

UNAPPROVED APPROVED
PROPOSED 2019 SELECTMEN'S PUBLIC BUDGET MEETING
September 17th, 2018

Attendance: Chairman Susan Young, Vice-Chair Carleton Robie, Selectman Boyd Chivers, Selectman Russ Dann, Selectman Scott Komisarek, Accounting and Payroll Specialist Donna Becker, and Administrative Assistant Andria Hansen.

6:00 p.m. Chair Young called the Public Meeting to order and immediately followed with the Pledge of Allegiance.

Election & Voter Registration: Town Clerk Dupere said there is only one election next year which is the town election. Selectman Chivers moved to approve the 2019 Election & Voter Registration budget as presented. Seconded by Selectman Dann. All were in favor. Motion carried.

Election Administration: Accounting and Payroll Specialist Donna Becker explained that Chris told they have one election, but what she has done in the past is budget in case there is a special election. This is a budget in case they need to have three elections. Selectman Komisarek said he spoke with Chris and Clark and they need some table. They would like to budget \$350 for the lifetime 8 foot tables. He asked if they should add a line. Selectman Robie noted that Clark spoke with him also about table. They have the four tables in the meeting room. They use all of the chairs from the meeting room and they pay Mr. Abelson to take them over there. Also they don't need a place to store them because Steve brings them back to the meeting room. He didn't understand why they couldn't bring the tables from the meeting room. Town Clerk Dupere noted these tables don't fold and they are very heavy. Steve wouldn't be able to handle them by himself. Selectman Komisarek thought they should have their own tables for \$350. Selectman Chivers asked if he wanted a separate line for these tables. Selectman Komisarek thought they needed a separate line. Chair Young noted they can add a line. Selectman Komisarek said lets add a line and call it equipment. Selectman Dann moved to accept the Election Administration budget with an increase of \$350 totaling \$7,170. Seconded by Chair Young. All were in favor. Motion carried.

Tax Collector: Chair Young asked if she was looking for a little less than last year. She didn't expect as many dues and workshops. She reduced the office supplies line by a small amount. They've already purchased the credit card machine. Chair Young asked if they \$1,020 was for the credit card processing support maintenance. Accounting and Payroll Specialist Donna Becker noted it is now budget for \$300. Selectman Chivers noted that there is \$9,925 in wages which is the same as last year. At what point do they address where this is going to be adjusted by a COLA for that employee or all subsequent employees. Selectman Robie said he saw that Deputy Town Clerk Donna Hetzel was put in for a step increase and don't we pay her the same as the Tax Collector's Deputy. Tax Collector Stamatelos said she wasn't in on the step thing with the Deputy and she didn't see her position is as involved as Donna's. She didn't see them as exactly the same. Selectman Robie said she should get paid the same in both places that she works. If she gets paid the same for Deputy Tax Collector she should get the same for Deputy Town Clerk. Chair Young thought it was fewer hours. Tax Collector Stamatelos said that

Vivian is her Deputy. Selectman Robie said his point is if they are going to give a raise on the Town Clerk side she should get a raise for the Tax Collector. Tax Collector Stamatelos note that Donna Hetzel only worked for her for a day, because she was out sick. That was a temporary situation. She does believe if she works for her that she should get the same raise. She has been here longer and she has been trained for both positions. She asked if Vivian was up for a step again. It was noted if there was a COLA it would go across the board. She wished some of these had been addressed before the meeting so Accounting and Payroll Specialist Donna Becker could have answered them. These budgets were supposed to be received before September 5th and could she help Candy out with that question. Accounting and Payroll Specialist Donna Becker said she gave the review form to Candy and told her it was up to her if she wanted to put Vivian in for an increase or not. Tax Collector Stamatelos said she didn't know that was mandatory. Accounting and Payroll Specialist Donna Becker replied that it wasn't mandatory it's whether she felt her performance warranted it. Chair Young said she doesn't know if all of the reviews were done, but she believed they were lacking quite a few. This is for another day. Selectman Robie motioned to approve the Tax Collector's 2019 proposed budget in the amount of \$28,253. Seconded by Selectman Chivers. All were in favor. Motion carried.

Town Clerk: Town Clerk Dupere said most of the things stayed the same. She did review Donna Hetzel and gave Donna Becker a copy of the review. She has recommended a step increase because she has been doing a really good job and has been going to election training. She continues to do a good job. There is an increase for on-line registrations; she increased that a little bit so they don't go over. There was an increase in cost for restoration of official documents. She is encumbering the money this year because next year she put in the same amount. But the amount of records that she has too have restored this coming year she wouldn't have had enough to do it. So encumbering this years and next years she will have enough to do that. The software licenses has increased some more. Office supplies she always seems to be over expended. For the credit card it went down because that is just for the support and maintenance. They should be able to buy their equipment very soon, so she needs to contract Interware. Every else has just about stayed the same. They only have the one election this year and she always budgets for the town election. She budgets for the ballots and the ballot printing and the machines as far as getting that ready. Selectman Robie asked what they pay for with the internet registrations. What is that fee for? Town Clerk Dupere said it is for the E-Reg which is the online registrations. It is a wash item, but she has to account for the amount of money. Even though it is a wash item she still has to account for that money in her budget. They were getting pretty close this year as far as the amount of E-Reg's she has done. It is a wash item. It comes in and goes out. Selectman Robie asked if that saved them money and time in the Town Clerk's Office. Town Clerk Dupere said what it does is make it more convenient for our customers. This way if they have a renewal with no changes they can do it on-line. It makes it a lot more convenient for our customers. Selectman Robie asked if it made it more convenient for the Town Clerk's Office. Town Clerk Dupere said she can process them when she's closed. Selectman Chivers asked if this was the \$3.00 fee that they pay to register the cars, that's how the \$1,800 is accounted for. Town Clerk Dupere said the company that provides the E-Reg service also has a convenience fee that goes to them. Every two to three months they get a bill from Interware for the E-Reg's they've done. Accounting and Payroll Specialist Donna Becker noted that they pay them quarterly. Selectman Chivers moved to approve the Town Clerk's 2019

proposed budget in the amount of \$84,931. Seconded by Selectman Komisarek. All were in favor. Motion carried.

Ambulance: Fire Chief Young said it's still the same. Selectman Chivers moved to approve the Ambulance proposed budget for 2019. Seconded by Selectman Robie. Selectman Robie asked if there was any chance they were going to renege on this during the next calendar year. Fire Chief Young said they haven't heard and it's been pretty quiet. At this point in time he didn't think that Manchester Fire was ready to take it over quite yet. He thought they were going along pretty good now. Selectman Chivers asked if AMR renew their contract with the City of Manchester. He thought that Manchester and AMR only renewed for one year. Their contract is good for another year. They did a three year contract two years ago. They are still good with them as far as their contract. Chair Young called for a vote. All were in favor. Motion carried.

Animal Control: Chief McGillen said he left the maintenance and gasoline blank since he hasn't had a discussion with the Board as far as a vehicle for the Animal Control Officer. He thought they should provide a cruiser. Based on the amount of mileage she is putting on her own vehicle they could probably pay for the fuel out of the police budget. It's up to the Board and they could probably get by with this amount right now. He noted that the ACO has already gone over on the mileage. She is over the \$315 from last year. Chair Young apologized this is the first time she has seen this budget. She asked Accounting and Payroll Specialist Donna Becker if the expenditures are under police. Accounting and Payroll Specialist Donna Becker said the history would be under ACO. Chair Young said she would like to know what was spent in the past. Selectman Robie said they don't have that information. Selectman Dann asked when you say a vehicle what were you suggesting. Chief McGillen said the Crown Victoria that is parked out there that they use for details. If the Board approves it in the police budget like they talked about, the intention was to get another cruiser for next year and get rid of one. Instead of going to the Building Department it would go to the ACO. Chair Young asked if they would give the Building Inspector's car to the ACO. Chief McGillen said no the cruiser they were going to get rid of. They usually sell them or give it to the Building Department if they need one. Chair Young asked if that one be in better shape than the one he has now. Chief McGillen said it is getting a little bit of rust on it but it is in good shape. He felt she needed a vehicle. They had some discussion at a Selectmen's meeting and the town's insurance carrier is saying the town should provide a vehicle. This is an inexpensive way and they have done it in the past. Selectman Dann asked what type of vehicle is she using now. Chief McGillen said he own vehicle. He thought it was a Toyota Rav 4. Chair Young asked what the mileage rate was. Accounting and Payroll Specialist Donna Becker said it was 45¢ a mile. Chair Young said she knows she is going to conferences and do they have a commitment from her. Because she knows they sent the last ACO to a lot of different things and then he had to leave. What do they do as far as that is concerned? Chief McGillen thought he went to a three day class; our new ACO went to a one day class. Chair Young thought the old ACO went to more than that over the year and half. Chief McGillen said he took some on-line classes. Chair Young asked if he thought she would be with us for awhile. There was discussion about the mileage. Chair McGillen said he upped the mileage based on the projection that she might go up that high. There is no maintenance and fuel put in this budget because it is still in its early stages. They just got this information last week with the town's insurance carrier saying that the town provides a vehicle. Selectman Robie said they have a budget before them by Chief McGillen which is a tiny bit

more than last year. At this point in 2018 at the end of the third quarter they still have \$2,000 left. Come the first of the year if they need to fulfill a commitment with an automobile whether it is the old cruiser or the Building Departments car there should be enough money in the budget to get that up and running for a person. If that is what the Board sees fit to do. Selectman Robie moved to accept the proposed 2019 ACO budget in the amount of \$3,622. Seconded by Selectman Dann. All were in favor. Motion carried.

Auditing Services: Accounting and Payroll Specialist Donna Becker said she received an email from Mike Campo of Plodzik and Sanderson and the 2019 audit fees should be between \$14,725 and \$17,725. They've been running \$17,500 and she didn't think they would go down. She did put the extra in just increase they end up on the high end. Selectman Robie moved to accept the 2019 Auditing Services budget in the amount of \$17,725. Seconded by Selectman Chivers. All were in favor. Motion carried.

Budget Committee: Selectman Chivers moved to accept the 2019 Budget Committee budget in the amount of \$2,286. Seconded by Selectman Dann. All were in favor. Motion carried.

Building Inspector: Chair Young asked if anyone had any questions. Selectman Chivers asked if the wages reflected any cost of living increases. Building Inspector Murray said he put a wage increase for Andrea Bickum, she definitely deserves it. The other increase was software support it always goes up a few dollars a year. He increased the office supply line. He increased the books line. The State of New Hampshire is still running on the 2009 building codes. He suspects they might be upgrading it to 2018. It's about \$175 a piece for those two books. If they don't adopt it they'll have that money set aside. Selectman Robie said Andrea was put increase, but did he put one in for himself. Building Inspector Murray said he was not aware and he has nothing to do with that. Selectman Robie said that Selectman Chivers asked about the COLA and that is going to come up at a later date. Selectman Chivers confirmed that all of the wage lines would be adjusted. Selectman Robie said if they decide if they are going to give a cost of living raise or not. Building Inspector Murray said he didn't know where he was for steps and grades; he doesn't pay attention to that. Selectman Chivers said his review month is October and if he is eligible for a step increase he will get one if his performance evaluation is acceptable. Accounting and Payroll Specialist Donna Becker said for the Building Department she calculated the budget to include a step increase for the Building Inspector. Next year Andrea would be eligible for another step increase midyear because right now she is on step 1. This one would bring her up to step 2 and next year she will be eligible for step 3. She did half the year at one rate and half the year at a step upgrade next year. This is how she calculated Andrea's, because the first five steps she can get a raise every year. Selectman Chivers moved to approve the 2019 Building Inspection budget in the amount of \$98,993 as recommended by the department head. Seconded by Selectman Dann. All were in favor. Motion carried.

Health: Chair Young noted that it is level funded the same as last year. Selectman Chivers moved to approve the 2019 Health Officer budget in the amount of \$1,000. Seconded by Selectman Komisarek. Building Inspector Murray noted they some mosquitoes test positive for West Nile Virus, so they will be spraying here on Wednesday night. He has notified the school and they are spraying and he's waiting to hear back from the CYAA. Chair Young asked if he notified Jesse Remington School. Building Inspector Murray said he did not. Chair Young said

they may be practicing at Moore Park if the weather permits. Building Inspector Murray said he would definitely contact them tomorrow. Chair Young said there is a mother's group function on Friday at 3:00 pm. Building Inspector Murray said it would be fine.

Cemetery: Chair Young said she has a question for the Board on this. They have memorials around town with flowers. What does the Board think the best place to put maintenance and repair for those? Selectman Robie said he added it to the Building Maintenance line. Accounting and Payroll Specialist Donna Becker said she added it to the grounds keeping. Chair Young said she hasn't seen this until now and she didn't know what is going where. Selectman Robie said the memorials and the monuments is not the Cemetery Trustees responsibility. Chair Young said she didn't say it was she just didn't know where they wanted to put it. Selectman Robie said they added some stuff there because it is oblivious that they are going to have to take care of their monument at the top of the hill and the grounds around the town hall more so then they have been. He noted that he is a Cemetery Trustee if the Board had question he will answer them to the best of his ability. Selectman Chivers asked if he could explain a 46% increase in the budget. Selectman Robie said overall there has been neglect over the past 100 years in our cemeteries. Selectman Chivers asked about the paving. Selectman Robie explained it would be the entrance way past the shed when you enter the gate and past the tomb the roadway is in bad condition. They didn't actually get an estimate on that, but it is probably closer to \$25,000 to \$30,000 to pave the whole Main Ave and Central Ave which comes in by the church and comes in from the Town Hall. They figured they would budget \$10,000 and it would get us as far as it would. The gates down at Bean Island have deteriorated to the point where it is like an old bed spring. They lean up against the two stones and that was an estimate to repair the stones that hold the gate. Also if they were to add some more the Hill Cemetery is very bad shape and the stones need some repair. The stones are to the point where they are going to lose them. They have lost a few already to Mother Nature over the years. So this is something they have to look at in the future, in the near future. Selectman Dann asked if that was the responsibility of the town or the families of the plots. Selectman Robie said it is the responsibility of the town to maintain the cemeteries. The people have paid perpetual care for their cemeteries to be maintained and it is our responsibility as the surviving souls of our community to hold our cemeteries to the highest standard possible. Selectman Dann said he was talking about markers and it's not the family's responsibility to maintain those. Selectman Robie explained that most of the families on the Hill are gone. They are the survivors to maintain our cemeteries. Chair Young asked if he could explain about perpetual care and how it works that might help. Selectman Robie said not tonight. Chair Young said if you don't get the budget you are asking for it might be a consideration. She had a question about the cemetery wages. She asked if there was an increase in dollar amount per hour. She sees \$3,000 for added maintenance. She asked if the wages have increased. Selectman Robie said they have not they stayed the same. The work load has increased because of the lack of maintenance. They need more wages to be able to pay people to do more work. Chair Young clarified that they didn't raise the rate. Selectman Robie said no. Chair Young said the Sexton gets a stipend of \$5,000 and he also gets paid a wage. Selectman Robie explained that the Sexton's pay is for meeting with clients that need to know where their grave is. He shows the grave digger where to dig. He meets with the grave digger and the funeral directors. He picks up the death certificates. Chair Young said someone asked her and she didn't know the answer. Selectman Chivers said he appreciated the time and effort that he put into this and if the defer the maintenance of this cemetery for the past fifty years they

are catching up instead of putting it off for another year. He would support this 2019 budget as requested. Selectman Chivers moved to accept the 2019 Cemetery in the amount of \$60,434. Seconded by Selectman Komisarek. All were in favor. Motion carried.

Conservation Commission: Conservation Commission member Dennis Lewis said this budget is going to stay the same. Selectman Robie moved to accept the 2019 Conservation Commission budget in the amount of \$2,666. Seconded by Selectman Chivers. All were in favor. Motion carried.

Direct Assistance: Welfare Director Donna DelRosso said she decreased the direct assistance line because the past nine years it has been going down. She took \$5,000 and put it towards the stipend line. Selectman Robie asked if they wanted to reduce the direct assistance line by \$5,000. Selectman Chivers asked how much they've spent on the direct assistance line this year. Welfare Director DelRosso said nothing. She spent \$1,401 last year. She does need to have something in there in case there was an emergency. Chair Young thanked Welfare Director DelRosso and she does a very good job controlling that. Welfare Director DelRosso asked the Board if they would consider labeling it Human Services instead of Welfare. Selectman Robie thought they were talking about direct assistance. Selectman Dann moved to approve the 2019 Direct Assistance budget in the amount of \$15,000. Seconded by Selectman Chivers. All were in favor. Motion carried.

Welfare: Selectman Chivers asked about the second page of the Welfare Director's hand out and was that her salary history. Welfare Director DelRosso said that was correct and the first two years she got the \$10,000 and then it went down to \$5,000 or less. She would like go back to the \$10,000. She referred to the last page of the hand out and she has received almost \$50,000 in liens and revenue. The donation account has gone from \$2,035 to \$10,380. Selectman Chivers said it looks to him that when she was making \$10,000 she was doing a lot more work. You were paying out \$40,000 in benefits for \$10,000. So far you've paid out nothing this year and you're getting \$5,000. So it seems to me the demand for welfare has gone down. There should be a corresponding reduction in the amount of hours. Welfare Director DelRosso said she still answers the phone, so it's directing people to a lot of different avenues. People do come to get applications, but for whatever reason they don't call her to make an appointment. She is still very active on the phone during the day. She kind of thinks of it as a Sexton's stipend, he's on call and gets paid "x" amount of money. He also gets an hourly wage for the actual hours that he does work. So if they kept it at \$5,000 then maybe you could consider an hourly wage when she does have to come in to meet with someone. Selectman Chivers asked if she makes calls during the day, aren't you employed somewhere else during the day. Welfare Director DelRosso said yes, but she does it on her breaks and lunchtime. Chair Young said if they want to change it, it might be something similar to the Sexton. She does believe she has 24 hour availability that to her is worth something. She didn't believe the Sexton does, so they are kind of comparing apples and oranges. To her what is fair for one position might be fair for another position. It might be something where they want to leave it at the \$5,000. Selectman Chivers asked if she would get an hourly rate on top of that. Chair Young said an hourly rate but something for being on call 24/7. It was noted that the Welfare Director position is not on call 24/7; it's normal business hours (8a – 5p). Selectman Chivers said there are a lot of positions in this town that are paid by a stipend. A stipend isn't exact remuneration the Chair of this Board gets \$3,500 per

year. There are quite a few hours that go into that. Welfare Director DelRosso said they get stipend and fees or stipend and hourly pay. Selectman Chivers said stipends aren't considered dollar for dollar compensation. Welfare Director DelRosso said it is the availability to handle calls when necessary. Chair Young asked Selectman Chivers what was his ideas on this and what is he trying to get at. Selectman Chivers explained what he is trying to say is \$5,105 for a stipend seems pretty adequate for a department that hasn't paid any benefits this year. Chair Young asked if he looked at the past revenue, they are always talking about the Recycling Center and what they are bring in, they talk about other departments and what they bring in and if look at what she has brought in that's a wash. Selectman Chivers said he would like to address that. Lien revenue is passive revenue once they file a lien at the Registry of Deeds it all depends on the property transfers before they get paid. We don't go out there and try to actively collect once we file a lien. This is pretty passive, so all you have to do sit here and answer the phone and collect that lien revenue and release the lien. So you really can't take credit for collecting \$14,000 in 2018 and there is no effort required. Once welfare lien is filed at the Registry of Deeds all the other dominos fall into place. There is nothing else the town has to do. Chair Young asked about the donations is that all covered. She asked Welfare Director DelRosso how that worked. Welfare Director DelRosso said the donations can be given in three different ways – food pantry, fuel assistance or any other categories. Chair Young clarified that's not passive you have to go out and get it. Welfare Director DelRosso said that was correct. Selectman Komisarek personally felt that \$10,000 on an annualized basis to have a Welfare Department is a square deal. Chair Young asked if anyone else add any comments. Selectman Robie said he was going to add something about the liens. That is money they already paid out and the lien is put on the property because we paid it. When people take welfare which they haven't in the past two years, if they gave someone welfare a lien got placed on someone's property that we were paying thousands of dollars to and when the property transfers that lien is paid back to the town with interest. They collect our money plus interest. Welfare Director DelRosso said not all welfare liens aren't. They go tax lien first. Selectman Robie said the town is always number one. The town has the lien not the welfare department, so the town always gets paid if there is a lien. His opinion is they have a welfare department that seems to function fairly well, because they spend zero money on welfare. He is not sure how much more work they can create here to justify a 100% increase in the salary. He is struggling with that. Chair Young asked if he thought keeping it at \$5,000 and compensating her hours was fair. Selectman Robie thought they paid Donna by the hour now. Selectman Chivers said they pay her a stipend. Selectman Robie asked when that changed. Welfare Director DelRosso said it has been going back and forth for the past nine years. Selectman Robie said he understood, but what are they on now a stipend that is paid quarterly. Selectman Chivers replied they pay \$5,105 per year and it is a stipend. Accounting and Payroll Specialist Donna Becker said it went back to stipend at the beginning of 2017. Chair Young said he has been on the Board this whole time and this is what happened when you were on the Board too. What are your thoughts, you are the liaison. Are you saying don't increase it, you might as well come out and say it. Selectman Robie clarified that he just said it and he doesn't see need for at this point. Chair Young asked if he wouldn't give her an hourly wage like the Sexton has. Selectman Robie said the Sexton is a completely different situation. It's a whole different situation. They have had this discussion many times about numerous people. Selectman Dann asked Welfare Director DelRosso how many times she has a person that she directs them someplace else that they don't have to have the finances for. You send people to other places – correct? Even though you don't show anything here these people needed

assistance and you got them assistance through some other type of program. Welfare Director DelRosso said that was included its fuel and electric assistance, there are different agencies. Selectman Dann said this doesn't show how many people you contacted throughout the year at this point. She noted that she doesn't keep track of that. Selectman Dann said these numbers are no indication of how many people you contact or contact you. Chair Young added and time spent. Selectman Dann said he likes \$5,000, but give an hourly pay. How can they figure that out would be the question? Or should they increase the stipend? Chair Young thought the Welfare Director needed to be on call from 8am to 4pm, so how do you compensate someone for that. Selectman Komisarek said he was thinking if they didn't have Donna anymore, they would have to bring someone in. He has never been involved in welfare but Boyd had and Carleton has. He is trying to read between the lines. He's hearing from these guys if you make a \$100 per week and you feel like you can do the job in an hour a week. He's hearing Donna's side and he is hearing that she is not being compensated for the work that she does. Welfare Director DelRosso said that is her view. Selectman Komisarek said if you are making \$100 per hour they feel like they are being compensated. You must be putting more time in and this must be the crux of it. How much time and effort is really going. They are hearing that there are different things going on, people making donations and people are coming and they have questions and you director or you do some leg work. You are doing work on your lunch breaks and you're doing work on your breaks during the day. Selectman Chivers asked how many applications for welfare has she received and processed so far this year. That's a fair place to start. People come in the office make application for welfare and you take all of the information and you make a decision. How many have you processed so far? Welfare Director DelRosso reiterated none. She asked Administrative Assistant Hansen how many applications have gone out. Administrative Assistant Hansen said she didn't have a number but less than ten. Selectman Chivers said the fact is you haven't done any processing. You didn't process any applications at all this year. Just because people call the office and ask for an application once they look at the criteria they might say forget about it I don't qualify. So they don't go any further. Chair Young wanted to give a personal example. She called Donna up about someone and she spent time with her getting the information. She did whatever magic she does and she called her back. She didn't believe she got paid an hourly wage for that. What she thinks she is hearing everyone on the Board is saying is that she needs to be compensated for her time, so at this point she gets a stipend of \$5,000 for being the director and maybe that \$5,000 handles her on-call time and she gets an hourly wage. She asked if that was fair enough. She agreed with Scott this is a steal. Her opinion is that it is not always going to be zero applicants. Do we increase it after the bottom falls out in November? Do they increase it in November for her? She is glad they aren't going to need it this year but they in the past. Is that what the Board is thinking is fair, the stipend for \$5,000 to be on-call and then the hourly wage. What they are spending time on here compared to other items. Selectman Dann said the question he has is keeping track of the hours. Now they got from the \$5,000 to the \$10,000 or somewhere in between. He will go with Scott's recommendation and increase the stipend \$10,000. He asked if she wanted to change the name from Welfare to what Human Services. He noted the line item is going to be changed to \$10,000. Chair Young said you are looking to increase the bottom line. If they agree to the bottom line for \$12,051 they don't have to get into the details. They don't have to say how they are going to do that. Put it at \$10,000 if you want, they don't have to say how they are going to do that. Selectman Dann moved to accept the 2019 Welfare budget in the amount of \$12,051. Seconded by Selectman Komisarek. Selectman Dann, Selectman Komisarek, Chair Young were

in favor and Selectman Robie and Selectman Chivers were opposed. Motion carried on a vote of 3 to 2 (3-2-0). Selectman Dann said they need to discuss changing the Welfare name. Welfare Director DelRosso said to Human Services. Administrative Assistant Hansen suggested to the Board that they research that. Usually bigger cities have Human Services and the smaller towns have Welfare. Chair Young asked if they could wait until the next meeting. She thanked Welfare Director DelRosso for being patient and she is sorry she didn't have this beforehand.

Emergency Management: Chair Young asked if the Board had any questions. The budget is level funded. Emergency Management Director Bob Panit wanted to thank the Board for their cooperation over the past year. Selectman Chivers moved to accept the 2019 proposed Emergency Management budget in the amount of \$3,000 submitted by the department head. Seconded by Selectman Robie. All were in favor. Motion carried.

Fire Department/Forestry: Chair Young said this budget is level funded. She asked the Board if they had any questions. Selectman Dann moved to accept the 2019 Fire Department/Forestry budget in the amount of \$146,560. Seconded by Selectman Komisarek. All were in favor. Motion carried.

Heritage Commission: Selectman Dann said this is very small budget and they very faithfully watch where they are spending it. A lot of it is printing costs and what have you. They do the roadside clean up and what have you too. Chair Young said she would accept a motion. Selectman Dann moved to accept the 2019 Heritage Commission budget in the amount of \$600.00. Seconded by Selectman Chivers. All were in favor. Motion carried.

Highway Department: Road Agent Lewis noted that he added a line "Salt Applicator Certification". Normally he has been paying this out of his pocket, but the state is kind of clamping down on it. There needs to be at least one person in every town or company that applies salt and needs to be certified to do it. They have to renew the certification every year. You have to take a refresher course every two years and you have to be recertified every five years. He just added it as a new line here. He noted it cost \$350 for his certification and they have to do employees up to four. After four you don't have to do it. If you go through his lines he is over on some lines. It's all due to the weather they had in July and August. Other than that he will move money from other lines that haven't been spent yet to make the bottom line come out right. They only wild card they have are the North Road culverts that washed out. They applied for grants on that. Between now and winter they are going to have to do some sort of a temporary repair, so he is holding back on the paving. If they get the grants they are going to cover the final repairs down there replacing those two culverts. He didn't have any numbers to put in there tonight. Chair Young said she is still waiting for the feedback on the rates. If there is a motion made by the Board it might be contingent on what those new rates are. Selectman Chivers asked if the rates would apply to the payroll or the construction projects. Chair Young said no they've already raised those. She thought it would be the rest of it. Road Agent Lewis said the only thing it would change on winter payroll is that it would never change the loader fee. So it would be whatever that difference is. Selectman Robie asked if she would talk about that right now. Chair Young asked right now is it \$49.60 or \$59.60. Road Agent Lewis said it was \$43.60 without an operator, because during the winter the truck drivers load themselves. Selectman Robie asked if they were going to talk about the rates now or move on. Chair Young

said they don't have the rates. Selectman Robie noted that he has asked us to look at the rates for a year now. He has a thought on the rates if they are going to address that now. He can adjust his budget according to the rates. Just like when he goes out and works on a ditch line with his backhoe. If the rate is \$60 today and they increase it by 30% there is not going to be enough money in the line to do that job. Chair Young said that is why she brought it up, so what did he want to do. Selectman Robie said the hourly rates at this point for the equipment. Selectman Chivers said that is fair because they are building a budget at this point. Selectman Robie said he checked on the rates and they are between 25% - 30% off from what the equipment is worth in a fair market. He asked Road Agent Lewis if he thought that was a reasonable number. Road Agent Lewis replied that it was probably a reasonable number, like he said they haven't been changed since 1999 and 2005. Selectman Robie said at this point he would go with the high side at 35% and increase the rates. Then when he figures his warrant articles, if he has a \$150,000 warrant article and \$75,000 of that is equipment rental it is a big increase on that side of the expenditure line. Road Agent Lewis said that is why he gave those number back in November. Selectman Robie said he understands that completely. Chair Young asked if he wanted to share that information with us or do you just want to say 25% - 30% increase. Selectman Robie said she has the list and if she just do math and pick a number, but this is in the ballpark a 25% - 30% increase. If they are paying an excavator a \$100 it is worth \$130 in today's market. Selectman Chivers said the question is out of the \$584,000 how much would be represented by equipment rental that should be adjusted by this factor that Carleton brings up. Road Agent Lewis said he can pretty much figure that out over the amount of hours that he bills for or the people they hire the amount of hours they bill for. He can do that over the next couple of weeks. If you wanted to take the rates that I gave you and added what you think the percentage you decide each one of those hourly rates he'll do that. Selectman Chivers said he has grading in there which obviously involves a grader and then all of your ditching. Like Carleton said the ditching is a backhoe so that's an hourly rate. Road Agent Lewis said for instance say in the winter time the loader time is maybe 300 hours a year. This is pretty much the only thing that it does from December to April. For the ditching he can look at how much the truck rate was for those hours that I bill for. Chair Young said why don't they have him come back this isn't a final thing. If it is agreeable to the Road Agent they will have him come back not the next meeting but the first meeting in October. Is that okay with him and will that work? Road Agent Lewis said that was fine with him. Again she knows the 25 - 30% is from somewhere and she is sure that it is factual. Road Agent Lewis said use what the percentage is and use the sheet that he gave you and then give him a copy of the sheet back with what you feel the rate ought to be. Selectman Chivers said that is how it will work. Chair Young noted they will do it at a public meeting anyway and they will have the data to back it up. Road Agent Lewis said the Carleton was right about the rates. Selectman Robie said its 25% - 35%. Selectman Dann asked if Safety Improvement was guardrails and things like that. Road Agent said pretty much or sometimes it is just something that comes up like a new sign that someone requests. This year that line is over but it was a reimbursement for the guardrail. The insurance company paid \$3,600 for the guardrail. Even thought it appears its way over its really not. Selectman Robie asked if they could add some money in the budget for lifting the canopy on some of our roads. John Brown came to our town hall and worked two days and lifted the canopy around here. It was \$1,650 a day. That was three men and three pieces of equipment, a bucket truck, chip truck and a pick up. They would supply a flyer. Road Agent Lewis noted that he did try to do a couple of miles per year. This year they were going to do Critchett Road and Old Deerfield, but he usually leaves that until the

end of the year to see if they are short or where they need to take money from. Selectman Robie said the canopy in his opinion is coming in at a rapid rate. A lot of trucks whether it be a box truck or delivery trucks, they are driving in the middle of the road or on the power line side. Road Agent Lewis said he knew and they can add money to it. Chair Young said why don't they put a whole bunch of money in there to get caught up. They are catching up on everything else so why not. Road Agent Lewis said a whole bunch of money never goes over well. Chair Young noted they doubled the cemeteries budget so she thought this would be fine. Selectman Robie thought 10 days at \$1,650 a day for lifting the canopy not tree cutting or anything else. Road Agent Lewis said if he uses the tree guy he uses it runs us around \$900 for the bucket truck and usually \$400 for him. So it is about the same amount of money. They guy he uses also plows for us. Chair Young asked if he was local. Road Agent Lewis said he was. Chair Young said it has been several years where she believes they haven't spent anything for brush cutting. Road Agent Lewis said that doesn't mean that they haven't done any. Sometimes when they are doing a road project they remove the trees. Selectman Robie said Dennis is going to come back with a proposed budget at their next meeting and if the Selectmen direct him in that direction. Chair Young said if you use Cooper or whoever you use she didn't think that was a big deal. It's his decision because he runs the highway. Road Agent Lewis said if the Board wants he will add to it. Chair Young said she would. Road Agent Lewis said she will pick a couple of additional roads and add to it. Accounting and Payroll Specialist Donna Becker asked if the Board was going to decide tonight the percentage of his increase that he has to give us numbers on. Chair Young said no because she doesn't have any data. Selectman Dann said they are saying a 25% - 35% increase. Selectman Robie asked how much are they charging for his loader. Road Agent Lewis said without an operator it is \$42 with an operator it is \$59. Selectman Robie said with a 30% increase it would be \$18. It would bring it to \$78 and that is a bargain for that loader. If they look at every piece of equipment that they either rent from Road Agent Lewis or someone else, what do they pay for excavators? Road Agent Lewis said they pay Harry's Excavator \$125. Selectman Robie asked if they upped the rate on that. The state never had a rate for it. Chair Young said they can up that 35%. Road Agent Lewis said there is a couple of things that are fairly close to the rate, the excavator is and the bucket truck. Those rates are fairly close and they don't need to be adjusted. Selectman Dann said they are giving them a guideline of 30% on things that are down. Chair Young said she didn't know anything about where they are getting this information, but she was sure it was accurate so how about it you get numbers from 25% - 35%. Road Agent Lewis said how about the Board does it. He is not going to be giving himself a raise. Chair Young explained what she was saying is that he does the equipment for each one of those categories. Road Agent Lewis said the Board can do that and he will do the rest. All he is asking for is that the Board sets the number. Selectman Chivers said just tell us what kind of equipment and what the hours are. Selectman Robie said on that note you said a lot of that equipment is still paying the state rate. It's like \$42 for your loader. If you have adjusted someone's price because the state did not have a rate such as an excavator or a bucket truck you need to let us know that. Road Agent Lewis said he didn't think he included those on the sheet. Road Agent Lewis noted those were set years ago by past Boards. Selectman Komisarek asked how many miles of town road are there. Road Agent Lewis said they maintain 52 miles in the winter and 48 in the summer. Some of those are state roads. Selectman Komisarek asked what are the town roads they would be responsible for like asphalt maintenance or reconstruction. How many miles of town road? Road Agent Lewis said 48 miles. Selectman Komisarek thought last year when they were talking, his recollection was on average a road is going to last

13 years. Road Agent Lewis said if they do a reconstruction on it then the base will be good forever as long as they maintain pavement. Selectman Komisarek said to him good roads are important. He can look at Old Manchester Road right now or the road that they live. His is 20 years old and now his is 7 years past and it is all falling apart and he fear is that it will be another 20 years. He would like to think they would budget so every year they could do three miles. If they had a schedule and he knew he was at 20 and it is falling apart, but what stuck with him is what he said last year it is not cost effective to go out and patch. In the long run the best deal for the town is to have well maintained roads that go out 13 years, so it should be three point something miles. With \$225,000 how much can you do. Road Agent Lewis said he had that number before but he is not exactly sure what it is now. Chair Young said they kept that in the budget. Selectman Komisarek asked if they are on a path, because what he thought was happening in the past they would have a bad winter and he would have to take the money. He thought he said they were on a good path and they started robbing that. Road Agent Lewis said they went down that path 20 years ago when budget times were tough and they didn't keep up the pace. Now they are getting back on the pace. This year they did a fair amount of paving. All of a sudden he is holding up on the last phase of that, because of what happened on North Road. Other than that they would be pretty close to their three miles. Other than if we have any real catastrophes going on. Somehow they seem to draw those catastrophes in here. Selectman Komisarek said say next year they have a catastrophe they have to spend \$50,000 so they lose \$50,000. At some point they have to stay on the program. He knows that Carleton talked a lot about that last year. It just makes good sense from a cost stand point. He thought anytime they do a warrant article for that one people really support it. When you live on a road and it is all falling apart it almost has a detrimental value to the property. He is looking at Old Manchester Road and the people going to the golf course, he doesn't know where those little sink holes have come from. Road Agent Lewis said he didn't either, to be honest they just started appearing. The smoother a road is the less winter maintenance they have. The plows scrape it better and they use less salt and sand. It is easy on the equipment. There is no substitute for smooth roads. Selectman Komisarek said when you look at the budget and say I have \$225,000 do you try to prioritize and say this hasn't been paved in 45 years. Road Agent Lewis said it is more like they try and do each section of town, do once they do get caught up they get on a program where this corner of town gets its 3 to 4 miles paved every year once they get on a cycle. Sometimes a road won't get paved for 40 years, but it is still in good shape because there wasn't any traffic on it. It's more like they try and finish an area and move on to the next one. If they get caught up and get on a 12 to 14 year cycle you get around town repaving and none of them deteriorate. Chair Young asked Road Agent Lewis if he did anything about a shed. Road Agent Lewis said that Stantec was looking into maybe how they could pipe the rest of that brook that is piped under their yard now to see if the expansion would be possible down there. They don't really have an option for another piece of land back there. They are looking into that and he has met with them a few weeks ago and he has kind of distracted them with the North Road project right now. He can call them tomorrow and ask. Chair Young asked if he thought the state shed was out of the question. She is not so sure about that, someone is using the state shed area sharing that land. Road Agent Lewis said that wouldn't be an option, he didn't think. Selectman Robie asked about the winter payroll and it was overspent by \$30,000 out of the regular budget already. They have \$70,000 to get to the end of the year. Road Agent Lewis thought it would be enough. Road Agent Lewis said the salt line was going to stay the same. Selectman Robie said they use more of it when they do numerous salt runs. Road Agent Lewis noted last year they used more than

ever because of the way storms were. The plow trucks won't be effected by the rate increase. Selectman Robie said they gave them a rate increase that is showing up here and in his opinion it was never budgeted for. Road Agent Lewis said it was thought. Selectman Robie said half it was and half it wasn't. Road Agent Lewis said he didn't remember, but anyway they aren't affected by the change in the rates. Chair Young said maybe they should add \$50,000 to that too. It might make sense. Road Agent Lewis asked if it would be added to winter. Chair Young replied yes. Road Agent Lewis said it was up to the Board. Chair Young said they would be voting on it, but she thought they had all sorts of money here they can spend. Selectman Komisarek said he had this conversation with Carleton in the past and this is tough if they get a big snowstorm and they have equipment and they are standing out in the storm trying to work on it. If you look around at other communities like Candia does everyone else have a shed? Like Carleton said they don't have a place for the guys to keep warm. Chair Young said it is like the Fire Department and the Police Department. Selectman Komisarek wasn't saying they have to build this thing tomorrow. It is a very inadequate set up. They have always done it this way and they could do it another 20 years. Road Agent Lewis said it would be nice to have a place to work on equipment as far as a place to get warm it is usually the truck because they don't have a lot of sitting around time. They are always pretty busy, but when things break they fix it where ever. It takes the fun out of the fun job of plowing. Chair Young said that was a point taken. Road Agent Lewis said he is still exploring the options down there, but has anyone come up with another location. If there is let him know and they can explore that. Chair Young said they will wait for his bottom line (number). Road Agent Lewis said he would wait on her sheet (with the equipment rates). Chair Young said that Selectman Robie had the data. Selectman Robie said he will have the numbers for the next Selectmen's meeting and he'll give him a copy of that. Chair Young said she would like facts instead of what you think they ought to be.

Insurance: Accounting and Payroll Specialist Donna Becker said she didn't have the numbers yet. Primex said they should have their numbers in mid-October. Health Insurance they probably won't have until December.

Legal Expenses: Accounting and Payroll Specialist Donna Becker said she emailed Bart a couple of times and she hasn't heard back if he is going to increase his rates. He just put in this year's number unless she hears from him otherwise. Chair Young said they will wait on that for a motion.

Other Culture and Recreation – Summer Rec/Ski Program: Selectman Chivers moved to approve the 2019 Other Culture and Recreation – Summer Rec/Ski Program budget in the amount of \$3.00. Seconded by Selectman Komisarek. All were in favor. Motion carried.

Parks & Rec – Moore Park: Chair Young said it is down quite a bit. She should bring that back up. Selectman Robie said they talked about paving the strip out back. They paved over there last year and they talked about it at a couple of Selectmen's meetings. He thought it would make the access road around our building a lot better. He asked Road Agent Lewis if he got a number for paving that strip. Road Agent Lewis said that he did but off the top of his head he didn't remember what it was. Chair Young thought it was just about the same as the other section. Road Agent Lewis said he would do the math on it tomorrow. Chair Young said they can wait on this budget too. Accounting and Payroll Specialist Donna Becker asked the Board if

they wanted to add a line for paving. Chair Young said that would be fine. Road Agent Lewis thought they were doing the same width and carrying it around. Chair Young said that was correct. She noted that someone had a good idea to ramp it up to the pad for wheelchairs. Road Agent Lewis asked paving it to the gazebo. Chair Young said yes. Road Agent Lewis said it would make it tough to plow. There will be a strip across there and it will probably be taken out.

Planning Board: Chair Young noted this budget is level funded. Accounting and Payroll Specialist Donna Becker said the Planning Board made a motion at their last meeting to keep it the same. Chair Young asked where the \$10,000 is going. Planning Board member Al Hall said the same place as last year. Selectman Chivers said he would like to have a conversation about the \$10,000 for the master plan. In 2014 it was a warrant article for \$5,000 to see if the town would appropriate that amount for a master plan. The yes vote was 311 and the no vote was 448. So that failed from that point on they put all of the money for the master plan either in the budget or through various grants. From that point forward this town has spent \$26,485.15 on a master plan that is now complete. The Planning Board adopted it in 2016. What do they need an extra \$10,000 in that budget for? The master plan has already been written and they've done this study last summer to determine what they want to see on that master plan. What are they going to get for another \$10,000? Planning Board member Al Hall noted it is for updating. Selectman Chivers asked what is there to update. Planning Board member Al Hall noted they are meeting all of the time on the master plan. They are updating and if you read the Planning Board minutes and the agenda you'll find out they are working with SNHPC to finish this up. It's a longer range thing than they made it out to be. Selectman Komisarek said he wasn't at the meeting when they talked about this. If you are looking at an ordinance and you want to make a good decision they might want to do a basic build out analysis or impact analysis. This money is to give the budget to the Planning Board as they go to implement the master plan. They can go back to 2003 and look at the master plan and realize they had a real hard time implementing it. He thought that Rudy was committed to the implementation and they have a master plan and it is their job as the Planning Board to implement and they are going to need resources to do so. Planning Board member Al Hall suggested deferring this. He encouraged the Selectmen to come to the Planning Board meeting on Wednesday night. They will be discussing some of that and they will have someone from the SNHPC there. They will specifically be discussing the four corners. Selectman Robie explained the Planning Board had a \$10,000 planning budget last year. Nothing came across their desk that needed planning at that time. A town that doesn't plan is destined to fail. They need money for planning, if something comes up like Mr. Hall was talking about that is dedicated to planning they need some funds available to us. Road Agent Lewis talked about planning for shed. He will need a plan to put a shed down there at his existing shed maybe they could use some of those funds for planning. That is what they are there for, for someone who comes up with a plan. If the Fire Department needs to do some planning on an expansion on their fire hall that they have been talking about for a couple of years now they funds will be available. They need to have money to plan, whether they spend it or not really isn't up to this Board of Selectmen. It's up to the committees out there to bring those resources to us and say we need to plan for this and how are we going to pay for it. They need to have some funds available to plan. Selectman Chivers thanked Selectman Robie because he has never thought of it in those terms. They could use to plan a shed or addition to the fire hall. He always thought it was dedicated to whatever the Planning Board's jurisdiction is. Selectman Robie said

it may be what Mr. Hall just spoke of, but it's out there and if they aren't using it, it's the people's responsibility to say these resources are available to us. Let's move this ball forward. Chair Young said her comment is after it was defeated she didn't like it being sneaked into the budget. This is her opinion and she is not intimidated to talk about it. She thought Boyd might be and she thought he had great data. She knows the committee wasn't planning and then the Chairman came in and said oh yes we are going to. She believed that was August. She agreed with the planning, but she didn't think the Land Use Secretary should be doing it. She thought it was the Planning Boards job. She didn't think it was appropriate for SNHPC to plan everything for us. Selectman Komisarek said you need to have a qualified planner. For instance, if you look at the depth on our Planning Board you are going to figure out that we probably don't have a real strong background in planning. As they are sitting there contemplating master plan it is a nice resource to have. They don't have anyone that plans. You need to have resources and he agreed with Carleton. You have a master plan and it hasn't been implemented in 15 years. You have a Chair that has come to us and says they would like \$10,000 so if something comes to us they would like to have some money. It is just like any other department. If you want them to do their job and their job is planning then you have to help them plan. Chair Young asked what they spent before on that line. Accounting and Payroll Specialist Donna Becker said in 2016 they actually overspent the line \$10,047.82. This is when they had the Community Profile event at the school. Chair Young asked what they spent in 2017. Accounting and Payroll Specialist Donna Becker didn't believe they spent anything. Chair Young said point taken. Selectman Komisarek said if they have and they need it they will use it. Accounting and Payroll Specialist Donna Becker clarified they spent \$2,703.83. Chair Young said she would prefer to see this go back as a warrant article and if the town wants to have planning they will approve it. She never really liked the way it got in there to begin with after they said no. To her no means no, but she guessed that isn't everyone's philosophy. So last year they spent \$2,703 so they weren't planning much last year. Will there be a big change next year? How much have they spent to date this year? Selectman Robie said zero to date. Chair Young said so even with a new Chair who was elected in March they aren't doing much planning this year. Selectman Komisarek said he was going back to what Carleton said; if you fail to plan you plan to fail. You need to have the resources. Chair Young said why wasn't this addressed before. Selectman Komisarek asked what she meant. Chair Young said they didn't spend any money this year. Selectman Komisarek thought what happened was the work that was done was actually a grant that the Planning Board had. He didn't think the Planning Board was satisfied with what came out of the work. It was clear that there was going to be more time needed to get the ordinance right. There is no sense in doing a build out analysis or an impact analysis or anything like that if they are not happy with the ordinance. This makes sense to him if you look at how it transpired. Selectman Robie noted that Mr. Hall already spoke about what is going on in the pipeline right now and on the year where they spent \$2,703 they got a \$10,000 grant and they spent \$12,500 on planning. If they didn't have the \$2,700 in budget they wouldn't get the \$10,000 grant and they wouldn't have that resource available to the town and win, lose, or draw it didn't work out, but at least somebody tried to do something. Maybe the scope of the project was too big and people weren't in informed. Chair Young said how about they inform them this year. They will inform them correctly and they will put it in as a warrant article. If this is the desire of the residences they will certainly support it. Selectman Robie didn't agree with that whatsoever. Chair Young said why don't you want to ask them it's their tax dollar. Selectman Komisarek thought the leaders of the community have to step up and recognize the need we have to plan. To put it out there and

people don't know what it is. They have decision they have to make as Selectmen or the Planning Board. You take a leadership role. Let's put it to a vote. Selectman Robie said that was his intent. They did put it in as a warrant article, people didn't understand and they still don't. They don't understand the need for planning; we are the people that see the need. Everything they talk about here we need to increase the budget. Chair Young said she didn't agree with that all of the time. Selectman Robie said they have no way to increase revenue because they don't plan. Someday if they keep planning they may hit on something that is going to benefit all of us. When they stop trying they are going to be done. Chair Young replied no we are depending on the tax payers to foot this bill until we get it right. In a normal job that wouldn't fly. Selectman Komisarek asked what a \$10,000 impact is on the taxes. Selectman Dann said you talk about how people didn't understand it and this is implementation. This is the biggest problem with this town is getting people to know what is happening. How many people show up to the Planning Board and when they do people are talking and everyone in the audience can't hear a darn word. So what he is saying is with implementation, hopefully they would have a good program educating the people of what they want and what the plan is. If they have the master plan and educating people what it is instead of hearsay. He thought it should stay in the budget at this point. Selectman Komisarek moved accept the 2019 Planning Board budget in the amount of \$13,626. Seconded by Selectman Robie. Selectman Robie, Selectman Komisarek, Selectman Dann were in favor and Selectman Chivers and Chair Young were opposed. Motion carried on a vote of 3 to 2 (3-2-0).

Police: Chief McGillen noted his budget increased a little bit. He went over some of the increases. He budgeted \$15,000 for a cruiser and he would like to have an understanding if the Board goes in that direction they take some money out of the He wasn't sure if they were going to do what they did before and encumber funds. They add the \$15,000 and they encumber some funds or last year he was told to get an invoice and the town had money in the budget and they took it out and purchased a cruiser. He didn't know if they were continuing down that path. Three out of the five vehicles have over 100,000. Chair Young asked if the \$15,000 was half a cruiser. Chief McGillen said he didn't have a quote for a cruiser right now. They just bought one and it was a left over 2017. He thought it was about \$30,000. Selectman Robie said they've had two years in a row with a new car now. He wanted to make sure they were all on the same page. They started this years ago. They used to have a roundtable discussion over and over about a cruiser. They got a pretty good line of cruisers and then they said they were going to budget \$15,000 a year and the following year we get a car. They've got caught up again here in a two year period. This year they need to hold true, budget \$15,000 for 2019 and put money in the 2019 budget with the money in this year's budget and this will be it for awhile. Chief McGillen thought that would be it for awhile. He noted that he ran a vehicle for nine years. Selectman Robie said then they would be back to budgeting \$15,000 for the 2020 budget. Chair Young thought they could add another car for animal control. Selectman Robie said they could. Chair Young asked about the wages and she thought Auburn was getting more than Candia. She asked Accounting and Payroll Specialist Donna Becker if she had the info on the special wages. Accounting and Payroll Specialist Donna Becker said that Candia pays their officers \$40 per hour. Chair Young asked what they charge out for a rate. Accounting and Payroll Specialist Donna Becker replied \$65. Selectman Robie said that is a whole different thing that's the detail payroll. Chair Young said it is not, it's all part of the budget. Selectman Robie moved to accept

the 2019 Police Department budget in the amount of \$719,246. Seconded by Selectman Chivers. All were in favor. Motion carried.

Property Appraisal: Accounting and Payroll Specialist Donna Becker said she put an email in their folders explaining why she is looking for an increase in her budget. Chair Young asked Donna if she had the dates when she received all this information from the department heads and committees. Accounting and Payroll Specialist Donna Becker said she got some as late as last Friday. Some changes were made today, so there was no time to get them to everyone. She noted a lot of the budgets came in last week. Chair Young said so they didn't come in on September the 5th (due date). Accounting and Payroll Specialist Donna Becker said some of them did but not all of them. This is why she didn't have anything ahead of time for everybody. Selectman Robie moved to accept the 2019 Property Appraisal budget in the amount of \$13,000. Seconded by Selectman Chivers. All were in favor. Motion carried. Chair Young asked if her rate was on there. Accounting and Payroll Specialist Donna Becker said it is \$35 per hour. Selectman Robie didn't think she increased her rate, she just increased her hours. Chair Young said she knew that they had a conversation about it.

Solid Waste: Selectman Dann explained there was an increase in the hauling costs. Chair Young said the budget was down though. Selectman Dann said that the skid steer was in there before. Selectman Young clarified it wasn't in there because they are supposed to purchase it this year or not. Selectman Robie said if they voted to not purchase that machine back in May and if they are not going to purchase that they need to hear from the operator to see if he is going to need that machine. If that is the case they still need to budget for that. They voted not to purchase that. This Board voted three or four months ago on that issue. They had lengthy discussion at numerous meetings. It was a decision of the Board. Chair Young said her understanding was that it was supposed to be on the last agenda, it was asked to be tabled and it will be on the first meeting in October. Selectman Dann said they are going to be talking about it next week. Selectman Robie said he understood that also, so what's to say the vote will be any different if they vote on it again. If they still voted no what's to say they don't budget for it for 2019. Chair Young replied if the vote is no ... Selectman Robie said no means no just like you said a little while ago. Chair Young said right but it didn't with the master plan and they are not going back there. Her understanding is that he could change his number. Just like Dennis is doing and they are doing it with the park. This number can be changed, so if there is not support to purchase it this year they can add it to this budget. They could do a warrant article. Selectman Dann said it was in the budget and he would like to discuss it next week. What they are discussing here now is this budget. It has nothing to do with the skid steer at this point. It was noted the skid steer was already approved to be bought this year and the Board decided not to. Selectman Chivers asked if they should table this. Selectman Dann asked why would they do that. Selectman Komisarek said if they don't end up buying it this year they may have to add it back in for next year if they decide not to do it this year. Chair Young said this can be changed, but the Budget Committee might change it. Selectman Dann said they can accept this budget the way it is presented tonight. It wouldn't be contingent and at that point after meeting next month, for some reason the Board decides not to purchase it this year. They can suggest putting it in (to the Budget Committee) or a warrant article. Last year Selectman Robie recommended that it not be a warrant article and to put it in the budget. Chair Young said this is what happens. Sometimes people do or don't agree with it, they are stuck in the budget. Some people weren't

educating themselves and some people don't go line by line on this budget. Sometimes you'll find this happens unfortunately. They did tell the people that we were buying a skid steer and this is why they had the budget they did last year. This is another conversation. Selectman Robie said they did tell the people and they asked the people to buy a skid steer on a presumption and they need to go back and read they minutes. From the time they presented that to the Board and when the facts came in and Mr. Dann came in told us about buying it. The machine presented to us was going to replace a skid steer. You ought to read the minutes and understand how all that went down. Selectman Dann said they can discuss this next meeting. They talk about how things were slid in the budget. People need all of the facts. Accounting and Payroll Specialist Donna Becker noted the testing line is for the old dump and she hasn't received the numbers yet from Stantec. This number may change depending on the number Stantec comes back with. Chair Young asked when she requested that from them. Accounting and Payroll Specialist Donna Becker said last month. Sometimes they don't know this early. All she is saying is that number may change. Administrative Assistant Hansen added they are waiting on some clarification about an additional report. Selectman Chivers moved to tentatively approve the 2019 Solid Waste budget based on the Boards decision on the loader and Stantec's final number on testing in the amount of \$369,473. Chair Young said she had a question on the wages. The part timers wages didn't go up at all, nobody's went up. Accounting and Payroll Clerk Donna Becker explained they are all on a higher step so they aren't illegible this year. They received increase on January 1st. Seconded by Selectman Komisarek. All were in favor. Motion carried.

Street Lighting: Accounting and Payroll Clerk Donna Becker said she increased the number slightly because it goes up a little bit every year. Selectman Komisarek asked where the Recycling and Energy Committee stand on the LED lighting program. There was some discussion that municipalities are switching over because the savings were so aggressive like a three year payback. If we get them changed over that number should go down. Selectman Dann said there are still installation cost and stuff like that. Selectman Komisarek said every municipality in New Hampshire is switching over because the payback is so attractive. Selectman Dann said the Recycling and Energy Committee is looking at that. It is not as clear cut as it seems. Selectman Komisarek said he hates to see us pay that year after year. Selectman Dann said this building has some LED's. Selectman Chivers moved to accept the 2019 Street Lighting budget in the amount of \$6,150. Seconded by Chair Young. All were in favor. Motion carried.

Town Building Expenses: Selectman Robie asked if there were any questions. They took out \$17,500 that they spent on the roof; \$2,000 for tree cutting; \$1,000 for grounds keeping; and added \$1,000 for the gardens for a grand total of \$48,595. Selectman Robie moved to accept the 2019 Town Building Expenses budget in the amount of \$48,595. Seconded by Selectman Chivers. Selectman Dann asked where the Smyth Building maintenance number come from. Selectman Robie said the Smyth Building Trustees. Selectman Dann asked when did that get approved by the Trustees. Selectman Robie said probably a couple of weeks ago. Chair Young said they didn't have all of that backup. Selectman Robie said he wasn't at the meeting. Selectman Dann said he went to attend the meeting and there was no meeting. So if there was no meeting he can't see how they can approve this. Selectman Robie said Mrs. Penfield presented it and he thought she got in on time too. Accounting and Payroll Clerk Donna Becker said she did.

Selectman Dann said he was not questioning that. Chair Young said that's not what he is saying and she understands what he is saying. Selectman Dann said he knows the meeting was not held at the Smyth Memorial Building. It was an erroneous illegal meeting. Chair Young asked if he was alleging the committee didn't vote on this it was one person that put it together. Selectman Dann said there is nothing that says a motion was made, seconded and voted on. He agrees that they probably did but his intention is that it was a public meeting not held where it was supposed to be held. Chair Young said they will wait on this until they can get the legalities straightened out. Selectman Robie didn't know how it could be illegal. Administrative Assistant Hansen looked at the website and noted they did have a meeting. Selectman Dann said it wasn't where it was supposed to be where it was posted. Administrative Assistant Hansen said they didn't put the location in the minutes. Selectman Dann said it was located at Mrs. Penfield's home. Chair Young said they need proper notice. They can wait on this until they can address this concern. Selectman Robie asked who attended that meeting. Administrative Assistant Hansen said Carla Penfield, Diane Philbrick, and Linda Maxwell.

Town Officer's Expenses: Selectman Chivers mentioned that they Software Support/License Fees line went from \$46,893 to \$66,648. It is not just Block 5 it is BMSI and Vision. Selectman Chivers said of that \$66,000 is \$51,000. Accounting and Payroll Clerk Donna Becker said yes. Chair Young asked what it was last year. Mike Ebbett of Block 5 said this is the project outline for the year with some renewals. He noted that their monthly rates haven't changed much. Honestly this isn't what he came to talk about. Chair Young asked what he would like to talk about. He thought the big discussion point was the money that needs to be "fork lifted" this year to take you through the next eight or so years. Selectman Chivers questioned "fork lifted". Selectman Robie wanted to say one thing to clear the air here. At their last Selectmen's meeting they did discuss this and handouts were supplied to the Selectmen. Nobody understood anything and it was a request for Mike to come to the Selectmen's meeting with follow up so they could all understand the increase. He has a pretty good idea because he has dealt with Mike over the last few years. He didn't know how technology changes but he understands what you can do to keep up so they can be a vibrant community and be able to know what is going on. Mike explained this is broken up into a couple of different things. The first is they have been rolling over their customer into a new redundancy and recovery system for service. So right now half of their customers, including you, are operating as one server where primary stuff that everyone is connecting to and working on all day long lives. There is a secondary server and its job is to reach out and back up what's running on that first server. If something bad happens logically inside that server or physically to that server they can go in there and click a couple of buttons and 45 minutes to an hour later have you back up and running again. The downside is that when they address the physical or logical issues on the first server now they need the process of filling back is much longer than it is to getting you running over here. It requires down time that the police department can never really afford. It is usually a 6 to 8 hour process of getting back over. It is not optimal. The new cycle that you are using that is the one that protects everything. You up cycle that to become another production cycle and then we are installing a virtual machine inside that is going to replicate all of the primary stuff everyone is working on all day to the second host. Now they will both going to be Microsoft 2016 servers running everything you need. They introduce a small storage unit with little bank of drives. They will keep frequent copies of your work. Its job is also to back up that data to a storage unit and encrypt in the cloud. They adding a piece of equipment and they are repurposing what is your backup server to be a

production level host. If they are having an issue instead of having to consider do they work on this a couple of hours and try to fix it or do they fail over. The decision now is super easy, they will just fail over. Now it is a production level machine. It is very easy to address the issues now. They fix and start up the application again. It doesn't matter which one is the primary because they are both pretty evenly matched. This would allow us to schedule maintenance in a less painful way. It would take about a half an hour. They would migrate everything over to the other host. They already invested in most of the hardware last year. They are spending some of their own money with stock they have on the shelf. The only hardware money they are going to spend this year is that little bank of drives to keep the backups local. So this is the first project the second project is the operating systems upgrade. They are running on serve 2008 and it will be at the end of its life at the end of 2019. They have to pull those out because Microsoft is not going to release updates for patching and support. What they do is install right next to your current servers the 2016 operating system. Then they work with the Town's vendors. It is a super time intensive process. They get all of that data moved over and the software installed and making sure when they flip a switch no one is missing any data and it was seamless on the work station side. When this goes smoothly it is well appreciated. This is one piece that has to happen. The money for that server upgrade and the time they are going to take to do this, which is basically about two weeks worth of work. They have to do some planning with each one of your software vendors and get their ducks in a row. That money and the licensing that goes with it is about \$9,800 and it will stretch you out for another eight years. So you could think of it as \$1,500 per year. Those are the costs of keeping up with security. They talk about the server level of the operator system. Now they have to talk about the final piece which is the Office 365 migration. They are running on Office 2007 right now which is already past support. It is not the operating system, it lives inside which is not quite as much as a danger. He is not a big fan of leaving vulnerable software out there. At this point they are technically vulnerable. They do have a great support staff that anyone can talk to at any point in time. The Firewall they have actually has antivirus and Malware built into it. They covered a lot of the bases but they still need to cover the 2007 on the office machines. They have worked well it is in the realm of \$6,000 - \$7,000 when they bought that. They have a couple of options. He explained they have an exchange server that is coming to the end of its life, so right now your email is hosted in this building and it is running on software that will reach the end of its life within the next year. The office software you are using is past its end of life. One of the downsides of having email in the building is if you have a power outage it is not coming or going. It spools up so when the power does come back it will deliver what was missing. The benefits of moving into Office 365 are you don't have to outlay a big bunch of cash. It is about \$8,000. If you were to buy all of your Office 2016, your exchange server and that is not counting the labor this is money you are giving to Bill Gates. Eight years later you are going to spend it again. Office 365 with no cash outlay you are just starting on your subscription. He doesn't have the number in front of him. It would be \$420 per month and they do have this in the handouts. This is a rough number for your mail and your email and office software. If you do the math you will end up spending less to pay us to do another project. They have been using it for years and it is great. Most of their customers are using it. They get all of the same features and more. They are also knocking off the cost of managing your exchange server, so this money goes away per month and he thought that was \$150 per month. Chair Young didn't know if the Board has all read this, but they didn't do it last year. Mike replied this wasn't on the table last year. Chair Young said there were other things that they didn't do. They had several things they didn't do. She asked what their labor was per

hour. Mike said he roughs it to \$100 per hour when he does projects. Some guys cost him more and some guys cost him less. Chair Young said she was looking at the total labor for the audience that can't see this for \$12,275. Mike explained they have someone running around here for a full day and maybe even a couple of guys touching each workstation making sure the installs go smoothly. Making sure they are updated and the software gets rolled out. He has a backend team who works on transitioning the data from your server up to 365. Chair Young confirmed this doesn't include the \$420. She wasn't sure if the Board knew they have to do all of the math. Selectman Robie noted most communities now have an in-house tech guy that they call on. The bigger cities do. Chair Young said she didn't think so. Selectman Robie said they have someone in house when the computers go down. Mike said bigger cities do. Selectman Robie said his point being they need to have someone that is qualified; he has numerous people on his staff that are qualified. This is his opinion of what his going on here. They need a qualified person, he knows our system and he knows our people. He is a qualified person and they need to believe what he tells us. Chair Young wasn't saying she didn't believe him. She thought they had to make sure if they do all the math, is all of the math in the \$51,368. Accounting and Payroll Clerk Donna Becker said she is going to sit down with Mike again just to make sure of the number. Chair Young said she was going to recommend if the Board didn't mind that they wait on the office expenses. They don't have to because it is the Board's decision. But she can tell you she is hesitant not just in this area there is a couple of questions. Again she is just seeing this and there are a couple of questions she has on the whole budget. Mike thought the town expected them to make educated decisions, so take your time. Chair Young said I bet you they will when we get to the Budget Committee. They expect us to know what they are doing. Selectman Chivers wanted to be confident that they have a secured, reliable system that is comprised of equipment that is not obsolete and they can get service for. He noted that Mike assured them this is what their objective was. They can't go out and hire their own IT guy for the amount of money they have right there and that still doesn't include equipment. What Mike has described this \$51,000 is something they have to spend. Mike said he didn't know how they had this broken up. Chair Young said it was part of this big expense. Mike said believe it or not he doesn't sit back at the office thinking about money. He is trying to keep people happy. Accounting and Payroll Clerk Donna Becker said as far as that piece they can sit down when they have a little more time. Selectman Chivers thanked Mike for the explanation. He has a better understanding now of what our system needs are and how complicated it all is. Selectman Dann said it sounds like the \$51,000 plus is very close his concern is if they approve this it won't be in concrete tonight, so they can go back and look at it. He is just trying to move forward that they have some bottom line approximately. Then they can fine tune it. Chair Young said she has no idea where these numbers came from. You can vote on any line you want, but she didn't know. They Board can approve this is they want. Selectman Dann said they have to come back with a revised budget in the first place. If there are certain lines that any of us see later on that they want to look at and address, they are going to have another review of this budget. Chair Young said no this is why she is hesitant to do it. Now she has to go and defend this to the Budget Committee. Selectman Komisarek clarified that she wants some better information. Selectman Chivers asked what exactly does she need now. Chair Young said she would talk to Donna about it. They can go ahead and approve this budget. If the Board feels comfortable and they want approve it, she needs to know how to defend all of this. She has to sell it. Selectman Dann asked when do they have to send this to the Budget Committee. Chair Young said she was not at Wednesday's meeting and she didn't ask for the minutes. Selectman

Dann said he was there and they touched on things and the Chair was going to get back to the committee with the dates. She was setting them up. Chair Young referred back to the budget and asked where the monument money came out of. Selectman Robie said it comes out of Building Maintenance. It's not in the office. Selectman Chivers asked that the Board increase the Webmaster stipend. They just gave Donna DelRosso a 100% raise. The Webmaster gets \$2,656 a year; she does a lot of work for that. If you send something to her it gets on the system almost overnight. He would like to suggest that they increase that to \$4,000 a year. Selectman Robie asked if that was a motion. Selectman Chivers moved to increase the Webmaster's stipend to \$4,000. Seconded by Selectman Komisarek. Chair Young said she is not going to support that, because someone else does a lot of the imputing of things. You seem to know what she does. Selectman Chivers said he has knowledge of who does the imputing, but he does know there has to be a lot of work involved to post all of those minutes and all the agendas and whatever else someone else wants to put on that website. She is available for any questions they have. Chair Young said they are not talking about personalities they are talking about positions. Selectman Komisarek said having known Boyd as long as he has being a fiscal conservative; if he says they need to increase this to \$4,000 unless there is some other information. Chair Young said they can increase that line. Accounting and Payroll Clerk Donna Becker calculated the revised number for the Town Officer's Expenses in the amount of \$216,610. Selectman Robie moved to accept the 2019 Town Officer's Expenses budget in the amount of \$216,610. Seconded by Selectman Dann. Selectman Robie, Selectman Dann, Selectman Chivers, Selectman Komisarek were in favor and Chair Young was opposed because she didn't have the information. Motion carried on a vote of 4 to 1 (4-1-0).

Treasurer: Chair Young said she did want to state that there is an RSA that you can't have more than a certain amount of money in the building. The Treasurer needs to go to the bank. The Board of Selectmen years ago said that it is all right if she went once or twice a week. Accounting and Payroll Clerk Donna Becker said that is also covered under RSA. Chair Young said that was right if it was not over a certain amount of money. Accounting and Payroll Clerk Donna Becker explained the amount of money doesn't necessarily come into play if the bank is not located in your town. If it is not located in the town she has to go at least once a week unless the Selectmen choose to have her go more and the Board had asked her to go twice. Chair Young said then she had that wrong and she will check out the RSA. She thought you and Candy had brought it up to her that she wasn't going to the bank. Accounting and Payroll Clerk Donna Becker said they weren't the ones that brought it up as far as that goes but she did email LGC and that is what they told us because the bank isn't located here she is not required to go every day. Chair Young said so there isn't that \$500 rule that the lady from Hartland was telling us. Accounting and Payroll Clerk Donna Becker said correct because she probably didn't realize that the bank wasn't here. Chair Young thanked her for sharing that. She asked if the Board had any comments on the Treasurer's budget. Accounting and Payroll Clerk Donna Becker noted that she has always had those two different stipend lines. It goes back somewhere to 2001 before she was the Treasurer and she hasn't been able to find the actual minutes. Instead of having her stipend line and the extra clerical she is requesting to put that all on one line going forward which is really where it should be. It should just be one stipend line for her. She just took the two numbers plus the warrant article increase and she just put them in one line and eliminate the extra clerical line. Her budget hasn't actually changed. Selectman Chivers asked how she ended up with two stipends. Accounting and Payroll Clerk Donna Becker said somehow in 2000 going

into 2001 the Selectmen at the time felt that position needed a little extra money for whatever that person was doing and it wasn't Katie at the time. Why it showed up on two different lines, she is not sure why but she is still looking for the minutes. She hasn't been able to find them yet. Showing it as one line would make it a lot easier from a lot of different perspectives. Chair Young said she is not sure what the extra clerical work is and no one can seem to tell her. Accounting and Payroll Clerk Donna Becker said she inherited that budget. Chair Young said she knows that she gets paid but she doesn't know what it is. What is she doing? Accounting and Payroll Clerk Donna Becker said she is doing whatever her duties are. Chair Young said that was correct and that was increase by a warrant article. What is the extra clerical? Accounting and Payroll Clerk Donna Becker said it was all part of her stipend that unfortunately back in 2001 they split it up. Chair Young didn't think they approved that at the town meeting, they approved her stipend they didn't approve the clerical work. She didn't think they could put it in that line, but how about Donna finds out. She didn't think you can just put it up there but maybe you can. She also thought there was a \$500 rule but maybe it is an old RSA. Accounting and Payroll Clerk Donna Becker said the RSA is still there if you bank in the town, but we use TD Bank in another town. Selectman Chivers moved to accept the 2019 Treasurer's budget in the amount of \$9,605. Seconded by Selectman Chivers. Selectman Robie, Selectman Chivers, Selectman Dann, Selectman Komisarek were in favor and Chair Young was opposed because she didn't have any information on the extra clerical work. Motion carried on a vote of 4 to 1 (4-1-0).

ZBA: Selectman Chivers moved to accept the 2019 ZBA budget in the amount of \$701. Seconded by Selectman Dann. All were in favor. Motion carried.

Chair Young said what she is going to request is for all the lines or at least at the end of the budget that it tells how much tax impact. Everybody keeps asking about the tax increase. So they will just take the evaluation and do the math. Selectman Chivers asked for each department. Chair Young said people are curious what percent goes where. It's just a request and it won't be a big deal. She would like to see that when she gets their updated copy of the budget.

Selectman Chivers summarized before they go any further with this they need to hear from Solid Waste, Highway Department, and COLA if there is going to be one. They have to pull out all the wage lines, add them all up and decide what the impact is going to be. Chair Young thought they might be a little bit shocked when they get done it might be a little higher than what everyone is expecting. Selectman Chivers noted it is \$29,000 less and that doesn't include any increases to the Highway Department and whatever they do with Solid Waste. Chair Young said they will expect to hear from those departments at the next meeting. She told Chuck if he didn't mind they can put him on first. Is this something he is going to make? Recycling Center Supervisor Witcher said he would be able to attend. Selectman Chivers asked if there were any other departments they didn't finish. Selectman Dann said the Town Officer's because Chair Young had some questions.

Chair Young asked if they added a line for a gardener. Accounting and Payroll Clerk Donna Becker said they are putting it under grounds keeping which is under Building Maintenance. Selectman Dann said they talked about the monument and where is that. Accounting and Payroll Clerk Donna Becker said grounds keeping. Selectman Dann asked how much for the

monuments are they budgeting for. Selectman Robie said they aren't budgeting for it, it's paid for and it is done. Selectman Dann said the pedestal needs to be repaired. Selectman Robie said there is a corner of the concrete that needs to be fixed possibly this fall maybe in the spring. Chair Young asked where it is coming from. Selectman Dann asked if it was budgeted for in the proposed budget. Selectman Robie said they budgeted for that in our grounds keeping for the town property. Selectman Dann asked how much it would be to repair that. Selectman Robie said he doesn't have a number on that. Selectman Dann said he was trying to figure out what kind of money they are looking at to fix that monument. Selectman Robie said if they hire someone it would be expensive, but if they got someone that is capable of doing that and they make a repair it may be donated. There isn't an answer at this point. Chair Young agreed with Selectman Dann and they need to be informed before they make a decision. Selectman Robie said they already had this discussion at a Selectmen's meeting about putting someone up there to maintain the base of that monument because it was said that he was throwing the Garden Club under the bus which he never did. They talked about budgeting to take care of that. Chair Young said it was a logical question but don't worry about it. Selectman Robie referred to the budget and they put \$1,000 in the budget for grounds keeping and \$1,500 for the gardens (Town Hall garden and monument). Chair Young said you are just including the Town Office building and the monument. So you are not doing gardens just those two. Selectman Robie said they need to take care of the garden at the town hall and the monument and in his opinion if it doesn't look any better than it has this year they need to pay someone to take care of it and make it look attractive. Chair Young said no one is questioning his motive they are just asking the question the money. Selectman Robie said if they want to hire someone to take care of the whole town they need to make a department. They'll put together a department and maybe it can be a spinoff of parks and rec or maybe it can be a spinoff of the cemetery or maybe they can put it all together. He doesn't know where to start and stop, but he does think they have direction on the monument and direction on the town hall. He thought he had direction and that is where he started and where he stopped. If they want to do all of the other things they need to add it to the budget. Chair Young said that is what she is saying. She asked how much did they pay for the letting on the monument this year. Selectman Robie said it was \$2,100 and change. Chair Young asked where was that taken out. Accounting and Payroll Clerk Donna Becker said Building Maintenance. Chair Young said it couldn't have been. They haven't even spent that yet. Selectman Robie said that Accounting and Payroll Clerk Donna Becker could clarify that. Accounting and Payroll Clerk Donna Becker said she would have to pull out bills and take a look at that. Selectman Dann said the only question he had is that base of the monument and there is a part of it that needs to be addressed and what have you. He appreciated that Carleton is trying to take care of that. Where he is coming from is asking a simple question that's all it was. Selectman Robie reiterated he knows it is there and he is going to address it.

Chair Young said maybe they've learned from this that Monday night is not the best night to do this. Selectman Dann and Selectman Chivers thought it was good. Selectman Chivers said they got all of the work done they would have on a Saturday.

Recycling Center Supervisor Whitcher asked in the future should they not schedule Household Hazardous Waste Day for the weekend before the Deerfield Fair. They are trying to get people in the habit of doing it the same date every year, but this meeting is important. They can adjust

the date. They schedule it a year in advance. Chair Young thanked him for doing that. Fire Chief Young said he would rather be here on a Monday night for three hours than a Saturday.

Selectman Chivers moved to adjourn at 8:49 pm. Seconded by Selectman Komisarek. All were in favor. Motion carried.

Respectfully submitted,
Andria Hansen
Recording Secretary