

Board of Selectmen
Minutes December 17, 2019

Convened at 6:00 pm

Present: Robert Mantegari, Chair
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.

Joyce Gallant 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 12/10/2019 as written. All were in favor.

Christiansen made a motion, 2nd by Faria to approve the nonpublic minutes of 12/10/2019 as written. All were in favor.

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

- Three Ponds LLC, 3 Ponds Drive, plumbing for new dwelling: signed by Board
- Three Ponds LLC, 14 Ponds Drive, plumbing for new dwelling: signed by Board
- Three Ponds LLC, 26 Ponds Drive, new dwelling: signed by Board
- Three Ponds LLC, 28 Ponds Drive, new dwelling: signed by Board.

Kaiser said he has received no response from 152 Prescott Road. Christiansen made a motion, 2nd by Thompson to send a letter of violation to the property owner. All were in favor.

Kaiser said the fine for 9 Mary Vey Drive has been paid. He spoke with the property owner's engineer and has referred them to the planning office for a ZBA application.

The board reviewed the 2020 race schedule for New England Dragway (NED). Mantegari made a motion, 2nd by Christiansen to approve the 2020 race permit for NED. All were in favor.

Edie Shipley, conservation commission, was present to discuss the report from Rockingham Conservation District (RCCD) for the Exeter River Water Quality Improvements. There is a concern for the amount of sediment and debris in the catch basin on Rowell Road West. RCCD cleaned them last year and conservation would like to request that the highway department takes care of them going forward. Shipley said she would like this to be added to some sort of a maintenance schedule to be cleaned at least once a year. Christiansen made a motion, 2nd by Mantegari to send a memo to Wayne Robinson, Road Agent, to add these to a maintenance schedule and to request a copy. All were in favor.

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Shiplely said a purchase and sales agreement has been executed with a private LLC for the game farm on South Road. The appraisal will be ready early January and conservation will be reviewing the information to determine the amount for a warrant article to conserve the land. Shiplely anticipates this to be ready for this year's town meeting.

The board reviewed the following budgets.

Police, Chief Ellen Arcieri

The board reviewed the budget proposed. Arcieri said there is a need for a full time detective. Arcieri estimates for every hour of investigation, 2-3 hours are spent on report writing. The position has remained open and unfilled. Arcieri said last year she made a commitment to the board and to the community to invest in the officers we had. Since that time Officer Abele has been promoted to Corporal and she would like to transition Officer Gauthier to this specialty assignment as detective. This would create a need to hire a 7th officer to backfill Gauthier's open patrol shifts. The hire date would be in June. There are 4 part time shifts for the first 6 months of the year and then will be reduced once the full timer is hired. Christiansen said there was a national survey done recently and it was recommended to have 2.2 officers for every 1000 residents. Arcieri said crime is not going down and we are competing with communities with more resources.

Arcieri reviewed the salary line to include patrol, holiday, shift differential, training, and overtime. The overtime is increased 5 hours per week to 20 hours per week. Arcieri said the increases are budgeted at 3%, beginning April 1st. Mantegari said the officers received 9-10% last year and thought 3% was too high. Arcieri said the raises were based on performance and merit. She went on to say that in a time of great turmoil, what these officers were able to do over the last year is pretty amazing.

Sergeant Wicks said we are talking about employee retention. There are 5 communities offering a \$10,000 sign on bonus right now. The cost associated with hiring an officer for the background check, physical, psychological exam, 16 weeks in the academy, field training, etc. You have this person tied up for a year in training and get no real police work out of them. He is concerned that we are setting ourselves up for failure. We are not talking about excessive pay, we are talking about competitive pay. Mantegari reviewed the total compensation packages. Clement said there should be no consideration if an employee elects the 2 person or family plan, when considering merit increases as merit is based on performance. Clement said the benefits offered in comparable communities are the same. Wicks said they are near identical. Christine Belanger, administrative assistant to the chief, asked if the board would consider a pay scale with defined criteria. Mantegari said he did not like that idea.

Mantegari said he could get on board with 1.5%-2% raises. He estimated that would be a savings of about \$3K. He said if Arcieri would reduce her bottom line by \$3000, she could reduce expenses or give the officers the 3%. Arcieri said done, she could do it. Mantegari made a motion, 2nd by Faria to approve the police budget of \$832,337. All were in favor.

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Animal Control, Chief Ellen Arcieri

This budget is level funded. Mantegari made a motion, 2nd by Christiansen to approve the animal control budget of \$9841. All were in favor.

Arcieri presented a vehicle pursuit and emergency vehicle operation policy and a tire deflation device policy. Christiansen said he was fine with the policy but said the pursuit policy should only be exercised for serious offenses. Clement said Artimovich reviewed them and emailed her that he approved. Mantegari made a motion, 2nd by Christiansen to approve the vehicle pursuit and emergency vehicle operation policy and the tire deflation device policy as written. All were in favor.

Arcieri said Sergeant Wicks has drafted a grant to Walmart for up to \$5000 for less than lethal shotguns and related equipment. Mantegari made a motion, 2nd by Christiansen to approve applying for the grant and to sign a letter authorizing the police department to apply as an agent of the town. All were in favor.

Officer Kneeland and Officer Polanco will be graduating from the Academy on Friday at 2pm. Following that ceremony, there will be an open house at the town office for the officers and their families. The board is welcome to attend.

Arcieri has received 4 quotes for the Kerri door system. She will review them further and will be back with a recommendation and to request to encumber the funds.

The radar sign is out for repair.

Christiansen said for the record the BOS appreciates everything that Arcieri and her department has done over the last year. There was a lot of long hours and hard work to get to where we are today.

Mantegari received an email from Chris Andriski, Assistant Superintendent SAU 16, to meet up and discuss how to better present the school budget next year. Christiansen said it was not appropriate for the selectmen to be involved. He suggested referring Andriski to principal Kew and Melissa Litchfield, school board representative for the budget committee. Thompson agreed.

Heath Officer

Faria made a motion, 2nd by Thompson to approve the health officer budget of \$1.00. All were in favor.

Mosquito Control

This is level funded. Christiansen made a motion, 2nd by Faria to approve the mosquito control budget of \$30,500. All were in favor.

Street Lighting

This is being reduced to \$1.00. Thompson made a motion, 2nd by Christiansen to approve the street lighting budget of \$1.00. All were in favor.

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Highway

Clement said the salary lines were adjusted to reflect the new hire rates of pay the board approved last week. Faria made a motion, 2nd by Christiansen to open and approve the highway budget of \$377550. All were in favor. Christiansen made a motion, 2nd by Faria to open and approve the snow and ice budget of \$148540. All were in favor.

Fire

Clement said the NHRS was removed from the budget voted on and approved. It was mistakenly removed with the rest of the benefits. Faria made a motion, 2nd by Christiansen to open the fire budget and approve the budget of \$491,414. All were in favor.

Recycling and Waste Collection

Clement said the budget was adjusted based on the contract award to Casella beginning July 1. Christiansen made a motion, 2nd by Faria to approve the recycling budget of \$78815. All were in favor. Christiansen made a motion, 2nd by Faria to approve the waste disposal budget of \$277735. All were in favor.

Clement said the disposal district to which the town is a member has voted to extend the disposal contract with Waste Management. Christiansen made a motion, 2nd by Faria to sign the joinder with the district. All were in favor.

Clement said the town clerk's office will be closed on the day after Christmas. She asked if the board wanted her to open. Faria asked who else was working. Clement said no one but Kaiser would come in so she would not be in building alone. Clement asked if it was fine to just use her earned time. The board said yes.

At 7:43 pm a motion was made by Mantegari, 2nd by Christiansen to go into nonpublic sessions per RSA 91-A: 3, II for (a) personnel. Mantegari- aye, Christiansen – aye, Faria – aye, and Thompson – aye. The motion carries.

At 7:47 pm a motion was made by Mantegari, 2nd by Faria to come out of nonpublic session and seal the minutes. Mantegari- aye, Christiansen – aye, Faria – aye, and Thompson -aye. The motion carries.

At 7:47 pm a motion was made by Mantegari, 2nd by Christiansen to adjourn. All were in favor.

Respectfully submitted,

Karen Clement

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WEEKLY TREASURER'S REPORT				
DATE:		12/17/2019		
Citizens General Fund:				
	Previous Balance:	6,469.54		
	Deposits:	1,034,916.90		
	Payroll:	33,358.24	DD: \$31460.16	CK: \$1898.08
	FICA:	10,622.33		
	to Impact Fees	7,236.00		
	A/P: Regular	\$277,590.56	Swasey: \$200,000	BondBank: \$46,693.75
	Non-A/P			
	void checks			
	From MMA	100,000.00		
	To Rec			
	TO MMA	800,000.00		
	Account Balance:	12,579.31		
	Interest Earned YTD:	47.49		
	CD's	5,500,000.00		
MMA:	Unrestricted Balance	1,463,340.34		
	Total Invested Funds:	6,963,340.34		
	Interest Earned YTD:	43,256.71		