the Hendersons stand with the ZBA at this time, Laurie felt the next step is Superior Court.

Laurie stated that another concern was that when her attorney had compiled the information for the rehearing and sent it to Annette, her attorney was told they would have to pay an additional filing fee. She said nowhere in the information they get from the Town, does it state that there would be another fee. She said her abutters weren't even notified of the rehearing, and she had paid a fee for abutter notification.

Laurie said she feels her case has been handled unprofessionally all around, and that the Selectmen, who appoint and hire people, should know that she doesn't feel people are doing good jobs in the role that they have. Laurie said she has been put on hold to conduct an agricultural business, and has been unable to conduct business for five months.

Selectman Guarino felt that the Planning Board had approved all equine activities, other than the pony parties, which Laurie had said she didn't want to address at that meeting. Laurie said the Planning Board had approved the equine activities, including the pony parties, but the appeal she is making to the ZBA is an appeal of a letter she had received from the Code Enforcement Officer. Selectman Guarino said he didn't understand why Laurie said she had been put on hold, because the Planning Board had approved everything.

Mr. Henderson felt there has been a communication gap between the parties. He said they had been granted a special exception as a commercial entity, meaning they had to abide by commercial BOCA Code for a farm.

Laurie said the Planning Board had given them permission to conduct their agricultural activities, as well as the special exception for child care and site plan review for the craft loft, but her (Laurie's) attorney had said if she conducts her pony parties, she is, in a sense, agreeing with Bob's letter because she has been granted a special exception as a commercial business under the ZBA. She said her attorney said by conducting that activity, she is, in a sense violating her rule as fighting for her agricultural status; she won't be conducting pony parties until this is settled.

Mr. Henderson said the Selectmen could request that the ZBA grant the Hendersons a rehearing. Don stated that they had requested the ZBA to conduct a rehearing one other time, and their request had been denied.

Mrs. Henderson gave a copy of the letter from the NH Agriculture Division, and the information her attorney had compiled to the Selectmen. After further discussion, the Selectmen agreed to ask the ZBA to consider a rehearing for the Hendersons.

Recycling Center Update

Recycling Income – Recycling Manager Justin Leavitt presented the Selectmen with the total amount of recycling revenue year-to-date. It was noted that recycling prices are on the rise. As of Sunday, September 20th, the net total of recyclables and construction debris (C&D) is \$25,853.

C&D – Justin stated that NRRA, of which we are a member, offers more than what had been believed. He said they not only handle recyclables, but they have vendors they work with for disposal of their C&D. Justin reported that if Gilmanton changed haulers, and went from Waste Management to Best Way to haul our C&D, we would save over \$4,000 between now and the end of the year.

Waste Management charges us \$250 to haul plus \$85 per ton. Best Way would charge us \$110 to haul plus \$74 per ton. When asked if the charge would be for the same number of hauls, and the same size container, Justin replied that it would; he added that we own the container. He said the price would be guaranteed until next year. Justin was asked if having Best Way haul our C&D would affect our relationship with Waste Management regarding their continuing to haul our garbage. He replied that it wouldn't.

MOTION – Selectman Abbott moved to use Best Way for Gilmanton's C&D hauling. Selectman Guarino seconded. Motion passed 3-0.

Storage Solution – Justin said he had the three trailers they use to store recyclables inspected for safety, and they are all ready to give out. He felt that over three or four years, if we could put money into a capital reserve account, he could build a 33' X 50" storage building that he felt would solve the storage problem at the center for at least twenty years. When asked for an estimate, estimating on the high side, he felt it could be done for about \$85,000. Justin was asked to get figures on a building and also on new trailers.

Selectman Abbott asked what happened to the idea of a regional collection point to store recyclables. Justin replied that we do that now, in that he sends bales to Barnstead, where they are stored until they have enough to ship out.

Driveway – Selectman Abbott asked how they were doing at getting a third driveway at the recycling center. Tim reported that he had a letter from the State, and they would review our request by October 8th.

Bids – Landfill Cap Mowing – Tim reported that he had three bids for the mowing of the landfill cap. They are as follows:

Daigle Construction	\$670.
Tops In Crops	700.
Shute Construction	2,500.

MOTION – Selectman Abbott moved to accept the bid of Daigle Construction to mow the landfill cap. Selectman Guarino seconded. Motion passed 3-0.

Four Wheelers on Landfill Cap - Justin said there had been an instance where a four-wheeler had come off the trail in back of the facility and went up over the landfill cap. It was on a Tuesday while he and Tom Teague had been baling recyclables. Justin said he has spoken with Omar Clairmont to get permission to bring the bobcat onto Mr. Clairmont’s land to enable him to block the trail. Selectman Guarino felt the property should be posted.

Motor in Compactor Building – Selectman Guarino said Justin had spoken with him about a motor in the compactor building that is making noise. Don said a gentleman who lives across from the facility, and works at NH Electric Motors would take a look at the motor. Justin had a letter from the gentleman who felt the bearings should be repacked or replaced. He said there is no immediate danger, but recommended it be done now while the cost would be minimal. Justin will follow up with the gentleman, and get a price for the job.

Area Selectmen’s Meeting – Present were Barnstead’s Board of Selectmen, Chair David Kerr, V-Chair, James Barnard, Phil Grillo Andy Houle and Gordon Preston, Belmont Selectman Ron Cormier, Belmont Town Administrator, Jeanne Beaudin, County Administrator, Debra Shackett, Gilmanton Police Chief Phil O’Brien, Gilmanton Fire Chief K G Lockwood and Gilmanton Road Agent Paul Perkins.

Chairman Hatch stated that a few months ago she and Chief Lockwood had gone to a commissioners meeting where they met up with Mr. Barnard and Mr. Cormier. She said Mr. Cormier had approached her after the meeting, and they had talked about getting area towns together to discuss the possible sharing of services and bulk purchasing. Chairman Hatch noted that the Alton Selectmen had been invited to participate in tonight’s meeting, but they were not able to attend.

Mr. Preston stated that three years ago, Barnstead, Pittsfield, Epson, Strafford and Pembroke had gotten together and looked at their health insurance. He said everybody

goes through LGC, but you need 100 employees, which none of these towns have, to get the special rate. Mr. Preston said they all got together, and ended up with 104 employees combined, and that Barnstead had saved \$30,000 on the same insurance they had been receiving. He said they want to look into what other areas where they might find savings.

Chairman Hatch asked if they had established a formal organization. Mr. Preston said they are a group, "The Suncook Valley Town Association" they take minutes of the meetings, their meetings are open to the public, and they rotate as hosts for the meetings. Mr. Preston said they wouldn't accept a town as a member, if they were only interested in insurance, they would have to be included in other areas. Chairman Hatch expressed an interest in attending their meetings. She will be notified of their next meeting.

There was a great deal of discussion on the advantages of bulk purchasing, sharing resources and possible regionalization of town services.

While it was generally felt that regionalization of town services would be something for future consideration, it was felt that looking into bulk purchasing for items such as salt, sand and carbide tip saw blades was something worthwhile pursuing now. It was also stated that we currently do share some services such as covering of fire stations and ambulances through mutual aid.

Discussion also included seeing what areas the county could help out with. Debra Shackett, County Administrator said that had been the purpose of the commissions meetings with the area towns and the follow up forum. She stressed the need for towns to attend the meeting the commission is to hold on October 1st at 2:00 to discuss the results of the County forum, and encouraged as many of the Selectmen and Officials that could to attend the meeting. She asked that anyone attending the meeting bring lists of things that they would like help with.

Mr. Preston informed Paul Perkins of a mutual aid for highway departments that he felt was very worthwhile to join. The cost is \$25 per year, and it works like the mutual aid for fire departments. If a town has a disaster, such as the tornado last year, all member towns respond, and things get cleaned up in days rather than months it would take if the town had to do it alone. He said they were a great help in Barnstead during the tornado last year.

Planning Board – Planning Clerk Position – Members of the planning board present were Chair Nancy Girard, V-Chair John Funk, Dan Hudson, Marty Martindale and Dave Russell.

Chairman Hatch stated that, as she understood it, interviews for a planning clerk had been held Wednesday, and it had been narrowed to two applicants. She asked to discuss the needs of the planning board with its members.

Nancy Girard said they had asked for an open discussion of the needs of the planning board and the situation that is pertinent to them. She had a letter from the previous planning clerk authorizing the Selectmen to discuss any issues relative to her employment with the town as Planning Clerk/Administrator with the Planning Board so they could have an open discussion.

Chairman Hatch stated that legal counsel had advised them that they are not allowed to discuss a personnel matter with the planning board; they could discuss what the Planning Board's future needs are.

John Funk suggested rather than discussing the matter, that the members of the planning board be allowed to say what they think. The Selectmen could hear, and decide not to discuss it, but they needed to hear from the Planning Board.

The need for respect between the boards during tonight's discussion was discussed.

John felt they could be more frank in their discussions if they had a private meeting with just the members of the planning board and the Selectmen present. Chairman Hatch said if the discussion was to be centered around a former employee, they could not do it. Nancy Girard said, although that would be a component of the discussion, it would not be centered around it. It would go further and discuss the relationship between the Planning Board and the Board of Selectmen, and then go into the future.

Chairman Hatch asked why they couldn't have a public session if it was regarding the relationship between the two boards. She reiterated that they could not discuss any personnel matter regarding a current or former employee with the planning board; if they could stay within the boundaries, they could have a public session.

Selectman Guarino felt things could be discussed in an open session, but they keep the personnel issue private.

Nancy Girard felt the Planning Board had the right to tell the Selectmen how they feel about what happened with the previous planning administrator. Nancy was asked to refrain from naming names. She replied that she felt Rachel's interpretation of the position in respect to this issue is a flawed interpretation. Rachel said they could say former employee or former planning administrator, but it was not necessary to name names. John Funk said the former employee had waived her rights. Rachel replied that she couldn't accept that.

John Funk said the planning board is a highly technical board, and in order to do their job properly they need an administrator who is competent, and can prepare the cases so the board could deal with them in administrative context so they don't put the town at risk by making bad decisions. He said they had excellent support from and relied on their former

administrator. He added that he did not want to serve on the board if he doesn't have that kind of support available to him.

John said the position supports them as a board, and they need a planning administrator and a clerk. An administrator who is knowledgeable of all the technical aspects of the laws they deal with, and a clerk who can ably handle the files so they are complete and capable of being defended in the event of a lawsuit. John felt their board had been disregarded in personnel decisions that had a direct impact on their board, and for the Selectmen to have acted on the employment condition of a clerk who works for the planning board without involving them (planning board) in the decision puts their board in jeopardy. John added that he felt the type of service they had received recently from the Town trying to meet their needs had underscored the importance of having someone with the skills they had relied on.

Dave Russell said all the discussions he had heard and the advertisements he had seen had been for a planning clerk, but he hadn't seen or heard anything about a part-time planning administrator, and asked if it was the Selectmen's intention not to hire one, or if they had already chosen someone.

Chairman Hatch said they had mentioned, at one of the meetings they had with Nancy, that they were looking into a retired gentleman as an administrator. They hope to meet with him next week, and were intending to ask members of the planning board to that meeting.

Dave asked if they were "putting all their eggs in one basket" without advertising for an administrator. Rachel said this individual's name was given to them, and they wanted to meet him, but they were still going to advertise the position. Dave asked why the ad hadn't gone out with the ad for the clerk. Rachel said it was felt that hiring a clerk was the more important of the two. John Funk asked if they had made that decision without asking the planning board. Rachel replied that they had discussed it with Nancy, and she had said it was a good idea. Nancy said she had said they needed both positions filled, but hadn't said they needed one first, then go to the second.

John asked if that precluded the possibility of one person being both clerk and administrator as it has been.

Rachel stated that Nancy had been on the interview board, and asked if she felt either of the finalists could step into the administrator's position. Nancy felt the potential is there, but it would require a year to a year and a half of training, but the board needs more than potential. Rachel said the board would need a part-time planner during that time.

Dan Hudson agreed that the Selectmen need to know why they are not happy. He cited the Selectmen's decision not to reappoint a former member of the board, without ever explaining to the planning board, or the member why he had not been reappointed. Dan

said the lack of reappointment negatively impacted their board; it was disheartening, and shows disrespect. He felt the current situation is similar. Dan said he understands there are personnel issues, but he doesn't understand why things got to the point they did, and felt the Selectmen should have involved the planning board in trying to solve those issues. He felt things like this would cause the Town to end up with boards that couldn't suitably serve the public.

Chairman Hatch stated that the issue of performance was never an issue. She said when the planning administrator resigned, the Selectmen had accepted her resignation with regret. Rachel added that a lot of what took place was in non-public session, and the minutes were sealed, so that is all she could tell him.

Nancy Girard said when she had initially met with the Selectmen to discuss the issue, she had indicated that the planning administrator was agreeable to coming back if they could work something out. She said the Selectmen had repeated many times that they had accepted her resignation with regret, but when she (Nancy) had pressed the issue, Selectman Abbott had told her that she couldn't work with her (former administrator). Selectman Abbott said Nancy had asked if Betty Ann would reconsider the planning administrator's resignation, she had responded that she wouldn't, but had not said she would not or could not work with her.

There was a brief discussion of missing tapes from the August 13th planning board meeting, which have since been located.

John was concerned that personal feelings may have been involved with the decision, and stated that personal feelings have to be put aside in situations regarding employment decisions that relate to a particular board, especially if members of the board have not had a chance to give an opinion. These decisions could potentially hurt the interests of the Town. John said he didn't know what happened, but he knows they had an able administrator serving them, and she is not here now. They are scrambling to fill that position, and for the next five or six months they probably wouldn't be having the kind of support they need to function.

Chairman Hatch stated that the Selectmen had never threatened the former employee with her position, and the quality of her work was never in question. She said the Selectmen had explained that to the employee, and that they had tried to work with her time and time again, but ultimately, unfortunately, the employee had resigned.

Selectman Guarino stated the need to move forward. He agreed that while we have had a temp, they have not had the same level of assistance, but it is time to go forward to get a clerk and an experienced planner to assist us. John felt all this could have been avoided if they had all sat down to discuss the situation.

Nancy Girard stated that the job description said the clerk works under the supervision of the Board of Selectmen and the planning board, not just the Board of Selectmen.

Marty Martindale agreed that the planning board had relied heavily on the service that the previous planning administrator had provided. He felt that the board unanimously agreed that their concerns had not been taken seriously, and their needs aren't being seriously considered, and this makes them concerned as to whether they wish to continue in their position. He said it is important that they get confirmation from the Board of Selectmen that what they need is established and the Selectmen abide by it. He felt this hasn't happened recently.

Marty said he felt the Planning Board should be the ones to have the final say as to who fills the position. Chairman Hatch stated that there had been a board, of which Nancy Girard was a member, to interview the applicants. Dan Hudson felt there should be new ground rules established whereby the planning board should have greater input in the job description and the evaluation of the performance of the administrator, and they should be included in any decision when these decisions would potentially affect them.

There was considerable more discussion regarding the duties of the planning clerk, the need to go forward and on the need for open communication and cooperation between the boards to avoid such situations in the future. Selectman Abbott stated that Nancy Girard's input had been sought on the job description and the posting, but we received no reply.

8:50 p.m. - Enter into Non-Public Session as per RSA 91-A:3, II(b)

Selectman Abbott moved to Enter into Non-Public Session as per RSA 91-A:3, II(b) – Consideration of the hiring of a public employee. Selectman Guarino seconded. Motion passed 3-0.

The Selectmen and members of the planning board discussed the applicants for the position of the planning clerk.

9:35 p.m. – Out of Non-Public Session

Selectman Abbott moved to come Out of Non-Public Session. Selectman Abbott seconded.

FYIs & Other Business

Class VI Road Policy – Tim had submitted a copy of the Draft Class VI Road Policy to town counsel for review. Tonight he distributed copies of the draft with changes suggested by town counsel. The Selectmen will review the policy and discuss it next week.

Safety Crossing – Year-Round Library – Tim had a letter from School Superintendent John Fauci asking that the Board of Selectmen consider forming a committee to discuss the potential safety concerns regarding students crossing NH Route 140 from the school to the library, and try to find solutions to the concerns.

Rachel stated that the Superintendent and the police chief had discussed the crossing issue since the opening of the library; Stan Bean had also been concerned about it. She said there had been going to be a meeting between the police chief and Stan to discuss drafting a letter to DOT. Rachel said she had been asked to call Don to get a contact. Don called Lois, who then called her (Rachel) to inform her that Don would take care of contacting DOT. She said she had informed Mr. Fauci that there would be no need to meet with the chief and Stan because Don would take care of it. Stan told the superintendent that he still would like to have a meeting with the police and fire chiefs, the superintendent and himself. Rachel said she suggested that the superintendent write a letter asking if a member of the Board of Selectmen would like to sit in on the meeting.

Selectman Guarino said the letters are being addressed to the wrong place. He said he had called DOT, and we would not be able to get a crosswalk on a road where the speed limit is 50 mph. He said they would discuss signage, but Don said he hadn't realized that there is already signage there noting there are pedestrians. Chairman Hatch said Stan had spoken with someone from DOT about five years ago who had indicated that the State could and would most likely put a crosswalk there.

Tim stated that prior boards had discussed this issue with the State, and the State had said that they definitely would not put a crosswalk on 140. Don will follow up with the State.

Approval of Minutes - The Selectmen reviewed the minutes of last week's minutes.

MOTION – Selectman Abbott moved to accept the minutes of September 14, 2009 as amended. Selectman Guarino seconded. Motion passed 3-0.

Gilmanton Youth Center – Tim had an email from Terry Freeman asking how to go about getting a youth center started. She said the officials (fire & police chiefs) she had spoken with supported the idea, but there was no agreement where it should be located, but could possibly be combined with a safety building. She asked if it would be worth forming a committee to pursue the idea.

Terry said her idea is to have a roller skating rink with a snack bar that teenagers could run, along with ping pong table and arcade games. It would be a non-profit organization.

The Selectmen felt Terry could form a committee if she wished, but it wouldn't be a board-appointed committee, and that she could put it forward as a petition warrant article. Tim will notify Terry.

Letter – Dave Nagel - Tim said we had received a copy of a letter that Dave Nagle had sent to the Boy Scouts regarding the flag project, in which he had expressed his dissatisfaction with the way the project has been handled. He told them that if they needed help, to ask, and if they aren't going to fulfill their responsibilities, to turn the project over to someone who would.

Perambulation – Tim said Dave Nagel had called him informing him that he would be doing the perambulation between Belmont and Gilmanton in October, between Gilmanton and Canterbury in October and between Gilmanton and Barnstead in the spring.

Noise Ordinance – Selectman Abbott noted that when Mr. Burchell had been in regarding a noise ordinance, the Selectmen had stated that they would address that when they meet with the Scouts on other issues. She asked when they were going to have that meeting. Tim will try to set something up with the Scouts.

Applicant – Zoning/Planning Board – Tim reported that John Weston, who had sent a letter of interest to serve on either the Zoning or Planning Board would attend both a Zoning Board and a Planning Board meeting before he makes a decision as to which board he would like to join.

10:00 p.m. - Enter into Non-Public Session as per RSA 91-A:3, II(a)

Selectman Abbott moved to Enter into Non-Public Session as per RSA 91-A:3, II(a) - Dismissal, promotion or setting compensation for public employees or the investigation of any charges against him, unless the employee affected has a right to a meeting or requests that the meeting be open, in which case the request shall be granted. Selectman Guarino seconded. Motion passed 3-0.

The Selectmen discussed a personnel issue.

10:15 p.m. – Out of Non-Public Session

Selectman Abbott moved to come Out of Non-Public Session. Selectman Guarino seconded. Motion passed 3-0.

10:16 p.m. - Enter into Non-Public Session as per RSA 91-A:3, II(c)

Selectman Abbott moved to Enter into Non-Public Session as per RSA 91-A:3, II(c) - Matters which, if discussed in public, would likely affect adversely the reputation of any person unless such person requests an open meeting; however, this cannot be used to protect a person who is a member of your Board, Committee or Subcommittee. Selectman Guarino seconded. Motion passed 3-0.

The Selectmen discussed a zoning board case.

10:23 p.m. – Out of Non-Public Session

Selectman Abbott moved to come Out of Non-Public Session. Selectman Guarino seconded. Motion passed 3-0.

10:25 p.m. - Enter into Non-Public Session as per RSA 91-A:3, II(a)

Selectman Abbott moved to Enter into Non-Public Session as per RSA 91-A:3, II(a) - Dismissal, promotion or setting compensation for public employees or the investigation

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of any charges against him, unless the employee affected has a right to a meeting or requests that the meeting be open, in which case the request shall be granted. Selectman Guarino seconded. Motion passed 3-0.

The Selectmen discussed a personnel issue.

10:28 p.m. – Out of Non-Public Session

Selectman Abbott moved to come Out of Non-Public Session. Selectman Guarino seconded. Motion passed 3-0.

10:29 p.m. – MOTION – Selectman Abbott moved to adjourn the meeting. Selectman Guarino seconded. Motion passed 3-0.

Respectfully submitted,

Lois Dionne
Recording Clerk