

Board of Selectmen
Minutes December 10, 2019

Convened at 6:00 pm

Present: Robert Mantegari, Chair
Andrew Artimovich
Ken Christiansen
William Faria
Phyllis Thompson

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.

Christiansen made a motion, 2nd by Faria to approve the public minutes of 12/03/2019 as written. All were in favor.

Christiansen made a motion, 2nd by Faria to approve the nonpublic minutes of 12/03/2019 as written. All were in favor.

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

- Sal Ragonese, 42 Crawley Falls Road, sign permit: signed by Board
- Victor Levesque, 8 Wilson Way, electrical permit for finished basement: signed by Board
- Claudia White, 55 Robinson Street, electrical permit for finished basement: signed by Board
- Mike Sanborn, 55 Homestead Lane, in ground pool: signed by Board.

Mantegari said the road Three Ponds Drive seemed narrow. Artimovich asked if the planning board could review the site plan and then have Wayne Robinson, Road Agent, go out and measure to make sure it is in compliance.

Mantegari opened the public hearing for the Cable Franchise Agreement at 6:15pm. Faria said the purpose of this hearing is to gather public input for negotiating the franchise agreement. Clement said residents had expressed an interest in a senior discount. Comcast has said they will offer \$2.00 off a month for those who qualify. Eleanor McLaughlin, 15 Mill Pond Road, asked if the board was willing to negotiate a higher amount. Mantegari said yes, this was just the starting point. Phyllis Paradis, 34 Birch Circle, said she would assume that if this was agreed upon that every citizen would then need to apply to Comcast. Clement asked if the residents at Mill Pond wanted to designate one point of contact for her to communicate any updates with. Janice Duffy, 33 Birch Circle, said she was willing to do that. Duffy went on to say that this seemed like a monopoly. Mantegari said other companies could come in but often the cost to build the infrastructure is cost prohibitive. Liz Faria, 209 South Road, asked about the revenue to the town. Clement said the town negotiates a franchise fee that is collected. The max is 5%, and the town requests 3% which equates to about \$40K annually. Christiansen said the FCC passed

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a new rule that the school and library can no longer receive free services. Artimovich said maybe we can negotiate for \$1.00. Mantegari asked if there was any more public comment from those present. There was no additional public comment at this time.

The board reviewed the following budgets.

Highway: Wayne Robinson

Clement said she met with Robinson and discussed his wages. Robinson said he spoke with his wife and he wants his bonus included in his salary. Clement said she calculated what Robinson's salary would be for January 1 and then calculated a 3% increase for April 1. Taxes and NHRS were adjusted accordingly. Based on actuals electric, heating oil, vehicle repairs, and supplies and parts were reduced. Artimovich asked why equipment in the snow budget was up \$3000. Robinson said for snow and plow blades. Clement said that line item is over budget year to date. Mantegari made a motion, 2nd by Thompson to approve the highway budget of \$375929. All were in favor.

Mantegari made a motion, 2nd by Christiansen to approve the snow and ice control budget of \$144556. All were in favor.

Mantegari announced that Scott Pelletier was hired as a seasonal plow driver at \$19 per hour.

Artimovich said we need to do something to get drivers. Todd Bradsher, 264 Pickpocket Road, said that for a CDL driver with a medical card the going rate is \$20-\$25. He said when the private sector is paying that kind of money, it will make it harder to attract good employees. Mantegari said the benefits are much better here. Artimovich said the young work force does not care about the benefits. Faria agreed, he said they want to see the dollars. Robinson said the last storm cost about \$5000 in contract drivers. Artimovich said they were in one tons and Robinson had to go back and wing back to make the travel lanes wider. Liz Faria, 209 South Road, said she thought the pay was too low and would recommend increasing it to \$19-\$24. The board discussed what they thought was fair. Clement suggested adjusting the range for the highway labor to \$19-\$22 and increasing the seasonal wage to attract the drivers. Mantegari said he liked that because then the benefits costs would not increase. Mantegari made a motion, 2nd by Christiansen to offer \$19-\$22 for a highway laborer and \$20-\$25 for a seasonal plow driver. All were in favor.

Mantegari asked if there was any further public comment on the Cable Franchise Agreement. There was no further public comment. Mantegari closed the hearing at 7:00pm.

Clement said the wage information is no longer available through NHMA and asked if the board would consider a compensation study. Artimovich said he would rather ask some of the part timers to do the research and compile a report instead of spending a lot of money for a firm to do it.

Ambulance: Joe Bird

This budget is level funded. Mantegari made a motion, 2nd by Faria to approve the ambulance budget of \$110735. All were in favor.

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Fire: Joe Bird

Bird said he is requesting to add another full time firefighter (backfilling his full time position from when he was promoted to Chief) and extending the coverage from 6am to 6pm, 7 days a week. He has reduced the per diem coverage to reflect the coverage that would be provided by a full timer. The increase in administrative is moving Bird's salary from the 111 line to 220. To date there have been 666 calls and 66 of them were missed. Of the 666 calls, 194 were from 6pm to 6am; therefore, extending the coverage from 6am to 6pm would substantially increase the department's ability to respond. Bird said the increase represents onboarding as of January 1, which will not be the case but he wanted to show the full impact. Based on a realistic hire date, he could reduce the budget by \$21K. Christiansen made a motion, 2nd by Thompson to approve the fire budget of \$442737. All were in favor.

Library: Tracy Waldron, Jim Clark, and Janice Wiers

The board reviewed wages and increases requested. Computer support is increased substantially. Wiers said the support was donated initially and now we have to pay for it. The bottom line is up 7% with insurance (insurance rates increased 7.4%). Artimovich made a motion, 2nd by Christiansen to approve the library budget of \$245826. All were in favor.

Frank McInnis was the employee selected for November for the employee award.

Information Systems

Mantegari made a motion, 2nd by Christiansen to open the information systems budget. Clement said she added \$350 in general supplies. The Vimeo subscription is \$250 and \$100 for thumb drives. Mantegari made a motion, 2nd by Christiansen to approve the information systems budget of \$69273. All were in favor.

Josh Collins, Coalition Against Bigger Trucks, said he represents a small advocacy group dedicated to asking the federal government to leave the truck size and weight regulations as is. He gave an overview of some of the issues and safety concerns that could arise from larger trucks. He would like the board to consider sending a letter to the delegation. He said he would draft a template for them. Christiansen said to send it over and the board will discuss it again after they have reviewed all if the information.

At 7:40 pm a motion was made by Mantegari, 2nd by Christiansen to go into nonpublic sessions per RSA 91-A: 3, II for (c) reputation. Mantegari– aye, Artimovich – aye, Christiansen – aye, Faria – aye, and Thompson – aye. The motion carries.

At 7:55 pm a motion was made by Mantegari, 2nd by Faria to come out of nonpublic session and seal the minutes. Mantegari– aye, Artimovich –aye, Christiansen – aye, Faria – aye, and Thompson - aye. The motion carries.

The board reviewed the bids submitted for the curbside collection and recycling RFP. Clement said she prepared a spreadsheet to outline all the costs. The recurring costs are totaled and the one time or as needed services are highlighted. The board reviewed and discussed the terms of the contract. Christiansen made a motion, 2nd by Thompson to award the bid to Casella Waste Systems. All were in favor.

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Artimovich made a motion, 2nd by Faria to sign the 2020 DOT Consortium contract. All were in favor.

Clement asked if any board members were attending Wreaths Across America and would read the proclamation. Thompson or Faria will be there.

Christiansen made a motion, 2nd by Faria to post the ACO position for hire. All were in favor.

Thompson suggested a gift card for a seasonal employee who helped out plowing. Mantegari said he disagreed. Robinson went above and beyond. Mantegari said he stopped at the highway shed three times over the course of the storm to check on Robinson and each time he was there by himself.

Thompson said she would like to know if the board has a snow policy. Clement said no. She would like to see some standards set so that all employees know what to expect in the event of a closure. Christiansen made a motion, 2nd by Thompson that if the town closes the office, the employees will be paid. All were in favor. Clement will research further various town policies for the board to review.

Christiansen said the town office staff did a wonderful job with the holiday party. Thompson said she agreed, it was well attended.

Mantegari said he wanted to extend condolences to the Dennehy family for their loss and recognize that Dennehy still attended the budget committee meeting to support the school.

At 8:22 pm a motion was made by Mantegari, 2nd by Thompson to adjourn. All were in favor.

Respectfully submitted,

Karen Clement

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WEEKLY TREASURER'S REPORT

DATE:	12/10/2019			
Citizens General Fund:				
Previous Balance:	23,434.86			
Deposits:	1,885,244.75			
Payroll:	20,631.88	DD: \$19472.6		CK: \$1159.28
FICA:	5,336.14			
to Impact Fees				
A/P: Regular	\$736,242.05	County: \$592,678		Truck: \$86,910
Non-A/P				
void checks				
From MMA	75,000.00			
To Rec				
TO MMA	1,215,000.00			
Account Balance:	6,469.54			
Interest Earned YTD:	47.49			
MMA:				
CD's	4,000,000.00			
Unrestricted Balance:	2,263,340.34			
Total Invested Funds	6,263,340.34			
Interest Earned YTD:	43,256.71			

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WEEKLY TREASURER'S REPORT				
DATE:		12/3/2019		
Citizens General Fund:				
	Previous Balance:	32,007.47		
	Deposits:	322,777.84		
	Payroll:	27,271.52	DD: \$24487.99	CK: \$2783.53
	FICA:	6,935.32		
	to Impact Fees			
	A/P: Regular	\$290,131.11	Swasey: \$200,000	
	Non-A/P			
	void checks	2,987.50		
	From MMA	115,000.00		
	To Rec			
	TO MMA	125,000.00		
	Account Balance:	23,434.86		
	Interest Earned YTD:	47.49		
	CD's	-		
MMA:	Unrestricted Balance	5,123,340.34		
	Total Invested Funds:	5,123,340.34		
	Interest Earned YTD:	43,256.71		