



SELECTMEN'S OFFICE
TOWN OF GILMANTON

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APPROVED 08.01.2022

Board of Selectmen Meeting

July 18, 2022 - Academy Building – 5:00 P.M.

CALL TO ORDER – ROLL CALL

PLEDGE OF ALLEGIANCE

Present: Chairman Mark Warren, Vice-Chairman Vincent Baiocchi, Selectmen Evan Collins, Town Administrator Heather Carpenter

Public: John Whelan, Bonnie Whelan, Sandra Bertrand, Adam Mini, Mark McNamara, Chief Paul Hempel, Chief Matthew Currier, Leslie Smith, Debbie Fletcher, Brian Forst

PUBLIC HEARING – Vice Chairman Baiocchi opened with an introduction of the goal to update ordinances and policies that were out of date. Chief Currier was tasked with updating the ordinances.

- 1. Traffic Ordinance** pursuant to RSA 41:11 and 47:17, VII; This was updated from an ordinance from 2001. It allows for permission from the police for parking in the winter, overnight parking, and details different parking areas that can be parked in, such as the safety complex, town hall, Old Town Hall, and GYO and establishes rules that go along with these places. It also establishes no parking areas throughout the town as well and a penalty schedule that goes along with it.

No Public Comment.

- 2. Maximum Weight Limit** pursuant to RSA 41:11 and RSA 231:191; This was updated from an ordinance from 1998. The new one is state law, but the previous one was only good for two months and was based on a bridge restriction. It allows the Board of Selectmen in coordination with the Police Chief to post roads as necessary, and adjust different weights as needed. People can apply for permission to go on the roads. Exceptions are emergency vehicles, and school buses, unless specifically ordered by the Selectboard. These would have to be properly posted by the Road Agent. Chairman Warren questioned the penalty amount and suggested that the Board previously felt the amounts were considerably low given they were trying to deter people from traveling on them when they are posted. Their recommendation was \$1,000. Chief Currier believed this amount would deter individuals from traveling down posted roads. TA Carpenter stated that legal counsel came back with one recommended update to this ordinance to either include all roads or specify roads within their ordinance. This is not mandatory, but eventually, the roads will have to be specified. The maximum weight limit on roadways will be determined by the Selectboard and the Road Agent. When the ordinance is approved, a list of town roads should be attached to this and the ordinances and policies should be reviewed yearly for revisions as needed. Chief Currier agreed that they would review every year.

No Public Comment.

- 3. Loon Pond Road Parking** pursuant to RSA 41:11 and 47:17, VII; This was updated from an ordinance from 1955. The last ordinance referenced someone's driveway by name, and not by the 9-1-1 address. This was updated and times for parking were removed, banning parking altogether.

Public Comment – Bonnie Whelan – In 1955 her parents won a court case on the pond giving 15 feet right of way for town individuals only, but this was not specified. It just stated 15 feet for launching boats. Her understanding is that a boat launch is for boat launching only, not swimming. She also noted there is a fire hydrant there and feels the bushes should be cut back so the sign can be visible. There is no parking near a fire hydrant. In the Supreme Court ruling, there was no parking on either side of the road on 107 to Jones's Hill, now Taylor's Residence, from June 1st until October 1st. She has requested no parking signs for two years and due to Covid, they cannot get them. She also noted the speeding stating that the speed limit was 25, and was corrected and made aware that it is 35 mph.

John Whelan - Noted that Crystal Lake Rd has signs for speed limits of 25 mph. And people drive fast down the road all the time and average probably between 50-55 mph.

Bonnie Whelan – Is requesting speeding individuals to be ticketed. If they have to pay fines, maybe they'll slow down.

4. **Snow Obstruction and Removal** pursuant to RSA 41:11, 47:17, VII, and RSA 31:39, I(f); Updated from an ordinance from 1998. Fines were updated to \$100 for an individual and \$500 if it's a corporation. The ordinance states you are not able to put snow on the roadway or sidewalk.

No Public Comment.

5. **Boat Access Areas** pursuant to RSA 212:34; This is a new ordinance based on the Fish and Games ordinance. The ordinance allows the Police Department to enforce no swimming, no sleeping/camping at the boat ramp, no campfire, no setting off fireworks, no shooting or hunting, no feeding the wildlife, no destroying of trees or vegetation, no blocking of vehicle egress or ingress, no dogs without a leash, and clean up after them, and no interference of launching boats by fishing in the launch area. Vice Chairman Baiocchetti questioned how many boat ramps the Town was responsible for. Chief Currier stated Loon Pond and Meadow Pond ramps.

Public Comment – Leslie Smith – The state is in charge of the boat ramp and the access road to Crystal Lake. She asked who owned the road, the land to the access area, and the parking lot. TA Carpenter clarified that it's town-owned. The road leading up to the boat ramp is town owned and the parking lot is owned by Crystal Lake Park. Chief Currier noted that it doesn't get plowed in the winter time and TA Carpenter verified that as well because no one was accessing it in the winter. Leslie Smith questioned if she had an issue or if they would need another meeting. TA Carpenter directed her to reach out to the Road Agent if there are roadway concerns. Leslie's concern is that people coming in with boats cannot turn around.

Debbie Fletcher – Justamere Lane – She noted an issue near Crystal Lake because people park in the turnaround. The state put a sign up that their guidelines need to be followed, but they do not list what they are. Chief Currier clarified what their request was in regards to parking and Vice Chairman Baiocchetti stated that if they request it then the Board can post it. Chief Currier agreed that they can add some signage in the area. Vice Chairman Baiocchetti requested clarification from Chief Currier under section A of the Traffic Ordinance, the Board of Selectmen shall have the power to set up the parking regulations, post regulatory signs, or paint lines on any town-maintained highway, and then regulate the flow of traffic and establish other traffic regulations within state law. The goal is to get all the town ordinances up to date and clearer.

Bonnie Whelan – Requested to know how much longer before the signs are posted. TA Carpenter will look into this.

- ☐ **Action Item:** TA Carpenter, check with Road Agent to see when signs will be available for posting.

6. **Dog Ordinance Regulation** pursuant to 466:30-a; This was updated from an ordinance from 1996. This was adopted at the Town Meeting at that time. This allows the Police Department to enforce dogs running at large and have statutory fines associated and signed by state law.

No Public Comment.

7. **Hawkers & Peddlers** pursuant to RSA 31:102-a and Chapter 320; This was updated from an ordinance from 1998. It changes the application process from applying through the Board of Selectmen to applying through the Chief of Police. There is an appeal process that will go through the Board of Selectmen now. Hawkens & Peddlers allows people to sell and vend items, it also protects them and the Police Department knows who is going door to door in town.

No Public Comment.

Brian Forst – In regards to the weight ordinance he had additional questions. Vice Chairman Baiocchetti stated that any vehicles that are contracted from the government for the town are exempt from what's written in there. Exemptions are the emergency vehicles, highway department vehicles, vehicles collecting solid waste, vehicles conducting other governmental services, vehicles delivering home

heating fuel, and school buses. Brian suggested vehicles involved in agricultural receiving and delivering goods. This includes milk trucks, grain trucks, and anything required to get to and from a farm. Roads are posted, but these vehicles have to get to the farms and the individuals affected cannot be restricted by this. Other towns are being met with restrictions and it is affecting the farms. He would add exempting agricultural activities for the delivery and receiving of goods from farms. Vice Chairman Baiocchi stated the ordinance still allows them to put restrictions on the roadways if necessary. Chief Currier agreed that it can be reviewed on a case-by-case basis. TA Carpenter stated that exemptions in the past have been granted by the Road Agent. Chairman Warren requested clarity from Chief Currier on whether or not he wanted to specify agriculturally and someone would need to come for a special exception or it is added so that it's allowable, noting that the Chief's concern is that it's broad and open for interpretation. Chief Currier believes it's allowable even if it is not specifically added. Vice Chairman believes there is something written under the agricultural statute. Chief Currier agrees and does not foresee this being an issue.

Bonnie Whelan – Stated she has a very large ash tree at the end of her driveway and eventually it will need to be removed. Do they need a special permit or a truck to come in and remove it? Vice Chairman Baiocchi noted that they live on a state road and state roads are exempt from Town ordinances.

John Whelan – Requested information on who they call about the road being torn up from four-wheelers and such. TA Carpenter stated the Road Agent should be notified.

- ☐ **Action Item:** TA Carpenter, look into the access point issue and ownership on Loon Pond and how it can be cleaned up, and if it's the responsibility of the town.

Chairman Warren – Closed Public Hearing. Chief Currier requested that he be given some lead time so he can get summons' made and be given some time to get the signs up and posted for them to be enforceable and be able to state the date they go into effect. Once they are approved, he will order signs and get the summons' going. The Road Agent will have to order signs and get them posted. TA Carpenter asked how long it would take for Chief to get the summons' ready and Chief replied with just a couple of weeks. TA Carpenter suggested approval of ordinances at the August 1st Board of Selectmen meeting and anything needing adjustments can be made and final drafts presented.

Board Consensus: Approve ordinances at the August 1st meeting.

MEETING MINUTES APPROVAL

1. **06-20-2022** – Public Minutes – Line 112 Chairman Warren would like to hold off on Hoyle and Tanner's Proposal and address it at the next meeting, the hydrant. It was discussed and then a motion was made to move forward. Vice Chairman Baiocchi stated they should move forward and Chairman Warren affirmed. Also, add information on additional dry hydrants on 107 and 140 and Elm Street.

Motion: On a motion by Vice Chairman Baiocchi and seconded by Selectmen Collins it was voted to update and approve the minutes from 06-20-2022. (3-0)

2. **06-29-2022** – Emergency Meeting Public Minutes

Motion: On a motion by Chairman Warren and seconded by Vice Chairman Baiocchi it was voted to approve the Emergency Meeting Minutes from 06-29-2022. (3-0)

CONSENT AGENDA

3. **Road Race:** Friends of Camp Fatima 5K – Date of Event 09-24-2022, Time 11:00 a.m. – 12:30 p.m. This item has been approved by Chief Currier and will include a two-officer detail paid in advance.
4. **CSNH:** PO 01301 - \$17,461.84: Ceiling repair payment from water damage in 2019 – Encumbered funds of \$14,366.42.
5. **Constant Comfort Heating and Air Conditioning:** PO 01300 - \$10,045.00 – Academy Heating System clean, replace the part, and Fernox.

- 142 6. **Perkins Professional Painting LLC:** PO 01303 - \$38,000.00/ 50 percent deposit of \$19,000.00 required.
143 Contract agreement on the exterior painting of the Old Town Hall. This is part of the Old Town Hall
144 restoration project funded through warrant article, LCHIP, and Mooseplate Grants that have been
145 received.
- 146 7. **PAF – Nicholas Avelani** – Certification received – an increase from \$13.00 to \$13.50
- 147 8. **Community Development Items:** Appointment to HDC, Darrel Elliott; Current Use Application, 419-025;
148 Timber Yield Warrant & Certification, 405-045 & 47, 114-016, 405-001, 415-067, 415-069002, 415-
149 069001; Abatement – 1st Half Bills, 419-037-ANNEX, 410-043, 418-021.
- 150 9. **LaClair Electrical** – Estimate for Old Town Hall, \$10,422 – Estimate was submitted 7-18-22.

151 TA Carpenter noted that for the Old Town Hall, contractors are difficult to obtain so scheduling is off, and
152 would like to discuss the approval process moving forward. The exterior painting has begun this week on the
153 Old Town Hall.

154 **Motion:** On a motion by Vice Chairman Baiocchi and seconded by Selectmen Collins it was voted to approve
155 the consent agenda as amended to include LaClair Electrical and authorize the Chairman to sign the application
156 for the Camp Fatima Sk. (3-0)

157

158 **NEW BUSINESS-Public Requests & Presentations**

- 159 10. **Mr. Marc McNamara** – Second Road complaint & request for upgrades – Chairman Warren addressed
160 receipt of his letter and requested that he update the Board with any new information. Marc
161 McNamara stated the road crew has been out recently and thought what they had done made it worse.
162 The materials they are using are all sand. He would like someone to view what is there and living on a
163 hill, the materials flow down to the bottom and now the sand has washed out a portion of their
164 property. There is a culvert but with the topography of the road, it tends to run towards his property.
165 He is just looking for a plan. Selectmen Collins agreed that from his observation, the culvert adjacent to
166 Mr. McNamara's property washes out twice a year so it is currently causing an issue on that road. Road
167 work has been done, but the end of the driveway has been washing out over the last 5 to 7 years and he
168 has to keep rebuilding it. In his opinion, the biggest issue is the material being used. Selectmen Collins
169 also confirmed this. Chairman Warren explained the process of allocating funds to the Road Agent as an
170 elected official, but they do not have direct oversight of the operations of the Road Agent. He stated
171 that the Selectboard will advocate for the residents and that roads are a goal for this year. The Road
172 Agent has made recommendations and they are prioritizing bus routes and through roads. Sargent
173 Road is the first, but additional roads will be worked on after that. Chairman Warren encouraged Mr.
174 McNamara to continue reaching out to the Road Agent. Mr. McNamara expressed concern about the
175 efficacy of the work being done on his road but does understand prioritizing other roadways. Vice
176 Chairman Baiocchi questioned when the last time ditching or grading has been done. Mr. McNamara
177 stated it was about 3 weeks ago and started a pool was dug on the neighbor's property. On his
178 property a couple of years prior they did tier to hold the sand back. This was effective until it filled up,
179 but now it's overflowing. Selectmen Collins stated he would take a walk-through this weekend.
- 180 14. **School Board Request** – Appointee for feasibility, Committee of creating a School Resource Officer
181 (SRO)-The School Board has met and has presented a letter to the Selectboard. Adam Mini discussed
182 that the topic of an SRO has been brought up in their meetings many times, but has never been brought
183 forward before. He feels a fair amount of responsibility to the families and children in the community
184 and feels like now is the time to bring it forward. He pitched it to the school board and reached out to
185 Chief Currier and they agreed to form a sub-committee. The structure of the SRO is similar to that of
186 high school. He would like to discuss the feasibility of the SRO and believes a warrant article has to pass
187 on both school and town budgets, noting that this is a school function. His goal is to at least try for an
188 SRO believing if there was an incident there wouldn't be an available officer to the school for minutes
189 and a lot can happen in a short period.

Vice Chairman Baiocchi questioned why the school board didn't talk with the Selectboard before doing anything else. Mr. Mini discussed it as an idea and a goal for the school but it also being of value to the community. Vice Chairman reiterated his question and stated it's the Board's responsibility to hire an SRO, but a committee was created and the information was put out to the community before the board was made aware. Further discussion was held and Vice Chairman Baiocchi expressed concern that Chief Currier did not make the Board aware before becoming a part of the SRO committee. A discussion was also held on the appropriate approach and process, as well as notifying the Board. Vice Chairman Baiocchi questioned the need for an SRO and Mr. Mini stated it was to be determined and a discussion held regarding the need, school shootings, and the community goal to keep children safe. Chairman Warren stated the Board would do their due diligence to see if an SRO was feasible, but feels it puts the Board in a tough position. Vice Chairman Baiocchi questioned Chief Currier about possibly bringing another full-time officer on, and which would he choose, SRO or a full-time officer. Chief Currier confirmed he would choose an SRO. Vice Chairman Baiocchi questioned what the need was for an SRO. Chief Currier stated that they are dealing with an increase in juvenile calls and juvenile crimes. Selectmen Collins questioned Vice Chairman Baiocchi about his opinion of the SRO versus the committee, and Vice Chairman Baiocchi stated an SRO was important, but he was unsure a full-time SRO was necessary. Further discussion was held on this and whether the position would be part-time, or full-time, and where coverage and funding would come from. Chairman Warren stated that if the committee was just coming together now that he does not foresee anything happening this year. Mr. Mini noted that the Selectboard has not agreed to participate in the process and they may not have a budget committee representative. TA Carpenter discussed the difference between Fire Department and the Police Department's budgets and the process is different and this position would fall partially under the Town's budget which is already highly scrutinized. Mr. Mini stated they have not discussed the budget but also stated that other town SROs are paid through the Town's budget. And there would be a need to show the impact in the budget for this as well and it is partially on the school. Further discussion was held regarding the budget and a warrant article for the position. Brian Forst, as Chairman of the Budget Committee, stated everything around the mechanics of the position is premature. He would like to know the mission of the committee that's being established. Mr. Mini stated that the school board needed a recommendation on whether the SRO position is feasible or not and if it is, then how do they move forward with it? Budget Chairman Forst stated if this moves forward, transparency on where the cost is going to come from is necessary. He's noticed in his tenure on the budget committee that the taxpayers are highly concerned with the town budget and very lucrative with the school budget. He believes that the school needs to figure out how to fund it even if the mechanism comes from the town. The Budget Committee has a meeting scheduled for July 27th to appoint a representative to this committee, to discuss, and make recommendations on whether or not to establish this position. Chairman Warren asked the board if they want to participate and make a recommendation to send one of them to be on this committee.

Recommendation – Chairman Warren recommends that Vice Chairman Baiocchi is on the SRO Committee. Vice Chairman Baiocchi also recommended Chief Currier not be on that committee, because the Selectboard is his superior and if he disagrees with the Selectboard's position or the Selectboard disagrees with his, it causes a conflict of interest, stating he could be there, but only for information. There was further discussion and elaboration on the expectations of Chief Currier at the SRO committee meetings and his position at those meetings. Selectmen Collins stated that he didn't understand how a member of the police department could be on the committee and not have an opinion. TA Carpenter explained the difference and process, as well as the conflict issues. Vice Chairman requested processes for this SRO position because it has not been done before.

Board Consensus – Vice Chairman Baiocchi will join the SRO Feasibility Committee with the mission of deciding if this is something that the town is needing and wanting. Vice Chairman Baiocchi and Chief Currier will work on what Chiefs role will be on the SRO Feasibility Committee.

Selectmen Collins requested Chief Hempel's clarification on the overnight positions and thought it made sense to have two on overnight. He stated originally, they were going to have one person on 24 hours a day, two people on during the day from 7 am to 7 pm as they are currently, and then one person to stay over for the evening shift from 7 pm to 7 am. Currently, they do not have the staff to be able to do that. This is their hybrid schedule to begin their process. Right now, it leaves a paramedic in the station at all hours so they can get an ambulance out and only need a driver. Someone is available at the station to answer the phones, and manage what happens at the station. The two positions move them to a pattern of being able to staff overnight, without the two additional positions, they would not be able to do that. Hiring is difficult right now because of a lack of candidates but the current staff is picking up overtime. Currently, they are working a 24-hour shift, off for 48 hours, on for 24 hours, then off for 36 hours, then picking up an additional 12 hours shift.

NEW BUSINESS-PUBLIC REQUESTS & PRESENTATIONS (cont.)

11. Town Clerk/Tax Collector Maura Thomas – Deeding timeline and request for determination – Information provided on current tax contracts. TA Carpenter does not believe that the current deadlines will be met for the contracted properties and there is one included that is an environmental concern. The contracts state at any time they do not stay current, the town can pull the property but has not moved forward with that.

12. Mr. Doug Towle – Request to discontinue Brick School House Lane AKA Brick School House Rd. This is subject to gates and bars road that is in between Mr. Towle's road and an abutter. It is not a town-maintained road and is essentially a trail way. The recommendation Mr. Towle is looking for is through a warrant article, nothing is done with the road, and he maintains it as far as keeping it a trail way. Legal counsel says it's a straightforward process and will go on the ballot if the board chooses. Chairman Warren requested clarification if he wanted the trail way added to his property. TA Carpenter clarified the process stating other abutters need to be notified and generally the trail way would be divided by abutters.

Motion: On a motion by Vice Chairman Baiocchetti and seconded by Selectmen Collins it was voted to go through a warrant process for the Brick School House Lane AKA Brick School House Rd. (3-0).

13. Park Committee Request and Event- Camping Event – with the possibility of campfire treats donations and Music Night. The request is for 15 sites to be allowed at Crystal Lake Park for a camping night. They will be going to Chief Hempel for a fire pit on the beach for s'mores. They are looking for donations for treats and letting the Selectboard know about other music nights they would like to have. A list of camping rules was provided.

Motion: On a motion by Chairman Warren and seconded by Vice Chairman Baiocchetti it was voted to accept their request for the camping event on July 30th. (3-0)

TA Carpenter – Noted that the fire is not allowed until approved.

14. Park Even Request – Sherm Stevens – On August 06, 2022, his son is having a celebration of life and is requesting an exception to hold the event at the park. Construction is being done at the church where he was a pastor so they are unable to hold the event there but thought it would be nice to hold it at the park.

Board Consensus – Approve the request based on special circumstances, the church is under construction, and he was a person who served the community.

16. NHEC – Broadband Initiative Requesting a letter of support for Funding Proposal. The Board is unclear about what they are being asked to support. TA Carpenter stated that she can ask specific questions, what is your funding proposal, where is the funding coming from, is it ARPA, etc. This would be a new product consideration through NHEC. It would be separate and increased compared to solely electric. Chairman Warren reiterated questions to ask, where is the funding coming from, what is the benefit to the town, what direct benefit do they see, and do they have specific areas and roads been identified?

☐ **Action Item** – TA Carpenter to ask questions regarding funding

PUBLIC COMMENT 7:00 p.m.

OLD BUSINESS

- 17. Bid Response from RFP for Auditor – Plodzic & Sanderson PA** – Technical proposal and sealed bid opening. This is the current firm the town is with and so far, they have been great to work with. The sealed bid was opened for the Selectboard to review. Chairman Warren called for references from the Town of Merrimack and the Town of Dover. The price is increased but it is a fair price for the audit. Other auditors were contacted, but currently do not have the staff to accommodate our town.

Motion: On a motion by Vice Chairman Baiocchi and seconded by Chairman Warren it was voted to accept the Plodzic & Sanderson PA bid as our auditor for the next three years according to the terms presented to the Selectboard on the proposal dated June 29th. (3-0)

SELECTBOARD ITEMS, FYI & OTHER TOPICS

- 18. 2022 Roads Update** – Chairman Warren – Sargent Rd. will be starting to be worked on next week. The engineers, Hoyle & Tanner have been to Meadow Pond to do their initial work. A report should be received in a couple of weeks. It is unsure if Meeting House Rd will be moved forward with this year based on not yet received funding from Road Betterment from the State. TA Carpenter stated it would be received in one lump sum. The next scheduled release has not been specified.
- 19. 2023 Wage Research Review and Discussion** – Vice Chairman Baiocchi – He has been working on the wage study, but the Transfer Station and Highway have not responded to any of his requests. The study comparison was for all of Belknap County, Pittsfield, Loudon, Canterbury, and Barnstead. The wage scale is all over the place, some are low, some are high, and some of the Towns did not respond to the request for information. Some of the call pay for the Fire Department is some of the lowest in the area, the Fire Chief is low. The wage study gave a good indication of where our town needs to be. Chairman Warren questioned going into the budget season if there was going to be a need for increases. Vice Chairman Baiocchi stated TA Carpenter has a request for COLA that is justified and some of the positions need to be adjusted, that it costs the town money every time they lose employees, and it gets behind in knowledge and work. They are working on benefits and personnel policy for the budget. Currently, the scale has too many steps and it's unrealistic. He is aware the town wants to keep costs down, but reiterated that it costs more money to lose employees. TA Carpenter described the wage scale and the effort to bring wages to a competitively favorable level. Vice Chairman Baiocchi discussed the multitude of tasks within the various positions in comparison to the wages for other positions. He will continually work with Department Heads collaboratively to get a reasonable pay scale for employees. Employees need to be treated well and appreciated because they have options. Chairman Warren asked if a new wage scale was going to be created out of this process, and Vice Chairman Baiocchi confirmed that it would be. TA Carpenter stated it was a work in progress for this year. Further discussed, are departmental positions and bringing certain ones up to where they need to be.
- 20. Budget Items for Discussion** – Town Administrator – Her recommendation for the 7 percent COLA is based on a consensus with the Department Heads, and the focus for the upcoming year is wages. In Northeast Region, it was 7.6 percent, and the Social Security projection is 10.5 percent. She felt the 7 percent COLA was fair and is in line with what is currently happening in the environment. Chairman Warren discussed a scale because, for those who are making significantly more, the 7 percent increase will be large. But compare it to someone lower on the scale, the 7 percent will be something, but the people who need it the most are the people who are on the lower side of the scale. TA Carpenter is interested in seeing what a COLA scale would look like because everyone is being affected in the same way, and it doesn't matter if an employee's wages are higher or lower. Those who are making higher

wages are in a higher tax bracket and are also being affected. Chairman Warren will look into a different adjustment and research what could be done instead of COLA. Selectmen Collins believes that if COLA is the choice, it will be tough to add merit as well. Vice Chairman Baiocchi reiterated that COLA is to keep up with the cost of living. Chairman Warren stated he agrees with the COLA and extended appreciation for the extra work Department Heads do to assist the town as a whole. TA Carpenter stated the wages scale is not off about grades and the variation is good, but is too expansive in the steps and needs to be shortened. A budget will be brought forward with wages inserted, and every department coming with a full budget, including warrant articles. Further discussed, what the expectations are for this budget season and getting information out to the public. Chief Hempel elaborated those particular employees that are making extra money and may not be on the average scale don't mean they shouldn't get COLA, those employees are present for a particular reason. They earned it and worked to be at the level they're at and anyone trying to be at a certain level should not be penalized and not get a raise for being on the upper end of a pay scale. They should be recognized for what they have done, their value to the town, and their knowledge, and the town should maintain them. Selectman Baiocchi recognized their outstanding department heads, they could go anywhere they want to go. Chief Hempel reiterated that individuals in key positions need to be rewarded for their effort.

NON-PUBLIC Pursuant to RSA 91-A:3, II (I) – Legal review of the Employee Complaint Policy and Personnel Policy – This meeting was held to review the Legal Counsel's recommendation for both draft policies.

Motion: On a motion by Chairman Warren and seconded by Selectmen Collins it was voted to go into Non-Public 91-A:3, II (I). (3-0)

Motion: On a motion by Chairman Warren and seconded by Selectmen Collins it was voted to come out of Non-Public 91-A:3, II (I). (3-0)

Chairman Warren – No determination was made in the Non-Public session. Each Board member will review the documents and a determination will be pushed off until the next meeting.

Motion: On a motion by Chairman Warren and seconded by Selectmen Collins it was voted to adjourn the meeting. (3-0)

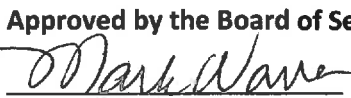
Adjourned 9:10 P.M.

Respectfully Submitted,




Amanda Davis, Administrative Assistant

Approved by the Board of Selectmen



Chairman Mark E. Warren



Vice-Chair Vincent A. Baiocchi



Selectman Evan Collins