

I. CALL TO ORDER at 6:10 pm at the Fremont Town Hall in the basement meeting room. Present were Selectmen Brett Hunter, Leon Holmes Sr, and Gene Cordes; and Town Administrator Heidi Carlson.

II. ANNOUNCEMENTS

1. The December Newsletter was posted to the website on Friday and a print edition went out in the mail today.
2. All Town Offices will be closed Thursday and Friday November 27 and 28, 2014 for Thanksgiving.

III. LIAISON REPORTS

Cordes indicated that he could not be at the Budget Committee meeting next week. Holmes Sr will attend in his place, as Hunter has the Planning Board that night.

IV. APPROVAL OF MINUTES

Selectmen reviewed minutes for 13 November 2014 and 20 November 2014. Motion was made by Cordes to approve the minutes of 13 November 2014 with one typographical correction. Hunter seconded and the vote was unanimously approved 3-0. Motion was then made by Cordes to approve the minutes of 20 November 2014 with one typographical correction. Hunter seconded and the vote was unanimously approved 3-0.

V. SCHEDULED AGENDA ITEMS - None

VI. OLD BUSINESS

1. Selectmen discussed progress on performance appraisals. Cordes moved to approve the performance appraisal for Heidi Carlson as written. Hunter seconded and the vote was unanimously approved 3-0. The Board discussed their final appraisals for the Police and Fire Chiefs and did final forms. They asked to meet with both Chiefs on Thursday December 4th. Both will need to present their goals for the coming year, and they will also talk with Chief Twiss about the special detail rate.

Selectmen approved several merit based performance wage increases to be paid out as lump sum amounts for April through the most recent pay period, with wage increases to be entered for the next payroll paid. The Board also decided to add a 2% wage increase in the budget for all permanent and seasonal part-time and full-time town staff. This does not include Library employees or elected officials. This will result in additional calculations being done for presentation of the Town's final budget.

2. Selectmen reviewed the 2015 Warrant as drafted to date. Selectmen went through each article as currently numbered and made recommendations on the following subject matter.

a. Motion was made by Cordes to recommend \$461,775 (with a \$175,000 offset from Capital Reserve) for a fire truck. This will be a one time expense to the Town. Hunter seconded and the vote was unanimously approved 3-0.

b. Motion was made by Cordes to recommend creating an expendable trust fund for library maintenance and fund it with \$3,500. Holmes Sr seconded and the vote was unanimously approved 3-0.

c. Motion was made by Cordes and seconded by Hunter to recommend adding \$25,000 to the Bridge Capital Reserve Fund. Hunter seconded and the vote was unanimously approved 3-0.

d. Motion was made by Cordes and seconded by Holmes to recommend adding \$10,000 to the Town Hall Renovations Capital Reserve Fund. The vote was unanimously approved 3-0.

e. Motion was made by Cordes and seconded by Holmes Sr to recommend adding \$10,000 to the Property Reassessment Capital Reserve Fund. The vote was unanimously approved 3-0.

f. Motion was made by Cordes to recommend adding \$50,000 to the Fire Truck Capital Reserve Fund. Holmes Sr seconded and the vote was unanimously approved 3-0.

g. Motion was made by Cordes to recommend adding \$25,000 to the Highway Equipment Capital Reserve Fund. Hunter seconded and the vote was unanimously approved 3-0.

h. There was considerable discussion about the Emergency Management Equipment Capital Reserve Fund and the Director's original request to ask for \$50,000 again in 2015. The Board has not heard from the EM Director in many months and asked if she is still working on grant plans, or what the current status is. Carlson will reach out to EMD Joyce Booker-Janvrin to get current status. The Board discussed reducing the amount to \$25,000 in hopes that it would be more likely to pass with voter approval.

Motion was made by Cordes and seconded by Holmes Sr to recommend adding \$25,000 to the Emergency Management Equipment Capital Reserve Fund. The vote was unanimously approved 3-0.

i. Selectmen discussed the Road Agent salary increase in light of the notification that Mark Pitkin will not seek reelection in March. The Board discussed options if the Town should elect someone without equipment, as well as the Town's reduced reliance on contracted equipment, and a need for more of an administrative/oversight role. Motion was made by Holmes Sr to recommend \$15,000 for the Road Agent administrative salary. Cordes seconded and the vote was unanimously approved 3-0.

j. Wherein the public seems to support the article every year, Cordes moved to recommend \$49,550 for mosquito control. Holmes Sr seconded and the vote was unanimously approved 3-0.

k. Selectmen discussed an article sent by a Webster NH Selectman asking for the Town to approve a resolution for the State of NH to provide a comprehensive meaningful system of funding State Education needs, and ask for action among State Leaders. Selectmen felt this is a good step toward working on education funding issues. Cordes moved to recommend this article in the Warrant. Hunter seconded and the vote was unanimously approved 3-0.

l. Selectmen discussed adding a recreation revolving fund to the warrant for 2015. Language is still being worked on.

3. Selectmen reviewed the Health, disability and life insurance renewal rates for 2015. Cordes moved to approve the contract with Health Trust for 2015 and to have Hunter sign the documents on behalf of the Board. Holmes Sr seconded and the vote was unanimously approved 3-0 with Hunter signing the contract for the Town.

4. Selectmen signed letters to employees regarding refund of Health Trust return of contributions (employee share) paid from 09/01/2013 through 06/30/2014; and letters to employees on 2011 refunds as well. These refunds were realized by the Town in a reduced premium for 2014 and are due to employees and former employees. The vouchers will be done next week.

VII. NEW BUSINESS

1. Selectmen reviewed and approved the Fire Rescue Points, LOSAP, Insurance and Police Holiday pay payroll manifest totaling \$58,094.51; and accounts payable manifest \$69,439.78 for the current week dated 25 November 2014. There will be a school check payable for next week in the amount of \$500,000. Each of the manifests was signed.
2. Selectmen reviewed bills and invoices for payment.
3. Selectmen reviewed the folder of incoming correspondence.
4. Selectmen reviewed the social service agency budget requests for 2015. There was discussion about the agencies that serve Fremont and their utility. Motion was made by Holmes Sr and seconded by Cordes to recommend a total of \$26,154 for social service agencies. The vote was unanimously approved 3-0.

Selectmen discussed that there is about \$2,900 left in the 2014 budget appropriation for pay raises. The Board allocated these funds based on evaluations that are complete to date. Letters will be drafted to employees and forms completed.

Selectmen also discussed additional projects that may be able to be completed this year if funds remain, including generators at the Town Hall or Complex, and the remainder of the Library roof.

VIII. NON-PUBLIC SESSION NH RSA 91-A

The next regular Board meeting will be a work session, to be held on Thursday December 4, 2014 at 6:00 pm.

IX. ADJOURNMENT – At 8:15 pm motion was made by Holmes Sr and seconded by Cordes to adjourn the meeting. The vote was unanimously approved 3-0.

Respectfully submitted,

Heidi Carlson
Town Administrator