

**FINAL**



**WEARE BOARD OF SELECTMEN  
MEETING MINUTES 01/21/08**

**PRESENT:** TOM CLOW, CHAIRMAN; DONNA M. OSBORNE, VICE CHAIRMAN, HELEEN KURK, SELECTMAN; JOSEPH M. FIALA, SELECTMAN; WENDY F. CLARK, SELECTMAN

**TOWN ADMINISTRATOR:** Fred Ventresco

**RECORDING SECRETARY:** Cherry Palmisano

**GUESTS:** Forrest Esenwine, Ginger Esenwine, Michelle Kim, Ian McSweeney

**6:00 p.m. Chairman Clow called the meeting to order.**

**1. PUBLIC COMMENT** – Mr. Forrest Esenwine commented on the article for Bolton Field and told the Board since reviewing the plan he is even more opposed to the plan. Mr. Esenwine said the cost is too high for the Town of Weare. Mr. Esenwine feels the way the economy is now and the way it is projected to be it is not acceptable to put this before the voters. Mr. Esenwine feels this is too much for the town and would like the Board to consider not recommending this article to the voters.

Chairman Clow said he received an email from a citizen, stating that without a Finance Committee in place it puts the extra burden on the Board of Selectman to recommend spending to the town. The citizen feels it is hard to put such a plan in place and that for people who live without debt and just live day to day it is unfair to place bonds on the town and citizens.

**2. MEETING MINUTES**

**Selectman Fiala moved, Chairman Clow seconded to accept the minutes from December 31, 2007 as amended. Passed 3-0-2. Selectman Kurk and Selectman Clark abstained.**

**Chairman Clow moved, Selectman Kurk seconded to accept the minutes from January 3, 2008 as amended. Passed 4-0-1. Selectman Clark abstained.**

**Selectman Kurk moved, Chairman Clow seconded to accept the minutes from January 7, 2008 as amended. Passed 4-0-1. Selectman Clark abstained.**

The Board discussed because of President's Day on Monday, February 18th they will be meeting on Tuesday, February 19<sup>th</sup>.

Selectman Clark said she remembers the Board discussed having all Committee meetings televised and wonders how this was doing. Selectman Clark said she thought they were going to contact the committees and discuss that every effort needs to be made to have these meetings televised. The Board discussed the Benefit Review Committee should not be televised because it is not appropriate because the committee does discuss employees. Mr. Ventresco said he did inform all committees of the request to have their meetings televised whenever possible. Mr. Ventresco will contact the committees that are not televising and remind them again.

**3. DISCUSSION OF BUDGETS, WARRANT & MAILER** – Chairman Clow said the Board needs to recommend these articles tonight.

**Article 9** – Shall the town raise and appropriate a sum not to exceed \$900,000 for the purpose of constructing a new Public Works (Highway Department) and Transfer Station facility and to authorize the issuance of not more than \$900,000 in bond and/or notes in accordance with the provisions of the Municipal Finance Act (RSA 33) to finance the project and to authorize the Board of Selectmen to negotiate, issue, sell and deliver such bonds or

## FINAL

notes and to determine the rate of interest thereon and the maturity and other terms thereof. (3/5 ballot vote required).

Selectman Fiala said they discussed raising this amount slightly, because the amount did not represent a fire suspension system. It was discussed the amount cannot be changed until the Deliberative Session. Chairman Clow said at 4.75% the first year tax impact would be \$0.14 and the last year of the 10 year bond would be \$0.10. Selectman Fiala supports Article 9. Selectman Kurk supports Article 9 and feels this will save the town money. Selectman Kurk would like to know if the manpower at the Transfer Station/Garage will need to change on Saturdays. Selectman Kurk said if this article does not pass they have a problem with the safety of the building and they cannot have the employees in the current building because it is unsafe.

**Vice Chairman Osborne moved, Selectman Kurk seconded to recommend Article 9. Passed 5-0-0.**

**Article 10** – Shall the town raise and appropriate a sum not to exceed \$1,250,000 for improvements at the Town's Bolton Field Memorial Complex and to authorize the issuance of not more than \$1,250,000 in bonds and/or notes in accordance with the provisions of the Municipal Finance Act (RSA 33) to finance the project and to authorize the Board of Selectmen to negotiate, issue, sell and deliver such bonds or notes and to determine the rate of interest thereon and the maturity and other terms thereof. (3/5 ballot vote required).

Selectman Kurk feels parking is an absolute issue. Selectman Kurk said she would be surprised if GeoInsight attends the Deliberative Session because their plan discusses a 15 year plan and alternative funding. Selectman Kurk feels the plan for where to put the parking is good, but does not see why it needs to be paved and at this time she cannot support this.

Selectman Clark likes the idea of the complex in town and commented on the \$12,500 spent on the plan and feels it needs to go on the ballot. Selectman Clarks feels this would be nice to have but does not feel this is the right time to spend this amount of money or ask the taxpayers to spend the money. Does not support at this time.

Selectman Fiala said the 15 year plan was something that GeoInsight mentioned to PARC. Selectman Fiala said he supports this article because he feels this would enhance our town, not sure if it needs to be paved and there could be other options and does not think the plan locks them into that. Selectman Fiala commented that the interest rates are going to be low with the bond. Selectman Fiala said he recommends the article.

Chairman Clow said he also recommends the article for several reasons even though it is used by out-of-town people the vast majority is use by the youth of Weare and in the spring you will find it packed with Weare's children. Chairman Clow said he knows it is a lot of money. In discussing phasing he does not feel it would cost less to phase it than to have a bond. Chairman Clow supports the article.

Vice Chairman Osborne feels it should be prioritized in phases and feels because of the economy she cannot support this article right now.

**Chairman Clow moved, Selectman Fiala seconded to recommend Article 10. Failed 3-2-0.**

Vice Chairman Osborne asked Selectman Fiala if GeoInsight will be attending the Deliberative Session. Selectman Fiala said she should ask Mr. Chuck Metcalf. Vice Chairman Osborne feels they should not pay for GeoInsight to attend the Deliberative Session if the Board is not recommending the article.

**Article 11** – Shall the Town raise and appropriate, as an Operating Budget, not including appropriations by special warrant articles and other appropriations voted separately, the amounts set forth on the budget posted with the warrant or as amended by vote of \$4,658,578. Should this article be defeated, the Default Budget shall be \$4,529,870 which is the same as last year, with certain adjustments required by previous action of the Town or by law; or the governing body may hold one special meeting, in accordance with RSA 40:13, X and XVI, to take up the issue of a revised Operating Budget only.

Selectman Kurk wants to make sure all the percentages on increases are available at the Deliberative Session.

**Selectman Kurk moved, Selectman Fiala seconded to recommend Article 11. Passed 5-0-0.**

**FINAL**

**Article 12** – Shall the Town raise and appropriate \$426,934 to be added and allocated to the previously established Capital Reserve Funds as show in the chart.

Cemetery Construction Fund	\$25,500	
Fire & Rescue Communication Fund	\$30,000	
Library-Computer Replacement Fund	\$2,434	
Public Works Truck and Equipment Fund	\$210,000	
Transfer Station Trash Compactor Replacement	\$27,000	
Transfer Station Equipment Fund	\$10,000	
Public Works Highway Communication Fund	\$10,000	
Recreation Development & Improvement Fund	\$7,000	
Police Communication Fund	\$30,000	
Police Cruiser Fund	\$65,000	<i>Anticipated tax impact = \$.048</i>

**Selectman Fiala moved, Vice Chairman Osborne seconded to recommend Article 12. Passed 5-0-0.**

**Article 13** – Shall the Town raise and appropriate \$286,500 to be placed in the Government Buildings and Maintenance Capital Reserve Fund. These funds are recommended by the Town Building Committee.

*Anticipated tax impact = \$0.32*

**Chairman Clow moved, Selectman Fiala seconded to recommend Article 13. Passed 4-1-0.**

**Article 29** – Shall the Town modify the purposes of the existing Capital Reserve Fund established under the provisions of RSA 35:1 and titled the Government Building and Maintenance Fund so as to include the following purposes: maintenance, repairs, capital improvements and professional studies to/for Town buildings. (2/3 vote required for passage).

*Anticipated tax impact = \$0.00*

Mr. Ventresco said there was originally a limit of \$300,000 on this fund and the attorney removed the limit. Mr. Ventresco does not know at this time why the attorney removed the limit. Selectman Kurk said she understands the amount of \$286,500 to have come forth from the Building Committee.

Chairman Clow said with the numbers of needs from the town buildings the money will not sit in this fund for very long. Chairman Clow said Article 29 is not a spending article so therefore the Board does not put forth a recommendation.

**Article 14** – Shall the Town raise and appropriate \$390,000 for road reconstruction, \$238,572.45 would be received from Highway Block Grant Funds from the State of New Hampshire (Pursuant to RSA 235) with \$151,427.55 to be raised by taxation.

*Anticipated tax impact = \$0.17*

Mr. Ventresco told the Board the attorney is saying the Board does not need to make a recommendation on Article 14. Mr. Ventresco said the attorney informed him that only Special Warrant Articles need recommendations. Chairman Clow said past process has been to recommend.

Selectman Kurk asked if they could recommend the article even though the attorney does not think they should. Mr. Ventresco can check to see what the attorney recommends.

Mr. Ventresco said the Board by definition needs to recommend Special Warrant Articles. Mr. Ventresco said the Operating Budget is an exception. Mr. Ventresco said it is the appropriate route to take to only recommend Special Warrant Articles with spending. Selectman Kurk feels they should vote and Mr. Ventresco will clarify it with the attorney.

**Selectman Kurk moved, Selectman Fiala seconded to recommend Article 14. Passed 5-0-0.**

Chairman Clow said this request is \$1,500 more than last year.

**Article 15** – Shall the Town raise and appropriate \$6,000 to cover the costs of the Town's participation in one local Household Hazardous Waste Collection in 2008. This warrant article has been designated by the Board of

**FINAL**

Selectmen as a Special Warrant Article so that the funds, if approved, may not be transferred for any other purposes. *Anticipated tax impact = \$0.007*

Selectman Kurk asked if they need to include Selectman are agents to expend. Mr. Ventresco said there is no fund to expend from. Mr. Ventresco asked if they need to specify non-lapsing with a date. Chairman Clow said non-lapsing means it gives you 1 extra year to expend.

**Selectman Kurk moved, Selectman Fiala seconded to recommend Article 15. Passed 5-0-0.**

**Article 16** – Shall the Town raise and appropriate \$35,000 and to fund this appropriation by authorizing the transfer of this amount from the Undesignated Fund Balance as of December 31, 2007, to have a Town Buildings Needs Assessment conducted to evaluate the current condition of Town Facilities and to anticipate and plan for the future needs of the Town and how to meet those needs. This will be a non-lapsing appropriation per RSA 32:7, VI and will not lapse until the needs assessment is completed or by December 31, 2010, whichever is sooner. (Majority vote required). *Anticipated tax impact \$0.00*

Selectman Kurk commented on the only way to see the expenditure of this article is in the Manifest.

Selectman Clark disagrees with the tax impact stating \$0. Selectman Kurk said that is because they don't have to raise the money now because it is in the General Fund.

**Chairman Clow moved, Selectman Kurk seconded to recommend Article 16. Passed 5-0-0.**

**Article 17** – Shall the Town raise and appropriate \$80,085 to hire 2 new full-time Fire Fighter/EMT's to cover 8 hours per day during the week Monday-Friday. The \$80,085 includes wages, benefits, equipment, uniforms and training to cover **the last 6 months of this fiscal year (2008)**. If approved, future funding for these positions will be included in and become part of the Fire/Ambulance Department Operating Budget on a full fiscal year (12 months) basis. *Anticipated tax impact = \$0.09*

Selectman Kurk commented that next year the Fire Department's budget will be at least \$165,000 for the full year. Mr. Ventresco said the Board of Fire Wards voted to have Article 17 and Article 18 combined because they feel the articles need to be passed together.

Selectman Clark feels the articles will have a hard time passing as one article and does not see it to be in the Fire Departments favor to put it into one article. Selectman Kurk feels the Fire Department needs to make public the need to make the Fire Department full time. Selectman Kurk said she is not supporting an increase in staffing at this time.

The Board would like Mr. Ventresco to clarify with the attorney the issue of recommendations. Mr. Ventresco said this article is not a Special Warrant Article. Selectman Kurk would like the attorney's clarifications in writing.

Chairman Clow said the recommendations and Warrant need to be posted next Monday.

**Selectman Kurk moved, Selectman Fiala seconded to recommend Article 17. Failed 2-3-0.**

**Article 18** – Shall the Town raise and appropriate \$23,023 to provide funding to staff the Ambulance Department during Saturdays, Sundays and Holidays for 8 hours per day with two EMTs using present staff. The \$23,023 includes wages and benefits to cover the last 6 months of this fiscal year (2008). If approved, future funding for this position will be included in and become part of the Fire/Ambulance Department Operating Budgets on a full fiscal year basis. *Anticipated tax impact = \$0.03*

**Selectman Fiala moved, Chairman Clow seconded to recommend Article 18. Failed 2-3-0.**

**Article 19** – Shall the Town raise and appropriate \$92,000 for the purpose of hiring 2 additional full-time Weare Police Officers. The above stated amount will cover a nine-month cost of salary, benefits, uniforms, equipment and training. If approved, future funding for this position will be included in and become a part of the Weare Police Department Operating Budget on a full fiscal year basis. *Anticipated tax impact = \$0.10*

**Selectman Kurk moved, Selectman Fiala seconded to recommend Article 19. Failed 2-3-0.**

## FINAL

Selectman Kurk does not support Policing staff at this time. Selectman Clark agrees. Vice Chairman Osborne wished the Police Department was requesting one officer instead of two. Selectman Fiala supports the Police and Fire Department articles because he is not sure how to put a price on people's safety. Chairman Clow said this is not an off the cuff recommendation and Chief Begin came in with a recommendation and a formula based on a town our size. Chairman Clow supports. Vice Chairman Osborne commented on their being a lot of overtime last year and wonders how this would affect the overtime. Vice Chairman Osborne asked if the overtime was for details. Chairman Clow said because when officers are sick they need coverage. Selectman Kurk said we are not out of range with what other town's our size have for staffing. Vice Chairman Osborne commented on her addressing one officer was because when the dog was requested it was brought forth as one officer and the computers were discussed saving time for officers. Selectman Clark asked why the Board is recommending if the Attorney said no recommendation is needed. Chairman Clow said so they do not have to come back to this after receiving clarification from the attorney.

Selectman Clark asked if they were voting on the way articles 17 and 18 were written or voting on the request for the staffing. Selectman Clark said when she voted she was voting on the issue of having the Articles combined.

Selectman Kurk said the Warrant comes from the Board of Selectman everyone else is advisory to the Board. Selectman Kurk said they already voted on the articles remaining separate even though the letter was received from the Board of Fire Wards.

**Chairman Clow moved, Selectman Kurk seconded to leave Articles 17 and 18 as written. Passed 5-0-0.**

**Article 20** – Shall the Town raise and appropriate \$3,700 for the purpose of making repairs to walkways and improvements to the fire alarm system as cited in the 2006 safety inspection, and to repair masonry on the exterior of the Weare Public Library and to fund this appropriation by authorizing the transfer of this amount from the Undesignated Fund Balance as of December 31, 2007. This Warrant Article has been designated by the Board of Selectmen as a Special Warrant Article so that the funds, if approved, shall be non-lapsing and may not be transferred for any other purposes.

*Anticipated tax impact = \$0.00*

**Selectman Kurk moved, Vice Chairman Osborne seconded to recommend Article 20. Passed 5-0-0.**

**Article 21** – Shall the Town raise and appropriate \$124,843.84 needed to implement a new personnel pay scale based upon a step merit system for full- and part- time Town employees positions, exclusive of on-call Fire Fighter, stipend personnel and those positions subject to a collective bargaining (labor union) agreement. If approved this amount will be allocated among the positions subject to this new pay system and become part of the Operating Budget.

*Anticipated tax impact = \$0.14*

Selectman Kurk said she is in a huge dilemma because the papers she received from Benefit Review had good recommendations, but in going through the same survey books she did not come up with the same results. Selectman Kurk said it seems to her that the purpose of who was way out of step according to the survey was to bring them up to scale; she feels there are pieces missing. Selectman Kurk mentioned she sat down with Selectman Clark and reviewed the information. Selectman Clark said there was confusion on her part because it looks like the steps were for date of hire for the person not the date of the person having that position. Selectman Clark said she found herself putting people at different steps than what the Benefit Review decided. Selectman Clark said there was a huge difference when she worked on this with Selectman Kurk; they took out stipend and Fire Department and Library. Selectman Kurk mentioned the Benefit Review looked at the salaries of the Library personnel, it was discussed the Library salaries are set by the Library Trustees. Chairman Clow said they invited the Library to join this process and include their salaries. Selectman Kurk said the Library line in Article 11 will need to increase. Chairman Clow said they could revise the wording to be inclusive of the Library. Selectman Kurk said the Library Trustees have made it clear that the Library budget is all inclusive and they have been told that the Trustees are in control of their budget.

Chairman Clow said he is concerned that they are going to through out Benefit Reviews recommendations because 2 people sat down and decided something differently. Chairman Clow said they need to have a work

**FINAL**

session regarding this so they enter Deliberative Session prepared. Selectman Kurk feels the majority of the people need to be moved up to fit into the scale. Selectman Kurk does not support the number in the article but she does support the concept and the need of the raise. Chairman Clow said they should have a work session. Selectman Kurk said in addition to finding the step will there be an increase beyond the step. Selectman Clark said when she sat down to research it was not to undermine the Benefit Review at all but she needed to feel comfortable with the number; she understands all the work done. Chairman Clow said they can wait until next week to recommend. Chairman Clow said as a Board they will need to meet to make a decision to amend the number before Deliberative Session.

**Article 22** – Shall the Town raise and appropriate \$20,000 for cemetery improvements. This sum to be withdrawn from Cemetery Trust Funds Cy Pres Account. *Anticipated tax impact = \$0.00*

**Selectman Fiala moved, Selectman Kurk seconded to recommend Article 22. Passed 5-0-0.**

**Article 23** – Shall the Town raise and appropriate \$6,000 for the purpose of purchasing fireworks for the 2008 Weare Patriotic Celebration. This Warrant Article has been designated by the Board of Selectmen as a Special Warrant Article so that the fund, if approved, may not be transferred for any other purposes.

*Anticipated tax impact = \$0.07*

**Selectman Fiala moved, Selectman Kurk seconded to recommend Article 23. Passed 5-0-0.**

**Article 24** – Shall the Town raise and appropriate \$200,000 for the purpose of purchasing conservation easements on approximately 175 acres in the Melvin Valley Area. *Anticipated tax impact = \$0.22*

**Selectman Fiala moved, Selectman Kurk seconded to recommend Article 24. Passed 5-0-0.**

Selectman Clark thought this article was to purchase property not an easement. Selectman Clark asked what the benefit is to have an easement on this land.

Mr. Ian McSweeney said this 200 acres is close to the Wood Property with other potential easement property close by. Mr. McSweeney said this is only an easement purchase, but the recorded document goes with the deed that states how the land will be safeguarded from the fee owner. Selectman Clark said this property abutts other conservation land that is held in fee simple that is not just an easement. Mr. McSweeney said there is both fee and potential easement property in the area.

Mr. Ventresco said the attorneys are debating changing the wording of this article.

**Chairman Clow moved, Selectman Kurk seconded to recommend Article 24. Passed 4-1-0.**

**Article 25** – Shall the Town raise and appropriate \$220,000 to be deposited in the Fire and Rescue Vehicle Replacement Capital Reserve Fund with said appropriation to be funded by the transfer of funds from the Fire and Rescue Vehicle Replacement Special Revenue Fund. *Anticipated tax impact = \$0.00*

**Chairman Clow moved, Vice Chairman Osborne seconded to recommend Article 25. Passed 5-0-0.**

**Article 26** – Shall the Town raise and appropriate \$30,000 to be placed in the Community Access TV Equipment Capital Reserve Fund. This is the amount anticipated to be received from the Cable Franchise Agreement with Comcast as a capital payment for the purchase of Public, Educational, and Government (PEG) access equipment. The amount deposited into the Community Access TV Equipment Fund will not exceed the amount of money actually received from the Cable Franchise Agreement with Comcast. *Anticipated tax impact = \$0.00*

**Selectman Kurk moved, Chairman Clow seconded to recommend Article 26. Passed 5-0-0.**

**Article 27** – Shall the Town raise and appropriate \$30,000 to be placed in the already existing Employee Retirement Capital Reserve Fund. *Anticipated tax impact = \$0.02*

Chairman Clow said the purpose of this article is to have funds available for accrued obligations.

**Chairman Clow moved, Selectman Kurk seconded to recommend Article 27. Passed 5-0-0.**

## FINAL

**Article 28** – Shall the Town raise and appropriate \$16,769 to change the part time Building Department Secretary's position to a full time position, beginning on April 4, 2008. This position would be included in the Building Department. Should a raise be approved for all town employees, this position will be increased by a similar percentage to keep the position on par with the rest of the employees. *Anticipated tax impact = \$.019*

### **By Petition**

**Chairman Clow moved, Selectman Fiala seconded to recommend Article 28. Failed 2-3-0.**

Selectman Kurk asked if in they can put money from a Special Revenue Fund into a Capital Reserve Fund and referred to Article 25. Mr. Ventresco said he has asked the attorney twice, and she said yes.

Chairman Clow commented on DRA saying they cannot transfer the funds in Article 25 and asked if they could make it a non lapsing fund so the funds are available for the purchase. Mr. Ventresco said if DRA tells them they cannot then they should approve it to be a non-lapsing fund.

**Article 30** – Shall the Town establish an Agricultural Commission pursuant to NH Statute 674:44-e, f, g in order to make recommendations to the Planning Board and other boards and commissions on agricultural matters, and to represent the Weare agricultural community, in accordance with RSA 673:4-b for the proper recognition, promotion, enhancement, use, management, and protection of agriculture and agricultural resources to consist of five members appointed by the Selectmen for three-year terms. *Anticipated tax impact = \$0.00*

Chairman Clow said when this came before the Planning Board, the Planning Board felt this should come before the Board of Selectman. Chairman Clow said there have been a lot of people involved in this and he favors supporting this but is not sure if they can. Selectman Kurk asked what the problem was. Chairman Clow said looking at last years warrant, articles with no spending should have no recommendations. Mr. Ventresco showed the Board a fax from the Attorney last year with what to recommend. Chairman Clow said he would like to see the Board of Selectman recommend this article. Selectman Kurk said they should put forth a recommendation for the minutes and have Mr. Ventresco clarify recommendations with the attorney.

**Chairman Clow moved, Selectman Fiala seconded to recommend Article 30. Passed 5-0-0.**

Selectman Kurk would like to see the terms by 1 year, 2 year and 3 year so not all the members of the Committee leave at once. Chairman Clow said they are having a Planning Board meeting on Thursday and if the Board cannot recommend this article he would like it to go to the Planning Board and they can recommend it.

**Article 31** – Shall the Town authorize the Selectmen to enter into a three-year lease with Sugar & Spice Preschool, Inc. for property located at 8 High Street and further, to authorize the Selectmen to renew said lease for periods not in excess of three years each subject to such terms and conditions as the Selectmen deem to be in the best interests of the town? *Anticipated tax impact = \$0.00*

Selectman Kurk said she thought they could to this year by year. Chairman Clow said they were told they could do a lease one year at a time. Chairman Clow is concerned with the not in excess of three years in the article. Mr. Ventresco said this means no more than 3 years. The Board discussed what happens if the Article does not pass. Chairman Clow said the article allows them to enter into 1 and 2 year lease agreement. Mr. Ventresco will get clarification from the Attorney. The Board discussed this article is trying to set up that they don't have to keep going for vote.

**Chairman Clow moved, Selectman Kurk seconded to recommend Article 31. Passed 5-0-0.**

Selectman Kurk mentioned the call-in show which will need to be done before the Deliberative Session and having someone from the Conservation Commission present.

The Board discussed Articles 32, 33, 34 and 35 were all pertaining to the Conservation Commission. Selectman Clark asked how these articles have no tax impact. Mr. McSweeney said the town already owns the land and they obtained these parcels from default taxes. Mr. McSweeney commented that the land referred to in Article 35 was given to the Town by Gordon Russell and it was stipulated that those parcels were to be designated as

## FINAL

Conservation but have never been designated Conservation. Mr. McSweeney said Article 33 refers to parcels that about 7 or 8 months ago a Zoning Board turned down – because of the condition of the road.

**Article 36** – Shall the Town approve the changing of the name, but not the purpose, of the previously established and currently active Fire and Rescue Vehicle Replacement Capital Reserve Fund, authorized by the 2000 Town Vote approval of Article 18, to the name Fire Department Vehicle Replacement Capital Reserve Fund.

*Anticipated tax impact = \$0.00*

Chairman Clow said the purpose of this article is to change the name of the fund because there are 2 funds that have the same name (one Capital Reserve and one Special Revenue) so the purpose it is eliminate the confusion in the names. The Rescue and Fire Departments are under one budget.

The Board will meet on Wednesday to discuss Article 21 – the personnel pay scale.

Selectman Kurk said they have to act on this article as it is now with the numbers included. If they get together and decide to change the number they can amend it on the floor at Deliberative Session.

Chairman Clow said he does not feel the recommendation will change between now and Deliberative Session. Selectman Kurk said recommendations are on the mailer but are not on the ballot. Selectman Kurk said if they change numbers they could change their recommendations. She feels they should act upon this tonight. Chairman Clow is concerned with not putting employee raises in the budget so they were going to have a separate article and is concerned with some Board members not agreeing with some of the numbers. Selectman Clark said the number seemed high to her and she did research. Selectman Clark said the number is not the trigger she will vote not to recommend pay raises for employees for this year. Selectman Kurk said she can support people getting on the correct step, although she feels there is information missing to help them do that. Selectman Kurk said the numbers do not jive. Chairman Clow said his comfort zone would be to have a work session to further discuss this article before recommending. Chairman Clow would like the Board to really know when they went into Deliberative Session if they were going to change the number. Chairman Clow said it would go forth with their recommendation into Deliberative Session and then they would amend it. Chairman Clow said as a Board he feels the majority might not recommend this knowing they are going to change the number.

Vice Chairman Osborne said the Benefit Review does not set the bottom number in stone and the members of the Board have the right to change the number. Chairman Clow said the Board does have the right. Chairman Clow commented on the research involving 4 communities and in some cases there were people who have been with them a long time and if they went with a 9 step scale there would be employees that would lose money. Chairman Clow said the other issue was with salaried employees. Selectman Kurk said the other part in looking at this is you looking at the date the person started with the town or are you looking at the date the person started that position.

The Board discussed the work session would be in public session on Wednesday at 7:00 p.m. Chairman Clow asked all Board members to bring in all their suggestions. Chairman Clow wants to make sure there is respect for all the work that has been done. Chairman Clow wants this to pass and said the only way it will pass is if the whole Board supports it. The Board feels Ms. Naomi Bolton did a great job on the step scale. Selectman Clark said she just can't see asking the taxpayers for additional funds while we are in a recession and some of them have lost their jobs or are in danger of losing their jobs. Vice Chairman Osborne said she is going to abstain from the vote on any raises.

**4. ADMINISTRATIVE REPORT** – Mr. Ventresco said they received a letter from the Boy Scouts asking for permission to do 8 hours of community service, like painting. The question is can they have volunteers from the Boy Scouts or did the town vote to not allow anyone under the age of 18 to volunteer. Mr. Ventresco said he thought he remembered the Board saying if the organization/group had their own insurance it would be allowed. The Board agreed they were fine because the Boy Scouts have their own insurance.

**FINAL**

**Chairman Clow moved, Selectman Kurk seconded to enter into non public session at 9:08 p.m. under RSA 91-A:3, II (d). A roll call vote was taken, Selectmen Clark – yes, Vice Chairman Osborne – yes, Selectman Fiala – yes, Selectman Kurk – yes Chairman Clow – yes. Passed 5-0-0.**

**The Board will be holding a second non public under (c) A roll call vote was taken, Selectmen Clark – yes, Vice Chairman Osborne – yes, Selectman Fiala – yes, Selectman Kurk – yes Chairman Clow – yes. Passed 5-0-0.**

**5. ADJOURNMENT**

A True Record.

---

Cherry Palmisano, Recording Secretary