

Board of Selectmen  
Minutes November 23, 2021

Convened at 6:00 pm

Present: Ken Christiansen (telephonically)  
Robert Mantegari  
Andrew Artimovich  
Jon Morgan

Mantegari called the meeting to order.

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

Mantegari made a motion, 2<sup>nd</sup> by Artimovich to approve the public minutes of 11/16/2021 as written. Morgan – aye, Artimovich – aye, and Mantegari – aye. The motion carries.

Joyce Gallant was in to present the weekly Treasurer’s report. Please see last page to view the report.

Clement said that the Tax Collector advised taxes are at 83% collected with a week to go.

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

- Kristen Gaziano, 5 South Road, add third bay to existing detached garage: signed by Board.
- Christopher Cooper, 272 South Road, plumbing for kitchen remodel: signed by Board.
- Tamatha Johnson, 30 Robinson Street, electrical for basement family room: signed by Board.
- Jonathan Frizzell, 161 Crawley Falls Road, kitchen renovation – bring electrical to code: signed by Board.
- Catherine Lyman, 5 Washington Drive, install roof mounted solar panels: signed by Board.
- Jeffrey Donald, 83 Middle Road, install 4 electrical outlets: signed by Board.
- Nicholas Brittain, 14 Gallant Drive, install roof mounted solar panels: signed by Board.
- Robert Chilton, 160 South Road, replace roof on house and garage: signed by Board.

Mantegari asked for permission from the BOS to call Christiansen and allow him to participate remotely. Artimovich made a motion, 2<sup>nd</sup> by Morgan to call Christiansen. Morgan – aye, Artimovich – aye and Mantegari – aye. The motion carries. Christiansen is called via cell phone and joins the meeting on loudspeaker.

Budgets:

1) Highway

- a. Wayne Robinson, Road Agent was in attendance to discuss the highway budget. Mantegari said the budget for 2022 has increased by \$23,475.89 which is a 6.2% increase. Clement said the salaries are included as a wage adjustment. Mantegari said the road construction is level funded. Morgan asked where the increases were and Artimovich said \$20,000 in salaries and Morgan said these were already approved. Morgan said \$20,000 of the \$23,475.89 was already approved and Artimovich said \$2,000 was in overtime and FICA, Medicare and retirement all had increases. Mantegari said \$1,000 more in trees and Artimovich said \$400 in uniforms and some extra in office supplies. Mantegari made a motion, 2<sup>nd</sup> by Christiansen to approve the Highway budget of \$401,041.34 for 2022. Christiansen – aye, Artimovich – aye, Morgan -aye, and Mantegari – aye. The motion carries.

2) Snow & Ice Control

- a. Wayne Robinson, Road Agent was in attendance to discuss the snow & ice control budget. Mantegari said the budget for 2022 was \$195,367, an increase of \$30,974 of which the majority looks like salt. Robinson said the sand, salt and one load of cold patch comes to \$149,570 and last years was \$118,400. Robinson said a ton of salt is \$68.55 and 20 tons of cold patch is \$123.00 per ton. Morgan asked what salt was per ton last year.

Board of Selectmen  
Minutes November 23, 2021

Clement said it was \$50.75 last year, up to \$68.55 this year. Morgan asked if this is the Morton contract and Robinson said yes, and he does not want to change as we are at the top of the list for deliveries. Artimovich said it had increased by \$18 per ton. Mantegari made a motion, 2<sup>nd</sup> by Artimovich to approve the snow and ice control budget of \$195,367 for 2022. Christiansen – aye, Mantegari – aye, Artimovich – aye and Morgan – aye. The motion carries.

3) Street Lighting

- a. Mantegari made a motion, 2<sup>nd</sup> by Morgan to approve the street lightening budget of \$1 for 2022. Christiansen – aye, Mantegari – aye, Artimovich – aye and Morgan – aye. The motion carries.

4) Mosquito Control

- a. Mantegari made a motion, 2<sup>nd</sup> by Morgan to approve the level funded mosquito budget of \$30,200 for 2022. Christiansen – aye, Mantegari – aye, Artimovich – aye and Morgan – aye. The motion carries.

Notes:

- 1) Seabrook drill on 12/8. Paul McFarland will be lead on this. Who can attend?
  - a. Christiansen said he plans to attend.

Documents to sign:

- 1) Section 125 Adoption Agreement
- 2) Amendment to Section 125 Allowing Temporary Covid relief
  - a. Clement said the IRS approved some changes with our section 125 plan and FSA plan, so HealthTrust prepared a plan amendment to adopt our group’s temporary covid-19 relief sections, in accordance with IRS regulations and the IRS made permanent changes to the FSA rules in 2020. Mantegari made a motion, 2<sup>nd</sup> by Artimovich to sign the section 125 adoption agreement and the amendment to Section 125 allowing temporary covid relief forms. Christiansen – aye, Mantegari – aye, Artimovich – aye and Morgan – aye. The motion carries.
- 3) 2022 Benefits Transmittal
  - a. Clement said the 2022 medical rates are down 8.1% so left those plans as they were before. Clement said one change she is proposing is swapping out the 1G plan in dental and opting into the 1C plan for an extra \$1.50 per month difference in premium which the employee pays. This expands orthodontic coverage and increases the plan limit. Artimovich made a motion, 2<sup>nd</sup> by Morgan to sign the 2022 benefits transmittal. Christiansen – aye, Mantegari – aye, Artimovich – aye and Morgan – aye. The motion carries.
- 4) Plodzik and Sanderson 2022 Letter of Engagement
  - a. Clement said this is the letter of engagement for our 2021 audit and said the price is an increase of \$800 which we will absorb into the general government budget. Morgan made a motion, 2<sup>nd</sup> by Artimovich to sign the letter of engagement to Plodzik and Sanderson. Christiansen – aye, Mantegari – aye, Artimovich – aye and Morgan – aye. The motion carries.
- 5) Employee letter
  - a. Artimovich and Morgan read the letter and Artimovich asked if it would be sent to him, or the attorney and Clement said both. Artimovich made a motion, 2<sup>nd</sup> by Morgan to sign the letter. Christiansen – aye, Mantegari – aye, Artimovich – aye and Morgan – aye. The motion carries.

Clement asked the BOS if they were good with receiving scanned copies of the library budgets. All said scan was fine.

Artimovich asked if we can send a letter of thanks to Frizzell for his BOS service. Mantegari agreed, Christiansen said by all means, and Morgan said sure. Artimovich said they will sign at next BOS meeting.

Morgan spoke to the Economic Development survey which is live online now and will be available in hard copy at Town Hall and Library, and said if anyone has questions or needs help, they can contact him or Clement. Morgan said the 1<sup>st</sup> survey will be out for at least 4 weeks. Mantegari asked about speed bumps on town roads and Morgan said that is a point to put into future surveys.

Board of Selectmen  
Minutes November 23, 2021

Artimovich asked for an update from Budget Committee and Mantegari said everything has passed at the last meeting.

Bill Faria, 209 South Road asked if the BOS had heard anything regarding a rumor about Amazon buying the racetrack property. Mantegari said he has not heard anything. Morgan said nothing has come before the planning board. Artimovich said there is a Facebook post with a change.org petition happening.

B. Faria said he thought there was a 5.4% wage increase across the board and Artimovich said it is not a standard rate, it is an adjustment to what people are paid in comparable surrounding 6 or 7 towns. Mantegari said there is a 5.9% increase in social security administration and did a wage survey to correct it. Mantegari said it depends on what the position is and what the wage survey came in at. Faria asked if some people received a 16.4% wage increase based on cost of living and wage comparability and adjustments and Mantegari said that some positions did change significantly, with the budget approved tonight of highway being one of them. Clement said the highway person increased from \$20 to \$24 which is 16.66%. Liz Faria, 209 South Road asked about what it is across the board and Clement said everyone varied from the wage survey. L. Faria asked what the percentage range is, and Clement said it was not calculated on percentage, it was calculated on hourly wage. Morgan said we were dramatically underpaying employees compared to the several other comparable surrounding towns as hand selected by the budget committee, and the cost of turnover after losing those employees is significant.

L. Faria asked if the health plan was down to 8% and Clement said yes, there was a decrease in medical costs to 8.1% with the reduction of 1 position and savings in medical benefits and the 53<sup>rd</sup> pay week it covered all of the wage adjustment costs. With the salaries, NH retirement and taxes all factored in and paid for, for all town office and highway employees as well as the administrative assistant in the police department.

At 6:35pm Artimovich made a motion, 2<sup>nd</sup> by Morgan to adjourn. Christiansen – aye, Mantegari – aye, Artimovich – aye and Morgan – aye. The motion carries. Artimovich and Mantegari wished everyone a happy Thanksgiving.

Respectfully submitted,

Sarah Parkhurst.

Board of Selectmen  
Minutes November 23, 2021

WEEKLY TREASURER'S REPORT

DATE:

**11/23/2021**

**General Fund:**

**TD BANK**

Previous Balance: 3,264,423.60

Deposits: 3,737,283.70

Payroll: 20,250.93      DDP: \$19753.13  
CHK: \$497.80

FICA: 5089.65

to Impact Fees 9,386.00      Reg A/P Cks \$25,676.17      NH Retirement

A/P: Regular 25,676.17      Swasey: \$      CO-OP: \$  
FICA Return  
void checks

Account Balance: 6,941,304.55

Interest Earned  
YTD: 2,253.02

Former MMA Interest Earned  
YTD: 1253.26

Joyce A. Gallant, Treasurer  
Jonathan Ellis, Deputy Treasurer