

**2020 DELIBERATIVE SESSION MINUTES
FEBRUARY 8, 2020**

Moderator Eileen Meaney called the meeting to order at 9:00 a.m. and asked everyone to rise for the Pledge of Allegiance.

Moderator Meaney recognized Frederick Hippler, Chairman, Board of Selectman. He introduced Naomi Bolton, Town Administrator, Jack Meaney, Vice Chairman, Board of Selectmen, Sherry Burdick, Selectman, Jan Snyder, Selectman, Jon Osborne, Selectman.

Moderator Meaney recognized Maureen Billodeau, Town Clerk, Jane Murchie, Deputy Town Clerk, Cable Committee members Doug Alwine and John Lawton, Supervisors of the Checklist Terry Wahnowsky, Colleen Couhie and Cindy Pare, Laura Spector-Morgan, Town Counsel, Beth Rouse, Finance Administrator, Brenda Cannon, Library Trustee, Police Chief Chris Moore, Fire Chief Bob Vezina and Benji Knapp, Department of Public Works Director. Moderator Meaney also recognized the Finance Committee members along with Lori Davis, Finance Committee Chairman.

Moderator Meaney recognized those residents of Weare who passed away in 2019. She further recognized the passing of Michael Sullivan, Library Director and asked for a moment of silence.

Moderator Meaney explained the rules of order for the deliberative session – right to speak: all eligible residents in attendance have the right to speak to the articles or amendments on the floor. Without objection, the moderator may also permit non-residents, town officials, staff or their subject matter experts to provide information to this assembly regarding motions on the floor. She pointed out that Laura Spector-Morgan, Town Counsel, Police Chief Chris Moore, and Fire Chief Bob Vezina are non-residents but subject matter experts and department heads and, based upon this, will be speaking to articles. All speakers and members of the assembly are expected to engage in civil debate and will refrain from personal attacks. Please be courteous while others are speaking, be respectful of others opinions and their right to express them. All discussions will be held through the moderator and if someone wishes to speak, they will approach the microphone and address the moderator; if someone is unable to approach the microphone, please advise the moderator or other staff and one will be brought to that individual. After being recognized, please clearly state your name and address for the minutes. Normal order of discussion: a motion to consider a warrant article must be made and seconded before any debate begins on the subject of the article. Both the mover and the seconder must provide their name and address to the moderator. After the motion has been moved and seconded, the maker of the motion will be given the first opportunity to speak provided that the motion is not ruled out of order. The moderator requests that all speakers limit their remarks to ten minutes on each motion. After the mover of the motion has spoken, other eligible members of the assembly will be provided an opportunity to speak. Appropriate proposals to amend the main motion may be offered by eligible residents during debate but may only be discussed if they are moved and seconded. Any amendment which changes the subject matter of the main

motion or makes the change to contract warrant article or attempts to create a wholly new warrant will be ruled out of order. If any amendments to motions are adopted, debate will return to the main motion as amended; if such amendments fail to be adopted, debate will return to the main motion without changes. The moderator requests that any member of the body proposing an amendment to a motion provide a written copy to the moderator on the form provided prior to moving. Unless overruled by the body, no speaker will be permitted to speak on any single motion or amendment more than once.

Neal Kurk, Mount Dearborn Road, stated that traditionally people have been permitted to speak a second time after everyone, who wishes to speak, has spoken first. He asked if Moderator Meaney's ruling is that this will not be allowed.

Moderator Meaney responded that those are her rules but it can be put to vote if one chooses.

Mr. Kurk indicated that he would like to put this to a vote.

Moderator Meaney clarified that the proposal on the floor is to allow people to speak on motions more than once. The proposal to allow a person to speak more than once passed.

Moderator Meaney proceeded onto the Warrant Articles beginning with Article 4.

ARTICLE 4

Shall the Town raise and appropriate as an operating budget, not including appropriations by special warrant articles and other appropriations voted separately, the amounts set forth on the budget posted with the warrant or as amended by vote of the first session, for the purposes set forth therein, totaling Six Million Seven Hundred Eighty-Seven Thousand Eight Hundred Forty-Three Dollars (\$6,787,843)? Should this article be defeated, the default budget shall be Six Million Six Hundred Thirty-Two Thousand Three Hundred Two Dollars (\$6,632,302), which is the same as last year, with certain adjustments required by previous action of the Town or by law; or the governing body may hold one special meetings in accordance with RSA 40: 13, X and XVI, to take up the issue of a revised operating budget only.
(Recommended by Board of Selectmen)

Selectman Hippler indicated that this operating budget is 2.6 percent higher than the default budget; it reflects current numbers of the cost to operate the town for 2020. He stated that the departments, department heads, and selectmen have scrutinized the budget and feel confident that this is an accurate budget to move forward with for the year 2020. Also included within this budget are the warrant articles that were approved as reoccurring costs in 2019 which includes the road bond, non-union employee wages, DPW increase, two full-time firefighters, fire standby pay, and the Animal Control Officer.

Lori Davis, Finance Committee Chair, was recognized to speak. The Finance Committee recommends this article because it believes the town's department heads were efficient and

concise in their budgeting and the justifications of their budget requests. She pointed out that the anticipated tax impact of the proposed budget is eighteen cents per \$1,000 higher than the default; a five percent difference.

Selectman Hippler moved the article as read. The motion was seconded.

Selectman Hippler reiterated that this budget reflects the current operating numbers for the year 2020. He pointed out that, in 2019, voters voted for items that became reoccurring costs for 2020; the budget is only \$9,000 higher, with these included, than last year's budget.

Neal Kurk, Mount Dearborn Road, moved to reduce the proposed budget a. for the highway department by \$9,505 to \$1,470,094; b. for the Finance Administrator by \$15,603 to \$91,191 and c. for the library by \$18,733 to \$214,924 and to decrease the total proposed budget expenditure by \$43,841, the sum of these three items to \$6,744,002. The motion was seconded.

Mr. Kurk indicated that this budget contains three raises for three individual positions: Public Works Department Director, Finance Administrator, and the position of the Library Director. He noted that, over the years, the town has had an accepted practice of putting these raises into warrant articles. He feels that the selectmen and the library trustees have decided that they want to give these raises but not give the voters an opportunity to weigh in on them. He pointed out that they have the legal power to do this and, if this amendment were to pass, they could still give those raises. He further feels that the Board of Selectmen doesn't trust the voters to make these decisions. From his point of view, this is not the way they should be running their town and has a problem when raises for everybody, the three percent raise, is put to the voters and raises for individuals are buried in the budget. Mr. Kurk stated that the purpose of his motion is to reduce those particular amounts from the budget and bring the budget down by roughly \$43,000; the purpose is not to have a lower budget but to make sure that selectmen understand that, if they are proposing raises for individuals, they do so in the future with a separate warrant article and let voters weigh in on that. He has no objection to paying these individuals more but the purpose of his amendment is to tell the selectmen that the voters should be the ones who, on an individual raise basis, should be making that decision.

Frank Campana, Quaker Street, pointed out that he was the person that seconded the amendment. His issue is not with the pay raise but to make the voter aware of what the selectmen are asking voters to pay for. In the absence of a separate article, he pointed out that voters have no idea that these raises are hidden in the proposed budget. He stated that the information is there but somebody has to really dig for it. He wants the opportunity, as a taxpayer, to say yes or no to this and feels that the taxpayers deserve that and should expect that. He noted his support of the proposed amendment.

Brenda Cannon, Library Trustees Chairperson, pointed out that a number of warrant articles passed last year except for the library's article. She explained that when they were working on the budget for this year, she came up with the idea of putting it within the regular operating budget. She wanted to try something different because the library hasn't ever had a warrant article that has passed. She pointed out that they have been advertising for a month and they

haven't had anybody apply for the Library Director position at the current rate. She agrees that some of the money should go away but not all of it and guarantees that if they get any of this money, any dime that is not used for the director's salary will be returned to the town. They just need something to help them get qualified candidates to at least apply for the position.

Thomas Clow, Concord Stage Road, spoke in opposition to the proposed amendment. He stated that the accusation that this is hidden for an unforeseen motive just doesn't hold with him pointing out that there are individuals that they have to keep because they are key to the departments. He opposes the cuts being proposed within the amendment.

Richard Butt, Old Town Road, spoke in favor of the proposed amendment noting that he has attended several meetings and hasn't heard a single explanation from the Board of Selectmen to justify the increases. He is not questioning the need to give an increase but is concerned as to how they went about it. He pointed out that there were some issues at last year's deliberation associated with giving a raise to the Public Works Director and the comments that were made was to let the board do a study and come back next year to make a proposal. He asked the board for the justification for an increase for the Finance Director and the Public Works Director.

In regards to the Finance Director, Selectman Hippler responded that there was a wage study done via phone and email with surrounding towns and other communities; the number that came forth was not an average but was a number that was collectively fair amongst all the different towns.

In regards to the Public Works Director, Selectman Osborne indicated that he researched other towns and relayed his findings to other board members confirming that the Public Works Director is underpaid.

John Jeskevicius, Rolling Hill Drive, stated that it's becoming increasingly apparent that he can no longer afford to live in this community. He noted his concern that his taxes have jumped up 100 percent since being in this community.

Tom Flaherty, Sunrise Lane, indicated that he is not necessarily against the increases in salaries but agrees with Mr. Kurk in regards to the approach and method. He feels that the sense is not to put it into the operating budget but to vote on it like they did last year.

Clarence Gardner, John Connor Road, is in favor of the amendment noting that if there is a warrant article to increase the pay of the DPW Director he will be voting for it. He pointed out that if something has been a warrant article several times and voted down each time, that is not a reason to put it in the budget to try to get it to pass.

Christine Hague, Abijah Bridge Road, pointed out that there were pay adjustments last year; they went through their pay structure and were woefully behind so various departments had put forward requests for pay adjustments which passed. At that time, she indicated that there was

no request for the Director and all felt that it should be looked at this year to bring them up to the value of the position. She is concerned about the morale within the town.

John Vanloendersloot, Walker Hill Road, agrees with the premise of the amendment in terms of keeping everything on an even keel. He asked, if this amendment passes and the budget is reduced, can warrant articles be made to give those pay increases in this fiscal year.

Moderator Meaney relayed the answer to the question as no.

Heleen Kurk, Mount Dearborn Road, stated that it seems to her that when they know that someone deserves a raise by comparison and by the job that they do, that it's up to the board to argue that point for them. She asked that if there was a study done, why doesn't the public know that a study was done. She agrees that placing it within the budget at least makes it look like they are hiding it.

Luther Drake, Duck Pond Road, noted his concern with the lack of residents that attend meetings and pointed out that they elect the selectmen to represent the resident's interests. In his opinion, they should be taking a large consideration that the heads of these departments are the ones that know the value of the employees.

Howard Kaloogian, Colby Road, supports the amendment referencing the tradition of the town in which the selectmen should know that these raises should go to the people. He complimented the staff in the town stating that if they get the mindset that they are going to work for selectmen as opposed for the citizens, this is where the government grows unresponsive to the citizens. He feels that if the citizens are directly responsible for pay raises, then staff will be more in tune with the service that they provide.

Ricky Houde, Corliss Drive, opposes this amendment noting that they elected the officials to run the town and they need to trust them on what they do.

In regards to the comment made that citizens give the raises, Brenda Cannon, Library Trustees Chairperson, pointed out that it's different within the library. She clarified that the trustees manage the director and the director manages the library and the staff. She explained that it's up to the library trustees to determine the raise that the library director would receive.

Frank Campana, Quaker Street, supports the amendment noting that this is an issue of transparency. He questioned, if these employees receive a raise, whether they would still receive a three percent raise in the non-union article that will be coming up.

Moderator Meaney relayed the answer to be yes.

Mr. Campana noted that this is another issue of transparency in which, not only are they going to receive a raise but will also receive an additional three percent questioning who is going to know that.

Jack Dearborn, Gould Road, urged people to defeat this amendment. He feels that it becomes a personality issue for voting employee's raises down and suggests that they take this option out.

Lori Davis, Buxton School Road, stated that she voted against this for this exact reason. She does understand that they have people who are underpaid but where they have failed is to educate their members in town. She noted that when they are clear about what they are doing, their taxpayers back them. She pointed out that when moving forward in the future, they need to be much clearer and transparent.

Brenda Cannon, Grandview Drive, pointed out that she used the statistics from the NH State Library Association from last year along with surrounding towns for the Library Director salary and concluded that Weare was the lowest of all the surrounding towns.

Neal Kurk, Mount Dearborn Road, requested a secret ballot.

Moderator Meaney read the names on the request: Frank Campana, Neal Kurk, Howard Kaloogian, Bruce Filmore, John Lawton and Bill Alleman.

Tom Downing, Winterberry Lane, is on the fence regarding the amendment. He questioned the ability to still give a raise if this amendment passes.

Attorney Laura Spector-Morgan explained that because they operate under a bottom line budget, the selectmen have the authority to transfer money from one line to another. She stated that they could still give the raise but would have to transfer the money into the line item.

Selectman Hippler added that they don't know what line they would take it from.

Frederick Hippler, speaking as a resident on Quaker Street, spoke in opposition to this amendment. He respects every speaker but as they have found out before in previous warrant articles, no means no. He noted that if they were to separate these raises within their own warrant article and the answer was no by the voters, they wouldn't be able to keep someone valuable with the offer of more dollars if they are leaving; they wouldn't be able to negotiate at all.

Jack Dearborn, Gould Road, moved the question.

Moderator Meaney read the amended article: Shall the Town raise and appropriate as an operating budget, not including appropriations by special warrant articles and other appropriations voted separately, the amounts set forth on the budget posted with the warrant or as amended by vote of the first session, for the purposes set forth therein, totaling Six Million Seven Hundred Forty-Four Thousand Two Dollars (\$6,744,002).

Moderator Meaney instructed voters to bring their green card to the ballot box so they can be given a ballot that has a yes and no. She proceeded explaining that voters will rip and choose

their vote and place it in the ballot box; the other half should be discarded. She stated that she will be allowing ten minutes for voting.

Moderator Meaney announced the results of the secret ballot for the amendment: Yes – 29 votes and No – 47 votes. The amendment failed.

Moderator Meaney stated that, with the failing of the amendment, Article 4 was moved as written.

Neal Kurk, Mount Dearborn Road, inquired whether they can continue discussion on this article with the failure of the amendment.

Moderator Meaney responded yes.

Mr. Kurk indicated that the default budget is something that is determined by the selectmen without voter input in accordance with state law. He would like to talk about the amount that the selectmen have chosen to use in the default budget for elections. In the proposed 2020 budget, he noted that the selectmen placed in \$17,250; this is an amount that appropriately reflects the cost of conducting four elections this year. In the default budget, he pointed out that they have only put in \$8,600 which is roughly the amount it would take to hold a single election. He stated that the selectmen will be able to transfer money should the default budget come about to conduct these elections. He pointed out that next year there will only be one election and questioned when they do the default budget, assuming the operating budget is passed this year, what will be the amount they will have in the default budget next year for elections - the \$17,000 necessary to conduct four elections in a year in which they only have one election. In effect, he noted that next year, under the selectmen's proposal, if the regular budget passes they are going to have a default budget that's roughly \$9,000 to \$10,000 higher than it needs to be and voters will be giving this additional money out of their tax pockets unnecessarily. Mr. Kurk urged the selectmen to go back and consider the default budget for 2020 to make sure it's the right number which should be the same as the proposed budget. He acknowledged that this is required by state law and, the definition under state law of what a default budget is, requires the selectmen to put into the default budget anything that the state requires to be done. He pointed out one exception which is the food that is provided to their election workers which is included within the proposed budget and agrees that this is not required by state law so if they are doing the default budget, they probably ought to take this out for 2020. He doesn't think it's fair to voters to put in the wrong number in the default budget for 2021 based upon the proposed budget for 2020. He asked the selectmen to consider this.

There being no further discussion, Moderator Meaney moved the question.

Moderator Meaney announced that Article 4 would be placed on the ballot as written.

Maureen Billoreau, Town Clerk moved to restrict reconsideration. The motion was seconded and passed.

ARTICLE 5

Shall the Town approve the cost items contained in the three (3) year collective bargaining agreement reached between the Board of Selectmen and the New England Police Benevolent Association (NEPBA) Union for the Police Department Employees, which calls for the following increases in salaries and benefits at the current staffing level:

| <u>Fiscal Year</u> | <u>Estimated Increase</u> |
|--------------------|---------------------------|
| 2020 | \$39,943.00 |
| 2021 | \$16,904.00 |
| 2022 | \$23,289.00 |

and further to raise and appropriate the sum of Thirty-Nine Thousand Nine Hundred Forty-Three Dollars (\$39,943.00) for the current fiscal year, such sum representing the additional costs attributable to the increase in salaries and benefits required by the new agreement over those that would be paid at current staffing levels? (Recommended by Board of Selectmen)
Estimated tax impact = \$0.05

Selectman Meaney moved the article as read. The motion was seconded.

Selectman Meaney explained that this is the collective bargaining agreement for the Police Department and is a three year contract instead of a two year contract. He indicated that in 2020 it will be a 6.39 percent increase with a 3 percent increase the following years. He further indicated that a part of the negotiation is that they are no longer front loading vacation and sick time and will be earning it like every other town employee on a monthly basis. He noted that it meets the needs of the employees in the Police Department as far as their salaries and benefits for that time period as well as some re-alignments taking place within the department with the current staffing levels.

Police Chief Moore stated that the information in which Weare is listed as the sixth safest town in NH is inaccurate; it's not accurate because this is based upon reports. He stated that they are so short staffed that they are not generating pro-active reports which means their report numbers are down. They are currently at 62 percent staffing having lost officers to many other communities emphasizing that every officer they lose is a \$44,000 investment. He stressed that it's not because of the equipment or the town itself but that they cannot compete with other communities. He feels that the biggest thing that they need to do is keep the people that they already have.

Lori Davis, Finance Committee Chair, was recognized to speak. The Finance Committee recommends this article. This is a fiscally prudent contract that will help the Town of Weare recruit and retain officers in an environment that is increasingly competitive for a decreasing number of qualified candidates. The contract provides pay increases of 6.39% in the first year and 3% in each of the second and third years; employees would not move up any steps on the wage matrix for the duration of the contract.

With regard to the Police Department's operating budget, John Jeskevicius, Rolling Hill Drive, is curious to know how many felony crimes have been investigated within the last ten years and also the total of 911 calls that has been received in the last ten years.

Chief Moore responded that he did not bring crime statistics with him but identified that they responded to over 13,000 911 calls just last year.

John Vanloendersloot, Walker Hill Road, referenced the language of this article "benefits at the current staffing level" and noted that it was stated that the staffing is currently at 62 percent. He inquired whether the current staffing level is current allowed staffing level at 100 percent for these numbers or is the 62 percent reflective of this increase.

Chief Moore replied that it's budgeted for 100 percent and the vacancies are counted as a step one officer with a Master's Degree for budgeting purposes.

Mr. Vanloendersloot asked if the \$39,943 is reflective if they were staffed at 100 percent.

Chief Moore responded that to be correct.

Frank Campana, Quaker Street, indicated that he would like to know the cumulative dollar amount at the end of the contract. He asked for confirmation as to whether his number of \$176,926 is correct. Referring to the Finance Committee, he is a proponent in a contract article such as this of including that cumulative amount so that the uninformed voter will know what the end result is. In the absence of the Finance Committee not doing this, he would like a commitment today from the Board of Selectmen to include that cumulative amount in the mailer.

Naomi Bolton, Town Administrator, confirmed that the cumulative amount is \$176,926.

Mr. Campana inquired whether he could receive a commitment from the board to include that dollar amount within the mailer.

Selectman Meaney indicated that they could do that.

There being no further discussion, Moderator Meaney moved the question.

Moderator Meaney announced that Article 5 would be placed on the ballot as written.

Maureen Billodeau, Town Clerk moved to restrict reconsideration. The motion was seconded and passed.

ARTICLE 6

Shall the Town raise and appropriate the sum of Fifty-Two Thousand Three Hundred Twenty-Six Dollars (\$52,326) to be used for raises for non-union Town and Library personnel? If approved, this addition would become part of the annual budget. (Recommended by Board of Selectmen) Estimated tax impact = \$0.06

Selectman Hippler moved the article as read. The motion was seconded.

Selectman Hippler explained that, as in years past, this article represents the non-union employees of the town and the amount presented represents a three percent raise for all employees not represented by the collective bargaining unit.

Lori Davis, Finance Committee Chair, was recognized to speak. The Finance Committee recommends this article. This article provides merit based pay raises, averaging three percent, for non-union town and library employees. The committee supports raises at a three percent level.

Heleen Kurk, Mount Dearborn Road, pointed out that approximately 25 percent goes to the top five paid employees in the town. She noted that roughly \$2,700 goes to one individual and at the other end of the spectrum, 27 cents an hour goes to another. She is bringing this up because she doesn't believe any of this is done on merit but it's three percent across the board. She doesn't believe that employee evaluations have been done so doesn't see how the word "merit" can be used. She urged the board of making this a little more equitable in the future.

Christine Hague, Abijah Bridge Road, hopes that the suggestion from the previous speaker is considered. She noted that if the warrant passes, the Library Director will be in the high end suggesting taking three percent off of that \$51,000 and giving it to the three employees who work more than twenty hours in addition to their other three percent. This would reduce the amount of the director but add the three percent in after the probationary period ends for the new director. She highlighted the responsibilities of library staff.

Frank Campana, Quaker Street, noted he is curious to know why this is a stand-alone article as opposed to being placed within the budget as with the other three positions in Article 4.

Lori Davis, Buxton School Road, noted her concern that the level of compensation for the lower group is not equal and feels that they need to correct this.

Benji Knapp, Perkins Pond Road, noted that as far as he is concerned the way that these articles have been so far, they are doing them as past practice has been.

Brenda Cannon, Grandview Drive, didn't realize there was an increase for the Library Director within this article. She doesn't see a reason why a new director would be receiving a raise and is agreeable to taking that money out.

There being no further discussion, Moderator Meaney moved the question.

Moderator Meaney announced that Article 6 would be placed on the ballot as written.

Maureen Billodeau, Town Clerk moved to restrict reconsideration. The motion was seconded and passed.

ARTICLE 7

Shall the Town raise and appropriate the sum of Forty-Seven Thousand Seven Hundred Fourteen Dollars (\$47,714) to hire one (1) additional full-time Public Works Employee? This represents the wages, taxes, and benefits for nine (9) months. If approved, this addition would become part of the annual budget with an estimated annual cost of Sixty Three Thousand Seven Hundred Forty Nine Dollars (\$63,749). (Recommended by Board of Selectmen) Estimated tax impact -\$0.05

Selectman Osborne moved the article as read. The motion was seconded.

Selectman Osborne explained that the town has increased the number of roads over the past several years by six to ten miles and they haven't added any staff for over twenty years. One of his concern is with vacation time of employees and it is not unusual to have two to three people out at any given time during their busiest time of the year.

Lori Davis, Finance Committee Chair, was recognized to speak. The Finance Committee recommends this article. The town has not increased DPW staff levels in the last 25 years despite expanding the responsibilities of its employees, including six miles of new road (the equivalent of one additional plow route) plus twenty additional intersections and interchanges. Adding another truck driver will ensure that the town can continue providing the level of service we have come to expect.

Bruce Filmore, Gould Road, asked for clarification that this position doesn't require any more vehicles.

Selectman Osborne responded that it does not.

There being no further discussion, Moderator Meaney moved the question.

Moderator Meaney announced that Article 7 would be placed on the ballot as written.

Maureen Billodeau, Town Clerk moved to restrict reconsideration. The motion was seconded and passed.

ARTICLE 8

Shall the Town raise and appropriate the sum of Ninety-Nine Thousand One Hundred Fifty-Eight Dollars (\$99,158) to hire two (2) full-time Firefighter/EMTs? This represents the wages, taxes, and benefits for twenty-six (26) weeks, and certain one-time expenses. If approved, the Fire Department Operating Budget will be reduced by Thirty-Five Thousand Dollars (\$35,000); and this addition would become part of the annual operating budget with an estimated annual cost of One Hundred Seventy Eight Thousand Three Hundred Fourteen Dollars (\$178,314). (Recommended by Board of Selectmen) Estimated tax impact = \$0.07

Selectman Hippler moved the article as read. The motion was seconded.

Fire Chief Bob Vezina indicated that this is the second step in a four step plan that they put forth last year to better control their work force.

Lori Davis, Finance Committee Chair, was recognized to speak. The Finance Committee recommends this article. This is the second step in a four step plan to deal with daytime scheduling difficulties and long response times in the evening and night shifts. Voters approved the first step last year.

Frank Campana, Quaker Street, pointed out that the article states "certain one-time expenses" asking for examples of these.

Chief Vezina responded that some of the one-time expenses include protective clothing, physicals/immunizations and uniforms for a new employee.

Mr. Campana questioned protective clothing as a one-time expense.

Chief Vezina replied that they will need to be replaced but they need to get these upfront for new employees.

John Lawton, Oak Hill Road, questioned the estimated tax impact noting that he believes it should be closer to twenty cents as opposed to seven cents.

Selectman Hippler clarified that this particular warrant article is for twenty six weeks.

There being no further discussion, Moderator Meaney moved the question.

Moderator Meaney announced that Article 8 would be placed on the ballot as written.

Maureen Billodeau, Town Clerk moved to restrict reconsideration. The motion was seconded and passed.

ARTICLE 9

Shall the Town raise and appropriate the sum of Twelve Thousand Two Hundred Forty-Nine Dollars (\$12,249) representing the cost of turning one PT (part time) position into FT (full

time) and adding PT (part time) staff hours at the library in order to meet the increased demand for library services. This represents the wages and benefits for eight (8) months. If this article is approved, this would become part of the annual operating budget with an annual cost of ~~Eighteen Thousand One Hundred Ninety Eight Dollars (\$18,198)~~. (Recommended by Board of Selectmen) Estimated tax impact = \$0.01

Selectman Snyder moved the article as read. The motion was seconded.

Brenda Cannon, Library Trustees Chair, provided an overview explaining that this would be the director to distribute hours as they see fit to meet the needs of the library.

Lori Davis, Finance Committee Chair, was recognized to speak. The Finance Committee recommends this article. This article will maintain and increase programming and circulation services opportunities within the library and provide adequate staff for Saturdays.

There being no discussion, Moderator Meaney moved the question.

Moderator Meaney announced that Article 9 would be placed on the ballot as written.

Maureen Billodeau, Town Clerk moved to restrict reconsideration. The motion was seconded and passed.

ARTICLE 10

Shall the Town raise and appropriate the sum of Ten Thousand Dollars (\$10,000) for the purchase of fitness equipment for the Fire Department and fund this appropriation by authorizing the withdrawal of said sum from the Buxton Bequest Fire Rescue Trust Fund? (Recommended by Board of Selectmen) Estimated tax impact= \$0.00

Selectman Hippler moved the article as read. The motion was seconded.

Fire Chief Vezina provided an overview indicating that they are seeking authorization to withdraw up to \$10,000 for the purchase of fitness equipment which is designed to replicate essential job functions.

Lori Davis, Finance Committee Chair, was recognized to speak. The Finance Committee recommends this article. This purchase would be made out of a private bequest trust fund. There is no tax impact and it is supported by the Fire Department.

There being no discussion, Moderator Meaney moved the question.

Moderator Meaney announced that Article 10 would be placed on the ballot as written.

Maureen Billodeau, Town Clerk moved to restrict reconsideration. The motion was seconded and passed.

ARTICLE 11

Shall the Town raise and appropriate the sum of Fifty-Five Thousand Eight Hundred Sixty-One Dollars (\$55,861) for the purchase of one (1) fully serviceable patrol new Chevrolet Tahoe 4 x 4 Police Pursuit Vehicle, with Twenty-One Thousand Six Hundred Seventy-Two Dollars (\$21,672) withdrawn from the unreserved fund balance and the balance of Thirty-Four Thousand One Hundred Eighty-Nine Dollars (\$34,189) to be raised by taxation? (Recommended by Board of Selectmen) Estimated tax impact= \$0.04

Selectman Meaney moved the article as read. The motion was seconded.

Selectman Meaney explained that this is in keeping with their past practice in keeping their maintenance costs down by replacing police vehicles as they are getting to the end of their life span. He indicated that there are two vehicles in dire need of replacement noting that last year this was deferred by this body to postpone this so that the new chief could make the decisions on the new equipment. This is the first of two articles addressing this.

Police Chief Moore played a recording of the police shooting incident that occurred in Weare. He stated that when he received the call that he had an officer down, he knew that he didn't have the resources in his vehicle to properly manage that scene. He explained that when they get an emergency situation they roll out an instant command system and this is why the chief has the vehicle that he does – the same vehicle. He stated that they accept the situation, establish communication, establish a danger zone, and an inner perimeter and outer perimeter. He highlighted the incident scene and how vehicles are critical to the scene which is why they need the equipment they need. In regards to this vehicle, he highlighted features to the cruiser that has radar, a computer mount, is marked, has a backseat partition and has the setup to add extra equipment but does not have the rifle, shotgun or computer.

Lori Davis, Finance Committee Chair, was recognized to speak. The Finance Committee recommends this article. Two vehicles in the fleet are in critical condition and another has already been retired because it was no longer viable. The committee recommends this article in support of the town's continuing fleet replacement plan, which was deferred last year while awaiting the arrival of the new chief, with a goal toward recruiting and retaining officers, reducing ongoing maintenance costs and increasing reliability and safety. The SUV style of cruiser is more capable on Weare's unpaved roads and offers improved ergonomics to officers. Taking the money to pay for this from the unreserved fund balance means there would be less remaining in the unreserved fund to put toward reducing taxes.

Richard Butt, Old Town Road, moved to amend the article and presented the amendment to the Moderator.

Mr. Butt read his amendment: "Shall the Town raise and appropriate the sum of Fifty-Five Thousand Eight Hundred Sixty-One Dollars (\$55,861) for the purchase of one (1) marked fully

serviceable patrol vehicle a new Chevrolet Tahoe 4 x 4 Police Pursuit Vehicle". He noted that the remainder of the article would remain the same. He pointed out that he added the word "marked" and "vehicle" to the article. The amendment was seconded.

Chief Moore indicated that this limits him to placing this vehicle in his fleet as a marked vehicle only noting that he doesn't only use just marked vehicles. He stated that they rotate their vehicles for different functions throughout their life to ensure they are giving the value paid for. He pointed out that if this vehicle is designated as a marked vehicle, he can't take the decals off. He highly discouraged limiting this to a marked or unmarked vehicle because their vehicles are interchangeable and rotated based upon the needs of the department.

Frank Campana, Quaker Street, questioned whether there is going to be an unmarked vehicle stopping people at night. He can't believe that an applied decal can't be removed on a police vehicle.

Moderator Meaney pointed out that adding the word "marked" into the article and not the physical act of removing decals limits them to never being able to unmark if this is amended as written.

Mr. Campana supports the amendment to the article.

Clarence Gardner, John Connor Road, asked for clarification in regards to adding the word "marked" into the article.

Attorney Spector-Morgan responded that she believes that if they insert the word "marked" in the article there is a good chance that, if someone challenged the removal of the markings on the police vehicle, the court may say you can't do that if the warrant article specified a marked vehicle.

Travis Corcoran, Quaker Street, feels that placing "marked" within the modification is a good idea and doesn't limit the Police Department's ability to use this vehicle for other purposes. He noted that if this vehicle is ever replaced it can go before the voters as an article to remove the decals – historically articles that have a zero dollar cost usually passes overwhelmingly. He is in favor of the amendment to the article.

Luther Drake, Duck Pond Road, asked if the vehicle was transferred to another use in town and it was marked as such, would it not remain marked.

Attorney Spector-Morgan responded arguably sure.

Neal Kurk, Mount Dearborn Road, asked if the chief could share his philosophy of using marked and unmarked vehicles for the ordinary patrol purposes for which, at least initially, this vehicle is being acquired so that people know whether they are going to unmarked vehicles stopping people.

Chief Moore discussed the process of placing stickers on a vehicle. He pointed out that they use all the same platform to deliver services and currently has two unmarked vehicles in their fleet. The administrative roles that they may need them for is to attend trainings in other jurisdictions or transport evidence and paperwork outside of their jurisdiction. He added that he uses one and takes an unmarked vehicle home for the safety of his family. He stated that they have five patrol vehicles in their fleet and that, typically, the unmarked vehicles do not stop vehicles. He indicated that they plan for the best case scenario but also plan for the worst case scenario. He pointed out that the ACO is under the purview of the department but is not a police officer so the vehicle used for this cannot have the word "police" on it.

Jack Dearborn, Gould Road, understands the points and intent of the amendment but feels that its restrictive. He believes that defeating the amendment will leave the flexibility for the chief and the selectmen to decide where this car becomes unmarked through the rotation vehicles.

Tom Downing, Winterberry Lane, noted that if they approve this amendment what they are effectively doing is telling the chief how to use his equipment and run his department. He noted his concern with the loss of officers and wonders if others are concerned with losing another chief.

There being no further discussion, Moderator Meaney moved the question.

Moderator Meaney read the amendment Shall the Town raise and appropriate the sum of Fifty-Five Thousand Eight Hundred Sixty-One Dollars (\$55,861) for the purchase of one (1) marked fully serviceable patrol vehicle a new Chevrolet Tahoe 4 x 4 Police Pursuit Vehicle with Twenty-One Thousand Six Hundred Seventy-Two Dollars (\$21,672) withdrawn from the unreserved fund balance and the balance of Thirty-Four Thousand One Hundred Eighty-Nine Dollars (\$34,189) to be raised by taxation.

The amendment to the article failed.

Moderator Meaney announced that they will return to Article 11 as written.

There being no discussion on Article 11 as written, Moderator Meaney moved the question.

Moderator Meaney announced that Article 11 would be placed on the ballot as written.

Maureen Billodeau, Town Clerk moved to restrict reconsideration. The motion was seconded and passed.

ARTICLE 12

Shall the Town raise and appropriate the sum of Fifty Thousand Seven Dollars (\$50,007) for the purchase of one (1) fully serviceable patrol new Chevrolet Tahoe 4 x 4 Police Pursuit Vehicle, with Fifteen Thousand Eight Hundred Eighteen Dollars (\$15,818) withdrawn from the

unreserved fund balance and the balance of Thirty-Four Thousand One Hundred Eighty-Nine Dollars (\$34,189) to be raised by taxation? (Recommended by Board of Selectmen) Estimated tax impact - \$0.04

Selectman Meaney moved the article as read. The motion was seconded.

Selectman Meaney explained that this is the second half of the police cruisers. He noted that this is another one to keep up with their continuing reduction of maintenance. He indicated that this vehicle would be used to replace the chief's vehicle for his transportation and to respond to scenes.

Police Chief Moore stated that he currently has an unmarked vehicle and this is a new platform in which he can put the equipment in the vehicle.

Lori Davis, Finance Committee Chair, was recognized to speak. The Finance Committee recommends this article noting that they need to keep their fleet up.

Frederick Hippler, speaking as a resident on Quaker Street, asked what vehicles are leaving the rotation questioning whether it's the Taurus or the Crown Victoria leaving the fleet. He assumed, from discussions, that the ACO vehicle is the missing piece to this puzzle in which the Explorer is going to get demoted to an ACO vehicle and one of the Tahoes will slide into that spot but the light blue Taurus will stay in the fleet and the Crown Victoria will leave.

Chief Moore explained that if no vehicles get approved they are keeping what they currently have. He stated that the Explorer will probably have to rotate down and he will have to start driving this and the lieutenant will take their choice of the Taurus or the Crown Victoria. He pointed out that the ACO vehicle was deemed unserviceable by mechanics and sent out to auction over the summer. He stated that they are currently at a fleet of seven out of eight. If one vehicle gets approved, the new vehicle would go into patrol. He highlighted the high mileage and maintenance costs for the older vehicles in the fleet.

Sandy Pierce, South Stark Highway, feels that there is a discrepancy between the Finance Committee's report and the warrant article. She pointed out that the Finance Committee specified that Article 11 was for a marked police cruiser and Article 12 was for an unmarked police cruiser. She asked for clarification on these items.

Matt Whitlock, Finance Committee member, believes that Ms. Pierce is referring to the titles of the Finance Committee's blurbs clarifying that this was the initial projected use for these cruisers but not mandated to remain that way. They wanted, as a Finance Committee, to make it clear why there was a difference in pricing between these two requests.

Tom Clow, Concord Stage Road, announced that the Finance Committee is meeting next Wednesday after all the deliberative sessions to look at updating wording, etc. so the opportunity for that change to be made is there. He spoke in favor of this article and the one

before it not only because of the need of keeping equipment up to date but to also keep the morale of the officers up.

Lori Davis, Buxton School Road, stated that the town made a commitment several years ago to back the various departments including police, fire and highway because they are the crux of the town. She indicated that if they are not provided with the necessary vehicles, they cannot do their jobs and they won't have people doing jobs. She pointed out that this town has had a unique history with its Police Department but since this new chief has taken over, he has returned money back to the town that was not used and is extremely transparent. She stated that they have to give their employees the tools to do their jobs.

Frank Campana, Quaker Street, asked if it was a fair statement for the Police Chief to say that there will be the possibility of an unmarked cruiser on the road with a badged police officer in it.

Chief Moore responded yes explaining that he would stop someone such as a drunk driver if he is in an unmarked vehicle.

Mr. Campana questioned whether there is a possibility of an on-duty officer to be in an unmarked vehicle.

Chief Moore replied not that he can think of. He added that there may be a situation that arises where they may need to patrol in an unmarked vehicle but sees no reason to use one for a traffic stop such as speeding enforcement.

Mr. Campana inquired to the life expectancy of the chief's vehicle.

Chief Moore responded that he may use it for five or six years and then it would rotate down to the ACO's vehicle. He conceives that the life expectancy should be at least ten years depending on the conditions.

Mr. Campana questioned the life expectancy of five years for the chief's vehicle and Chief Moore's comment in regards to getting another new one after this time when it's driven very minimally.

Chief Moore responded that the town has agreed that the Police Department should get one vehicle per year – they do life cycle management which mitigates liability. He explained that the average life cycle of a police vehicle is at 125,000 miles and they place approximately 25,000 miles on vehicles per year which means that when they hope to replace it in six years, it will have 150,000 miles.

In regards to minimal use of the chief's car, Mr. Campana feels that Chief Moore's comparison of the use of his car with the use of a patrol car was not germane to his question.

Bruce Filmore, Gould Road, moved the question.

There being no additional discussion on Article 12 as written, Moderator Meaney moved the question.

Moderator Meaney announced that Article 12 would be placed on the ballot as written.

Maureen Billodeau, Town Clerk moved to restrict reconsideration. The motion was seconded and passed.

ARTICLE 13

Shall the Town raise and appropriate the sum of Two Hundred Twenty Thousand Dollars (\$220,000) to be added to the previously established Highway Truck and Equipment Replacement Capital Reserve Fund for the purpose of purchasing a new fully equipped 10-wheel plow truck for the Highway Department? (Recommended by Board of Selectmen)
Estimated tax impact= \$0.25

Selectman Osborne moved the article as read. The motion was seconded.

Selectman Osborne explained that this is an ongoing replacement of all of their heavy duty plow trucks. He noted that the one they are replacing is getting very costly to maintain.

Benji Knapp, Public Works Director, stated that they have eleven front line large plow trucks and eventually he wants to get into the rotation of replacing them every eleven years – one a year. He pointed out that they had budgeted \$85,000 for equipment maintenance and spent approximately \$115,000. He clarified that maintenance is mainly parts noting that they have an in-house mechanic. He indicated that this particular truck is going to be a 10-wheeler that replaces a 6-wheeler which increases their hauling capacity.

Lori Davis, Finance Committee Chair, was recognized to speak. The Finance Committee recommends this article. This article keeps with the long term plan to replace one plow truck per year to maintain the town's plow truck fleet. This year a 2004 Volvo six-wheeler is to be replaced with a ten-wheeler. The increased capacity will make winter plowing operations more efficient and this purchase is expected to reduce maintenance costs in the future.

Frank Campana, Quaker Street, pointed out that last year's truck was \$9,000 less than what was appropriated. He questioned whether the board has a cap on the dollar amount for the capital reserve fund.

Selectman Osborne responded that there is no cap and noted that the DPW Director would like to build that fund up so that, in the near future, he would be able to purchase something without tax impact.

Mr. Campana stated that anytime money is placed into the capital reserve fund, it does not become available anymore to reduce your taxes.

Tom Flaherty, Sunrise Lane, spoke in support of this article indicating that he had attended one or two of the CIP meetings and was shocked at the amount of maintenance and repair costs that they have where this truck would eliminate that.

Tom Downing, Winterberry Lane, questioned the ending costs for the ongoing repairs. He asked how this lowers costs on the rest of the fleet as they move forward noting that if they purchase this truck, it doesn't make all the maintenance costs go away but it goes away as they continually buy trucks. Benji Knapp, Public Works Director, responded that the costs of maintenance and repairs for the fleet for the year was \$115,000. He noted that as they rotate trucks out the break downs will be fewer and maintenance costs less. He highlighted the hardships of vehicles breaking down on plow routes and other trucks have to make up these routes therefore taking longer.

There being no additional discussion on Article 13 as written, Moderator Meaney announced that Article 13 would be placed on the ballot as written.

Maureen Billodeau, Town Clerk moved to restrict reconsideration. The motion was seconded and passed.

ARTICLE 14

Shall the Town raise and appropriate the sum of Eighty-Six Thousand Five Hundred Dollars (\$86,500) to be added to the previously established Highway Truck and Equipment Replacement Capital Reserve Fund for the purpose of purchasing a new fully equipped medium duty 6-wheel dumptruck for the Highway Department? (Recommended by Board of Selectmen) Estimated tax impact= \$0.10

Selectman Osborne moved the article as read. The motion was seconded.

Selectman Osborne explained that this replaces one of their smaller 6-wheelers which spent more time being repaired than it was out on the road.

Benji Knapp, Public Works Director, clarified that this 6-wheel dump truck is a one ton truck. He pointed out that it does have a plow route in the winter for small roads, dead end roads, and the parking lots.

Lori Davis, Finance Committee Chair, questioned whether this was a larger truck.

Mr. Knapp responded that it's a medium duty truck with a GVW of 19,500 and has six wheels.

Lori Davis, Finance Committee Chair, was recognized to speak. The Finance Committee recommends this article. This article would replace a 2006 Chevrolet 4500. The updated body

design of the new vehicle would increase the safety of department employees performing road work and the larger truck would eliminate the overloading issues that plague the current vehicle.

There being no discussion on Article 14 as written, Moderator Meaney announced that Article 14 would be placed on the ballot as written.

Maureen Billodeau, Town Clerk moved to restrict reconsideration. The motion was seconded and passed.

ARTICLE 15

Shall the Town raise and appropriate the sum of One Hundred Five Thousand Dollars (\$105,000) to be added to the previously established Bridge Reconstruction Capital Reserve Fund for the purpose of erecting, repairing and/or replacing bridges? (Recommended by Board of Selectmen) Estimated tax impact= \$0.12.

Selectman Osborne moved the article as read. The motion was seconded.

Selectman Osborne explained that this article is placing money into a capital reserve fund pointing out that this is the fourth year that they have done this. He indicated that, in order to get on the state's bridge repair list, the town has to have their twenty percent in the bank before the state will even consider them. This will allow that twenty percent to be in the bank and hopefully within the next two to three years these bridges will be taken care of.

Benji Knapp, Public Works Director, indicated that they have three areas that the state has considered red listed bridges including the River Road Bridge and two culverts; one on Lull Road and one on Francestown Road.

Lori Davis, Finance Committee Chair, was recognized to speak. The Finance Committee recommends this article. Three of the town's bridges are red listed and in need of replacement; they are River Road Bridge and Lull and Francestown Road culverts. A state grant will cover 80% of the costs but the town must have the other 20 percent set aside, or the state money will go to projects in other towns. The town's cost share for these projects was projected to be \$420,000. This will be the fourth of four years' funding for these projects.

There being no discussion on Article 15 as written, Moderator Meaney announced that Article 15 would be placed on the ballot as written.

Maureen Billodeau, Town Clerk moved to restrict reconsideration. The motion was seconded and passed.

ARTICLE 16

Shall the Town raise and appropriate the sum of Five Hundred Thousand Dollars (\$500,000) to be added to the previously established Road Reconstruction Capital Reserve Fund for road reconstruction and resurfacing of roads with up to Two Hundred Eight Thousand, Four Hundred Ninety-Seven Dollars (\$208,497) anticipated to be received from the State of New Hampshire Highway Block Grant (pursuant to RSA 235) and the estimated remaining balance of Two Hundred Ninety-One Thousand Five Hundred Three Dollars (\$291,503) to be raised by taxation? (Recommended by Board of Selectmen) Estimated tax impact = \$0.33.

Selectman Osborne moved the article as read. The motion was seconded.

Selectman Osborne explained that this is an ongoing article to maintain the roads that they have.

Lori Davis, Finance Committee Chair, was recognized to speak. The Finance Committee recommends this article. The committee supports this recurring article funding reconstruction of the town's roads. State funding helps reduce the cost to taxpayers. Increasing the funding amount of this article moves the town closer to keeping up with reconstructing the town's roads that are beyond repair.

There being no discussion on Article 16 as written, Moderator Meaney announced that Article 16 would be placed on the ballot as written.

Maureen Billodeau, Town Clerk moved to restrict reconsideration. The motion was seconded and passed.

ARTICLE 17

Shall the Town establish a Radio Communications Capital Reserve Fund under the provision of RSA 35:1 for the purpose of making improvements to the Town's emergency services radio communication system and to raise and appropriate the sum of Fifty Thousand Dollars (\$50,000) to be placed in that fund? Further, to name the Board of Selectmen as agents to expend from said fund. (Recommended by Board of Selectmen) Estimated Tax Impact = \$0.06

Selectman Hippler moved the article as read. The motion was seconded.

Selectman Hippler explained that this article is intended to establish a capital reserve fund for radio improvements for the highway, fire and police departments. He stated that its currently unknown how much money will be needed to get the system to satisfactory operation. He pointed out that there are multiple places in town where radios do not transfer and receive radio transmissions and this will start with what is predicted to be a major overhaul of the radio system.

Lori Davis, Finance Committee Chair, was recognized to speak. The Finance Committee recommends this article. Due to the large geography of the town and the number of radio dead spots, the departments of Public Works, Fire and Police cannot have effective radio communications. This article would be a first step toward saving up for large capital expenditures to rectify ongoing deficiencies in the emergency radio services in our community.

There being no discussion on Article 17 as written, Moderator Meaney announced that Article 17 would be placed on the ballot as written.

Maureen Billodeau, Town Clerk moved to restrict reconsideration. The motion was seconded and passed.

ARTICLE 18

Shall the Town raise and appropriate the sum of Eighty Thousand Five Hundred Dollars (\$80,500) to be added to the previously established Government Building and Maintenance Capital Reserve Fund for the purpose of replacing the air conditioning units and adding additional funding for unforeseen repairs needed on any of the Town Buildings, with Thirty Thousand Five Hundred Dollars (\$30,500) withdrawn from the unreserved fund balance and the balance of Fifty Thousand Dollars (\$50,000) to be raised by taxation? (Recommended by Board of Selectmen) Estimated tax impact= \$0.06

Selectman Burdick moved the article as read. The motion was seconded.

Selectman Burdick explained that this is to replace air conditioning units in the town office and also any other repairs that may come forward during the course of the following year.

Lori Davis, Finance Committee Chair, was recognized to speak. The Finance Committee recommends this article. This article ensures that the Government Building and Maintenance Fund will maintain an acceptable balance of \$60,000 after the completion of these projects. The estimated tax impact of rejecting this article is -\$0.03.

There being no discussion on Article 18 as written, Moderator Meaney announced that Article 18 would be placed on the ballot as written.

Maureen Billodeau, Town Clerk moved to restrict reconsideration. The motion was seconded and passed.

ARTICLE 19

Shall the Town raise and appropriate the sum of Thirty-Four Thousand Dollars (\$34,000) to be added to the previously established Government Building and Maintenance Capital Reserve Fund for the purpose of fixing the rot on the returns; paint the window sashes, sign, corner trim; and reglaze the windows at the Town Hall? (Recommended by Board of Selectmen) Estimated tax impact= \$0.04

Selectman Burdick moved the article as read. The motion was seconded.

Selectman Burdick explained that this article is for repairs for the exterior of the building along with the windows.

Selectman Hippler extended thanks to Jon Vanloendersloot for using his drone to supply the pictures of the town hall. He noted that there was discussion by the board after a Finance Committee meeting because the committee does not recommend this because there is a Mildred Hall Fund designated for the town hall. He pointed out that, unfortunately, that money will be used in its entirety plus some and the intent from the board that the "plus some" will come from that Mildred Hall Fund.

Lori Davis, Finance Committee Chair, was recognized to speak. The Finance Committee does not recommend this article. The committee believes maintaining the Old Town Hall is important in preserving the historical character of the town. This article would continue the ongoing repair efforts on this historic town building. However, the committee believes that, rather than put the entire burden on the taxpayers, there is another source of funding available.

Referencing the pictures, Tom Clow, Concord Stage Road, pointed out that you can see the damage to this building and that this is something that needs to be addressed which is why he strongly supports this article before the damage goes any further.

Matt Whitlock, Collins Landing Road, inquired in regards to the revenues in which this building generates.

Selectman Hippler responded that it generated \$4,600 for its use last year and at the selectmen's last meeting, they adjusted the rates to better reflect current needs.

Mr. Whitlock asked whether that was the expected amount to generate.

Selectman Hippler believes it will generate more now that they adjusted the rates.

Clarence Gardner, John Connor Road, pointed out that the Finance Committee's statement reflects that there is another source of funding available and inquired whether they are referring to the same thing or are hoping that someone else will pay.

Lori Davis, Finance Committee Chair, replied that they are aware of the Mildred Hall Fund and felt that this fund should be exhausted before they burden the taxpayers.

Selectman Hippler added that the Finance Director informed him that the balance in the Mildred Hall Fund, specifically for the town hall, is approximately \$15,000.

Lori Davis, Finance Committee Chair, indicated that the Finance Committee recommended fundraising as an option for raising the funds.

There being no additional discussion on Article 19 as written, Moderator Meaney announced that Article 19 would be placed on the ballot as written.

Maureen Billodeau, Town Clerk moved to restrict reconsideration. The motion was seconded and passed.

ARTICLE 20

Shall the Town raise and appropriate the sum of Ten Thousand Dollars (\$10,000) for cemetery improvements and fund this appropriation by authorizing the withdrawal of said sum from Cemetery Trust Funds Cy Pres Account? (Recommended by Board of Selectmen) Estimated tax impact = \$ 0.00

Selectman Snyder moved the article as read. The motion was seconded.

Selectman Snyder explained that these funds are used to make improvements and repairs to the cemeteries such as repairing damaged stone walls, boundary markers and fencing. She indicated that this article is required for allowing withdrawal from the Cy Pres Account for the Cemetery Trustees to utilize.

Lori Davis, Finance Committee Chair, was recognized to speak. The Finance Committee recommends this article. These funds are used to maintain the interior of town cemeteries. This is funded through withdrawal from the Cemetery Trust Fund and has no tax impact.

There being no discussion on Article 20 as written, Moderator Meaney announced that Article 20 would be placed on the ballot as written.

Maureen Billodeau, Town Clerk moved to restrict reconsideration. The motion was seconded and passed.

ARTICLE 21

Shall the Town raise and appropriate the sum of Six Thousand Five Hundred Dollars (\$6,500) for the purpose of purchasing fireworks for the 2020 Weare Patriotic Celebration? (Recommended by Board of Selectmen) Estimated tax impact = \$0.01

Selectman Burdick moved the article as read. The motion was seconded.

Selectman Burdick indicated that if this is not approved, there will not be a carnival or patriotic celebration as in the past.

Lori Davis, Finance Committee Chair, was recognized to speak. The Finance Committee does not recommend this article. Providing fireworks is not a critical function in support of town operations. The committee believes it would be more appropriate to fund this through private fundraising.

There being no discussion on Article 21 as written, Moderator Meaney announced that Article 21 would be placed on the ballot as written.

Maureen Billodeau, Town Clerk moved to restrict reconsideration. The motion was seconded and passed.

ARTICLE 22

Shall the Town raise and appropriate the sum of Twenty-Five Thousand Dollars (\$25,000) to allow the Conservation Commission to secure contracted services with a Licensed Forester for forestry services including plan updates, harvest layout, harvest management, forest inventory, invasive species control, land maintenance related supplies not to be limited to signs, gravel and gates; and other related services, and fund this appropriation by authorizing the withdrawal of that sum from the Town Forest Account? (Recommended by Board of Selectmen)

Estimated tax impact = \$ 0.00

Selectman Hippler moved the article as read. The motion was seconded.

Selectman Hippler explained that this article allows the Conservation Commission to manage the town forests; the forester is responsible for inventorying town forest parcels, writing a report on their current status and rendering professional services for town forest management. He added that all expenditures of this article must be approved by the Conservation Commission.

Lori Davis, Finance Committee Chair, was recognized to speak. The Finance Committee recommends this article. The committee believes that professional management of the town's forests is a wise use of resources to the continuing benefit of the town. This article is funded out of the Town Forest Account and has no tax impact.

There being no discussion on Article 22 as written, Moderator Meaney announced that Article 22 would be placed on the ballot as written.

Maureen Billodeau, Town Clerk moved to restrict reconsideration. The motion was seconded and passed.

ARTICLE 23

Shall the Town raise and appropriate the sum of One Hundred Fifty Thousand Dollars (\$150,000) for the Conservation Commission expenditure toward the purchase of new town

forest land, and fund this appropriation by authorizing the withdrawal of that sum from the Town Forest Account?(Recommended by Board of Selectmen) Estimated tax impact = \$ 0.00

Selectman Burdick moved the article as read. The motion was seconded.

Selectman Burdick explained that the dollars would be taken out of the Town Forest Account but if, in fact, they do not purchase any property that money would go back in.

Lori Davis, Finance Committee Chair, was recognized to speak. The Finance Committee recommends this article. The committee believes that having funds available to purchase land to add to the town forests helps to foster the rural character of our community. This article is funded out of the Town Forest Account and has no tax impact.

There being no discussion on Article 23 as written, Moderator Meaney announced that Article 23 would be placed on the ballot as written.

Maureen Billodeau, Town Clerk moved to restrict reconsideration. The motion was seconded and passed.

ARTICLE 24

Shall the Town adopt the proposed changes to the Fire Department Special Revenue Fund: Beginning in Fiscal year 2020, Contributions to the fund from revenue generated by the fire department billable services will be capped at \$125,000. An annual increase of 2% from the previous year's maximum contributions will be established starting in Fiscal year 2021. Any revenue generated, less service and billing fees, above the cap contribution to the fund shall be deposited to the general fund. (By Petition). (2/3 Vote Required)

Attorney Spector-Morgan explained that they don't necessarily need a motion because this is a petitioned article and so the selectmen are asking the petitioner to speak to it.

Dennis Aubin, Russell Drive, stated that when he drafted this article he had taken a look at what the Fire Department listed as to what they were going to be looking for in regards to equipment potentially over the next ten years. In reviewing the information and how much the fund was generating, he found that the fund itself was generating more money than what it appears it needs for equipment. He feels that what they could do is that any excess funds could come back to the taxpayers through the general fund and help offset the actual cost for firefighter personnel.

Lori Davis, Finance Committee Chair, was recognized to speak. The Finance Committee does not recommend this article. The committee cannot recommend this article as written because the proposed cap does not align with the fire chief's updated plan for long term capital purchases.

Frank Campana, Quaker Street, has always felt that if they have a revenue source that offsets expenditures that there is certainly the opportunity for abuse to that revenue source. He noted his concern with the last sentence which reads "above the cap contribution to the fund shall be deposited to the general fund" noting that there are no guarantees that it's going to come back to reduce taxes. Though it's a Catch 22 for him, he is leaning to support this article.

Fire Chief Vezina indicated that they don't know what's going to happen with any money going into the general fund and feels that the benefit that they see will be very small in comparison to the amount of money that the Fire Department may have to come back to ask the town to fund. He provided an overview of the special revenue fund. Referencing the way that the article is written, he stated that the escalation of the cost of equipment is exceeding the escalation of the fund. He explained that the fund will run out of money and they will be back in the future asking to raise the taxes.

Tom Clow, Concord Stage Road, spoke against this article noting that if this is the fund that has worked, they should leave it alone as is. He emphasized that this is a special revenue fund so there can be no expenditures out of it without coming to the voters.

Bruce Filmore, Gould Road, feels that there may be an error in this proposed petition article pointing out currently the billing services is paid out of the general fund and not from this fund.

Naomi Bolton, Town Administrator, clarified that it shows up on the budget because they have to gross appropriate the expenditures but on the revenue side, the exact same amount is shown.

Mr. Filmore noted that if the fund was growing, they could ask the selectmen to vote to transfer some of that fund money to the general fund.

Attorney Spector-Morgan responded that they cannot do that explaining that once money is in a special revenue account it can only come out to be spent for a purpose for which the fund was established. She added that they can discontinue and the entire amount would lapse into the general fund.

Dennis Aubin, Russell Drive, doesn't believe when doing the math for ten years that he did projections for and what's in the fund now comes out to \$1.65 million and further doesn't believe that they are cash strapping the Fire Department's equipment by allowing that \$1.65 million.

Lori Davis, Buxton School Road, stated that the management of this fund is under the Fire Department and that it is crucial for both individuals, companies and towns to have accounts to be able to expend monies from, cleared through by the taxpayers. She indicated that, two years ago, the chief did a layout on what the equipment would cost and when he came back to the Finance Committee, he explained the way his costs did not match Mr. Aubin's as he had to add inflation costs in and that is why the chief needs the money there.

Ricky Houde, Corliss Drive, agreed with the Finance Committee Chair noting that when this was calculated, this did not exactly match what was in the CIP plan. He spoke in opposition to the article stating that they need to leave the fund alone.

Jack Dearborn, Gould Road, urged the voters to defeat this article. He feels that the chief has done an excellent job in identifying not only revenues but also potential costs.

Neal Kurk, Mount Dearborn Road, indicated that it takes a two-thirds vote to approve this article and a majority vote to terminate the fund; to establish a replacement fund it would take a majority vote.

Attorney Spector-Morgan stated that it's a two-thirds vote to amend the purpose; a majority vote to terminate the funds; a majority vote to establish a new fund. The statute requires a two-thirds vote to amend the purpose.

Frederick Hippler, speaking as a resident on Quaker Street, feels that the fund has been very beneficial to the taxpayers. Mr. Hippler brought forth and moved an amendment to the article noting that all the language is the same but changes the amount to \$250,000.

Moderator Meaney read the amendment: Shall the Town adopt the proposed changes to the Fire Department Special Revenue Fund: Beginning in Fiscal year 2020, Contributions to the fund from revenue generated by the fire department billable services will be capped at \$250,000. An annual increase of 2% from the previous year's maximum contributions will be established starting in Fiscal year 2021. Any revenue generated, less service and billing fees, above the cap contribution to the shall be deposited to the general fund.

The motion to the amendment was seconded.

Moderator Meaney explained that in order to pass the amendment, it is by majority vote and not by two-thirds vote.

Christine Hague, Abijah Bridge Road, questioned the language within the article noting that it doesn't indicate annually and whether this means that the cap is not limited to one year. She feels like the intent was to cap it per year.

Attorney Spector-Morgan confirmed that it doesn't include that language and can be interpreted either way and asked if Mr. Hippler would like to amend his amendment to include that language.

Mr. Hippler amended his amendment to include the language of annually. The motion was seconded.

Mr. Aubin pointed out that the article includes "beginning in fiscal year 2020" and "an annual increase of two percent". He feels that it clearly addresses the language of annually.

Moderator Meaney stated that they are currently talking about the language in the amended article and it was amended in the amendment to reflect annually; it has been clarified at a greater level.

Moderator Meaney read the amendment: Shall the Town adopt the proposed changes to the Fire Department Special Revenue Fund: Beginning in Fiscal year 2020, Contributions to the fund from revenue generated by the fire department billable services will be capped at \$250,000 annually. An annual increase of 2% from the previous year's maximum contributions will be established starting in Fiscal year 2021. Any revenue generated, less service and billing fees, above the cap contribution to the shall be deposited to the general fund.

The amendment to Article 24 passed Yes - 28 and No - 10.

There being no further discussion on Article 24 as amended, Moderator Meaney announced that Article 24 would be placed on the ballot as amended.

Maureen Billodeau, Town Clerk moved to restrict reconsideration. The motion was seconded and passed.

ARTICLE 25

Shall the Town raise and appropriate the sum of Sixteen Thousand, Four Hundred Dollars (\$16,400), with the amount of Five Thousand Dollars (\$5,000) to be received from the Weare Athletic Club, for the purpose of having a masterplanning/design exercise done for the property on Quaker Street and Rte. 114 Tax Map No. 405 Parcel 9 (Ineson Field) for the development of future recreational facilities? (By Petition) (Recommended by Board of Selectmen) Estimated tax impact = \$0.01

Selectman Snyder moved the article as read. The motion was seconded.

Keith Lacasse, Ridgeview Road and Weare Athletic Club member, explained that they are a non-profit that provides athletic opportunities for children in town from pre-k to eighth grade. They have grown in numbers and in the variety of sports that they offer and have run out of room in town. He thanked John Lawton for helping to look into the property, what the purpose has been in the past, and the ideas for Ineson Field. He explained that the current Ineson Field has a soccer and softball field on it and was phase one of a three phase project in which phases two and three never materialized. They are not sure what that property can support so they are looking at getting some design and engineering done so that they can come forward with a proposal for construction fields and/or recreational facilities.

Lori Davis, Finance Committee Chair, was recognized to speak. The Finance Committee does not recommend this article. The committee believes that an assessment of the needs of the town for additional athletics facilities should be completed before an engineering study is undertaken and that the town should leverage the findings of previous studies.

Selectman Snyder stated that the reason that this was recommended by the Board of Selectmen is because originally Parks and Rec put in a suggestion for a similar type article but felt that this was a better written article more for the purpose.

Tom Downing, Winterberry Lane, moved an amendment to the article and presented it to the Moderator.

Moderator Meaney read the amendment to the article: Shall the Town raise and appropriate the sum of Sixteen Thousand, Four Hundred Dollars (\$16,400), with the amount of Five Thousand Dollars (\$5,000) to be received from the Weare Athletic Club, for the purpose of having a masterplanning/design exercise done for the property on Quaker Street and Rte. 114 Tax Map No. 405 Parcel 9 (Ineson Field) for the development of future recreational facilities and the remaining balance of \$11,400 to be raised by taxation?

The amendment was seconded.

Keith Lacasse, Ridgeview Road, stated that the amendment is to clarify that the original \$16,000 isn't all coming out of taxation.

The amendment as read passed. Moderator Meaney opened further discussion on the article as amended.

Keith Lacasse, Ridgeview Road, noted that the reservation from the Finance Committee as stated is that they would like to see a needs assessment done prior to developing plans. He wants people to know that the Weare Athletic Club has begun that process and their hopes are that they will have something done before the Finance Committee meets again on Wednesday.

Frank Campana, Quaker Street, believes that he recalls the time period when Ineson Field was proposed on the larger overall piece of property and was proposed where it is today, it's because it was the least expensive part of the property to develop.

Moderator Meaney inquired in regards to the time period. She is hearing from individuals that it was in 1994.

John Lawton, Oak Hill Road, indicated that he was on the Parks and Rec at that time and explained that the property was designated for a three phase development: the first phase being at the top of the property which was the cheapest parcel/phase of the development; every phase from that point on was going to be more costly. He believes that the town stepped away from that parcel of land for that reason.

Mr. Campana's fear is that, if this passes, the study to develop that property could be quite costly. A study is probably well deserved on the property but the consequence could be quite expensive.

John Lawton, Oak Hill Road, added history explaining that the residents of Quaker Street, at that time, were concerned with the amount of traffic that any of those facilities would

encourage in that area so as a compromise, the first phase could be done with the entrance off of Quaker Street but any subsequent phases after would have to come off of Route 114. As they studied this, he noted that this was one of the big cost factors.

Including the schools, Jack Jeskevicius, Rolling Hill Road, asked how many athletic fields there are in town available to the residents.

Keith Lacasse, WAC President, highlighted the fields to include: Ineson Field – a soccer field and a softball field; Purington Field – a baseball field with a relatively large outfield that's lined in the fall for soccer; Bolton Field – baseball field, soccer field and a football field; Center Woods Elementary School – two t-ball fields; Weare Middle School – a baseball field that gets used for soccer and a softball field. John Stark High School has a running track, soccer fields, football field, softball field, baseball field, lacrosse and field hockey field; they don't get to use the John Stark High School fields.

Frank Campana, Quaker Street, recommended starting communications with John Stark High School about using their fields pointing out that they put a lot of tax dollars into that school. He noted that more fields were identified within the high school than throughout the rest of the town.

John Lawton, Oak Hill Road, stated that John Stark High School does have a lot of fields but when sports are in season, the school is using those fields which probably coincides with when WAC needs to use them. He noted that he doesn't see this as a resolve to the problem of space needs.

There being no further discussion on Article 25 as amended, Moderator Meaney announced that Article 25 would be placed on the ballot as amended.

Maureen Billodeau, Town Clerk moved to restrict reconsideration. The motion was seconded and passed.

ARTICLE 26

To transact any other business which may legally come before this meeting?

Neal Kurk, Mount Dearborn Road, indicated that he had a proposed amendment with respect to police salaries.

Attorney Spector-Morgan explained that in regards to Article 26, residents can talk about anything they want to talk about but nothing goes on the ballot and nothing is binding – it's just for discussion.

Mr. Kurk moved the following: Shall the town urge the selectmen to reopen the Police Union contract in order to increase the salaries of police officers so that salaries are not lower than those comparable towns.

The motion was seconded.

Moderator Meaney opened Article 26 for discussion.

Mr. Kurk explained that they have had vacancies in the Police Department for some time and received another resignation a week ago and have lost several to other communities. He noted that even with the increase that the Police Department and the board negotiated with the union, they are still going to be lower than surrounding towns. He stressed that they can't afford to lose more officers because they all want the protection that the police provide them. He pointed out that if the union agrees, its legal to reopen the union contract even if the article on the union contract passes; this article urges them to do so and it suggests that they should make sure that the salaries are comparable to those in surrounding towns so they are not the lowest town. Either budget, the proposed or default, will have at least \$125,000 that isn't spent explaining the reason being that the budget has put into it enough money for vacant positions for the full year and they are two months into the year and are unlikely to hire anybody before July 1st. He asked people to vote in favor of this motion; there will be no cost or additional expense because the money is there.

Christine Hague, Abijah Bridge Road, questioned whether reopening negotiations nullifies the contract that would be voted on in this warrant.

Attorney Spector-Morgan believes that if this year's article passes that would be in place and if negotiations are reopened and results in additional cost items, that would have to be ratified last year. She stated that reopening negotiations would not nullify what's already been negotiated and potentially approved by the town.

Luther Drake, Duck Pond Road, questioned whether this would be more appropriate as a resolution.

Attorney Spector-Morgan responded that it can be called whatever they want; it's advisory to the Board of Selectmen.

Mr. Drake asked if a resolution from the body would appear on the ballot.

Attorney Spector-Morgan responded no stating that nothing that wasn't on this warrant is going to appear on the ballot,

Tom Flaherty, Sunrise Lane, inquired as to how this would affect Article 5 which was already discussed today as it goes on the ballot. He asked if there was any impact in regards to that article in regards to nullification.

Attorney Spector-Morgan responded no.

Selectman Hippler is not in disagreement that their officers are underpaid but asked how they would pay for any shortfalls they may have in regards to staffing for the Police Department if they increase the wages and receive an influx of people.

Mr. Kurk feels that they should be so lucky having all those officers. He feels that they will have a significant amount of money to deal with this but if everything aligned the way they wanted it to, it could be a problem. If in fact this did occur, he pointed out that they can always hold an emergency town meeting, go to court and get an order. He feels that this is very remote.

Police Chief Moore explained that they budget for step one with a Master's Degree. He has some candidates that are already certified so they wouldn't have to pay for them to go to the academy. He is working on making sure they can service the town's needs.

Moderator Meaney moved the question. The non-binding article passed.


Moderator Meaney reiterated that this will not appear on the ballot but it has been noted.

In regards to Article 24, Dennis Aubin urged the board, if passed as amended, to look at making changes to that to include not just equipment for the Fire Department but also equipment for the Police Department as emergency services altogether.

Selectman Hippler thanked everyone for coming. He further thanked the Finance Committee, the department heads, town counsel, the moderator and Selectman Snyder for her three years of service.

The time being 1:50 p.m., Moderator Meaney moved to adjourn the meeting. The motion was seconded.

A true copy; I attest:
Michelle Mulholland


Maureen Billodeau
Town Clerk