

Board of Selectmen
Minutes February 12, 2019

Convened at 6:00 pm

Present: Robert Mantegari, Chair
Andrew Artimovich
David Menter
William Faria

Mantegari called the meeting to order. The board opened the meeting with the Pledge of Allegiance.

The Board met and reviewed payroll, accounts payable and signed the register. The Selectmen reviewed and signed the recreation register.

Jonathan Ellis was in to present the weekly Treasurer's report. Please see last page to view report.

Kip Kaiser, Building Inspector, had the following permits to be signed this week:

- R&B Commercial, 313 Rte. 125, electrical: signed by Board
- Jane Ford, 37 Birch Circle, bathroom remodel: signed by Board
- Ray Durbin, 313 Rte. 125, garage door: signed by Board.

Jim Michaud had prepared a memo for the board in reference to the land use change tax (LUCT) for 87 Crawley Falls Road. For purposes of settlement only, Michaud had prepared a calculation on the value of property for non-uniform land when the full value assessment is not readily available. The mass appraisal system for the .23 acres for settlement purposes only is \$76,000 with a LUCT of \$7600. Artimovich made a motion, 2nd by Faria to approve lowering the LUCT to \$7600 per Michaud's recommendation. All were in favor.

Menter made a motion, 2nd by Artimovich to approve issuing and signing the warrant for a LUCT for 7 Longmeadow Drive. All were in favor.

Artimovich made a motion, 2nd by Menter to approve issuing and signing the warrant for a LUCT for 9 Longmeadow Drive. All were in favor.

Artimovich made a motion, 2nd by Menter to approve the educational exemption for Painters Allied Trade per Michaud's recommendation. All were in favor.

Menter made a motion, 2nd by Artimovich to sign the large event permit application for the Stephen Arkell 5K. All were in favor.

Artimovich made a motion, 2nd by Menter to sign the Garment Protection Maintenance Agreement with Unifirst for the highway uniforms. All were in favor.

There was a memo in the mail from Glenn Greenwood inquiring if the board would support a large event application for the Renaissance Faire, which is a 4 day annual event. He deems this to be more appropriate than site plan review due to the temporary nature of the fair and there would be no permanent structures constructed. The board agreed that a large event application would be acceptable.

Clement said the estimate is \$800 for the archived minute's link to be fixed. The minutes are on the server and need an engineer to get them back on the website. Faria made a motion, 2nd by Artimovich to expend the \$800 to get the

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archives working again.

Menter made a motion, 2nd by Artimovich to approve the public minutes of 02/05/2019 as written. All were in favor.

Faria made a motion, 2nd by Mantegari to open the minutes of 01/08/2019 as Faria and Thompson's votes on the Chief's re-appointment were noted as abstentions and they were opposed. Menter made a motion, 2nd by Faria to approve the public minutes of 01/08/2019 as amended. All were in favor.

Mantegari made a motion, 2nd by Artimovich to open the police budget. All were in favor. Mantegari said the chief is able to meet the wage adjustments proposed to the selectmen of 6% for full time and 4% for part time within the budget committee recommended budget of \$920,507. Mantegari made a motion, 2nd by Faria to approve the police budget of \$920,507. All were in favor.

Faria said he would like to open the warrant article for the police facility CRF. He said he agrees with the reasoning behind the budget committee's non-recommendation of waiting until there is a more formal plan. Artimovich said he thinks we should let the town decide. Menter also agreed to leave it to the town meeting. Faria withdrew his motion.

Faria said he was also concerned about the amount of overtime that the police is racking up. He said that is not sustainable and is concerned about fatigue. Arcieri said the overtime last week was in large due to the oral boards that were conducted. Arcieri, Roy, and Abele participated from the department. That requires their shifts to be covered for patrol. Patrol is their first priority and she uses part timers as often as possible.

Faria said he had concerns over Wick's patrolling on his own before he is NH Certified. Arcieri said he has 6 months to complete the physical agility test and get certified in NH and that he is MA and federally certified. He is going before the council at the end of the month for them to accept his federal certification. Faria asked Arcieri to confirm that information and see at what point Wicks would be able to patrol on his own.

L. Faria asked to confirm the overtime hours. Mantegari said 49 hours for police and 11 for fire.

Adam Veinotte was present to discuss some concerns of the fatigue our current officers are faced with, the reduction in staff (from retirements and resignations), and would like to know what the board is doing about it. Mantegari said those are personnel matters, complaints are investigated and addressed as a human resource (HR) function. L. Faria said you do not investigate employees that have left. Another resident suggested a third party investigator. Clement said MRI could be hired as an outside vendor to conduct an internal investigation if needed; however, not all complaints or concerns would warrant that level of action. Artimovich said the board has not determined that there is an issue to even investigate. Artimovich would like to see the complainants come to a meeting, or speak to their department head, or Clement as the board cannot act on statements made on Facebook. He said that he works with these people every day from dispatch and at no time have any of them approached him personally or as a member of the board to express any concerns.

Mantegari said the chief is able to provide the 6% and 4% wage adjustments that were agreed upon. He further went on to say that one officer's total compensation package was about \$129K. Veinotte said that was a sergeant level position and included special details (\$21K).

B. Whitehouse said he is a strong advocate from hiring from within. Retention is extremely important and by hiring from the outside the opportunities for advancement are limited. He went on to say that the damage is done, and that cannot be fixed with pay or money.

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Faria said some issues are nonpublic and they are bound by confidentiality. Having said that, there have been several conversations on these issues. Faria said people have some of the information and not the whole picture, and that they should not make judgments without all of the information.

Christine Belanger asked when the surveys were done. Mantegari said last fall. They were done for all of the department heads. She asked that they be conducted again. Mantegari said the board will take that under advisement.

W. Byrne said the residents bonded with the police department over the Arkell incident. He said change has been a bumpy road at best. Arcieri is educated and modern, where before the officers were running the show.

A resident said that people will not come forward if they do not think they can without retribution.

Mantegari asked if there were any other comments about the police department before the board moves on. No more public comment on this issue.

Whitehouse asked about the cost to fix the archive link on the website that appears to have been broken by the same vendor. Mantegari said the cost is \$800 and is estimated to be 5-6 hours' worth of work.

Whitehouse also requested the public comments and the employee names, position, and rates of pay be noted in the minutes when new hires are announced.

R. Wrighton suggested bringing back the selectmen's corner for the newsletter.

A resident asked about livestreaming the meetings. Artimovich said we are in the process of getting the equipment to do.

At 7:22 pm a motion was made by Faria, 2nd by Menter to go into nonpublic sessions per RSA 91-A: 3, II (b) to discuss hiring. Mantegari- aye, Artimovich – aye, Menter – aye, and Faria-aye. The motion carries.

At 8:03 pm a motion was made by Menter, 2nd by Faria to come out of nonpublic session and seal the minutes. Mantegari- aye, Artimovich – aye, Menter – aye, and Faria-aye. The motion carries.

Artimovich made a motion, 2nd by Faria to adjourn the meeting at 8:03 pm. All were in favor.

Respectfully submitted,

Karen Clement

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WEEKLY TREASURER'S REPORT				
DATE:		2/12/2019		
Citizens General Fund:				
	Previous Balance:	25,677.88		
	Deposits:	57,215.74		
	Payroll:	20,943.33	DD: \$17436.17	CK: \$3507.16
	FICA:	5,467.98		
	to Impact Fees			
	A/P: Regular	\$73,211.76		
	Trans to Rec			
	void checks			
	From MMA	35,000.00		
	net corrections	0.24		
	TO MMA			
	Account Balance:	18,270.31		
	Interest Earned YTD:	3.20		
	CD's	3,000,000.00		
MMA:	Unrestricted Balance	1,665,213.39		
	Total Invested Funds:	4,665,213.39		
	Interest Earned YTD:	2,129.76		