

I. CALL TO ORDER The meeting was called to order at 6:30 pm in the basement meeting room at the Fremont Town Hall. Present were Selectmen Gene Cordes, Neal Janvrin and Roger Barham; Town Administrator Heidi Carlson and Selectmen's Clerk Kathy Clement. Gordon Muench, Fremont School Board Member was also present. Bruce White of FCTV was in the control room live broadcasting the meeting. All rose for the Pledge of Allegiance.

II. ANNOUNCEMENTS

1. The State's Low and Moderate Income Tax refund paperwork is available at the Town Hall and from the home page of the Town's website. The deadline to file these forms is June 30, 2018.

2. All Town Offices will be closed on Wednesday July 4th in observance of Independence Day. Trash and recycling will be delayed by one day during the holiday week.

3. Mr. Herrmann and the students at Ellis School have given us some vegetable plants left from their growing season. They are on the picnic table at the rear of the Town Hall, and free for the taking. Please help yourself and grow some veggies this summer!

III. LIAISON REPORTS

Cordes reported that the Board met with MRI consultants Christopher Olsen and Brian Duggan on Tuesday June 19, 2018 in Rochester regarding next steps in the Fire Rescue study. As previously planned MRI will meet with the Fire Rescue Department on Monday July 9, 2018 as part of their Labor Management Committee process (this is the kickoff meeting). The Department leadership will be at the Board of Selectmen meeting July 12, 2018.

Barham reported that the Planning Board met on June 20, 2018. The Public Hearing for a Site Plan Review at Map 3, Lot 150 (225 Main Street) continued. This is an application by R Cooper & Sons Paving to create a storage area for 7 trucks, trailers and associated paving equipment. There was lengthy public input and debate from abutting residents regarding the negative impact of this proposal.

The Board decided to defer further discussion until the Town Engineer had reviewed the ability of the site to house the number of vehicles and still be able to enter/exit the site without backing vehicles off or onto Route 107. The Public Hearing was continued to July 11, 2018.

There was a Public Hearing for a Change of Use at Parcel 03-037.000.006 at (326 Main Street) for a welding and fabrication shop. The application as approved.

The Gravel Pit renewals were discussed, and the Board had only received the Town Engineer's report that day. The Board extended the existing permits to August 1st to give the applicants time to review and discuss the updated surety requirements.

The Board approved the new Circuit Rider contract in the amount of \$10,744 for the period July 1, 2018 through June 30, 2019. The next Planning Board meeting will be July 11, 2018.

Carlson reported that on June 20, 2018 she and Chief Twiss met with DayStar. They did a 5-year budget forecast for the Town Hall and Safety Complex and discussed networking issues at the Safety Complex and the need to segregate the Police network completely from the Fire Rescue Department. Also, an overview on the computers at the Town Hall and we are behind in the replacement schedule. The meeting was 3 hours but was very productive.

IV. APPROVAL OF MINUTES

Janvrin made a motion to approve the minutes of June 14, 2018. This was seconded by Barham. The vote was unanimous 3-0.

Barham made a motion to approve the minutes of June 19, 2018. This was seconded by Janvrin. The vote was unanimous 3-0.

V. SCHEDULED AGENDA ITEMS

At 6:40 pm April Phelps met with the Board. She was referred by the Deputy Health Officer Carla Smith to be the new Deputy Health Officer as Carla needs to step back for some other priorities in her life. Deputy Smith recommended April Phelps because she is a nurse, very dynamic and very informed, and has an extensive health and public health background. She has been a resident of Fremont for 6 years, with a background as an Army nurse with a specialty in public health. Phelps just finished her Master's Degree and has applied to get her Doctorate in Nursing. The Town is very fortunate to have April as a resident and willing to help out. Janvrin made a motion to appoint April Phelps as Deputy Health Officer on the condition we receive a letter of resignation from Carla Smith and on a satisfactory background check. Barham seconded the motion. The vote was unanimous 3-0. Phelps left the meeting at 6:47 pm.

At 6:50 pm Camp Counselor candidate Amanda Sturdivant was introduced to the Board by Camp Director Shona Emery. Sturdivant's mother Tina was also in the audience. Emery said they would like to hire Amanda as a part-time counselor for Tuesdays and Thursdays as well as to fill in when needed based on enrollment. Cordes thanked Amanda for stepping forward. Barham made a motion to appoint Amanda Sturdivant as a Camp Counselor for the 2018 Summer Camp subject to a satisfactory background check. Janvrin seconded the motion. The vote was unanimous 3-0. At 6:55 pm Carlson and the Sturdivants stepped out to get Amanda started on her employee and background paperwork.

At 6:55 pm Camp Director Shona Emery made a proposal to increase the starting pay to \$9.00 per hour for camp counselors and \$16.00 for the Assistant Camp Director. Shona said this would make Fremont Summer Camp competitive with other local towns camp rates of pay. She understands that the budget is set for this year, so she understands if it is not possible for this year but would like to possibly be in effect next year. Cordes asked if Emery would put together some documentation for the Board to review relative to other rates of pay for camp counselors. Enrollment for camp is now closed in all but weeks 1 and 5, and there are only a couple spots left in week 5. Emery left the meeting at 7:00 pm.

7:15 pm Public Input - None

7:20 pm Department Heads - None

At 7:30 pm Police Chief Jon Twiss met with the Selectmen to follow-up research and materials that he and Janvrin put together regarding the PD pay matrix. Janvrin circulated binders of information for the Selectmen to review regarding the police pay. He created a spread sheet two ways and Fremont is about 16% lower than most in Rockingham and overall 14% lower than the State Police.

All acknowledged that Fremont is not competitive in hiring pay. Greenland PD did a pay study in 2017 which Fremont participated and just received the study back, and the Greenland Chief is currently working on a new 2018 study. Mostly the smaller towns participated which gives good comparison to Fremont. Information presented highlights the initial hiring costs and training, which sums to approximately \$29,000 to get an officer on the job. Then add a benefits package from hire to being on the street it is approximately \$48,000 with insurance and retirement. At the two to three year point we lose a

lot of officers, with many moving to other towns for higher pay. Chief Twiss has many ideas to help increase benefits for officers and make Fremont competitive with other towns in the county and state. Some ideas are pay increase in the matrix and night differential. Cordes suggested a system that encourages officers to go for more training. Also suggested was revisiting the Longevity increases to a shorter time frame. Cordes asked Chief Twiss if he could see an impact report and Twiss will do a few different spread sheets to show the Selectmen how we will look as far as competing with the market.

There were discussion about addition from \$1 to \$3 per hour to starting and existing officer's pay, and what this would equate to for the balance of 2018 as well as the 2019 budget. There was also considerable discussion about adding a shift differential from \$0.50 to \$1.50 depending on shift, and what hours this would cover, to be able to determine budget impacts of this as well. Janvrin had created a matrix with a \$1 increase and a \$2 increase. Twiss will work on some additional spreadsheets to send out ahead of the meeting to allow the Selectmen to review and form any suggestions or questions they may have ahead of another meeting next week. The Selectmen and Chief Twiss are all concerned that we have lost 4 officers in one year (2 FT and 2 PT). The Selectmen will review the different studies done by Chief Twiss and Selectman Janvrin.

VI. OLD BUSINESS

1. Carlson reported being in touch with Brendan Kernan of NH DES, and he would be able to re-test the Safety Complex well after July 1st. Carlson referred the Board to an NHMA information article on public listening sessions to be held by the EPA next week in Exeter (Monday and Tuesday) regarding PFAS compounds. The State of NH DES has been instructed to do additional rule-making relative to four compounds, by 01/01/2019. Kernan reported that he expects more information to be out about this soon. Carlson will be contacting him in the beginning of July to reschedule the test.
2. Selectmen reviewed a report from Dan Tatem regarding the Black Rocks Village pavement remediation plan. Carlson reported the Joshua Manning reports they are planning to do the work this summer.
3. Comparative pay information, requested by the Selectmen, from area Fire Departments on how the pay firefighters get for being on call vs. response time, was submitted by Chief Butler last Friday. Carlson circulated the spreadsheet Chief Butler submitted. The information is from Brentwood, Kingston, Danville and Epping. This will be part of the discussion with Chief Officers scheduled for July 12, 2018.

VII. NEW BUSINESS

1. Barham made a motion to approve the Accounts Payable manifest for \$710,170.62 dated June 22, 2018. This includes the annual appropriations to ETF and Capital Reserve Funds and the final payment to the School District for their 2017-2018 fiscal year. Janvrin seconded the motion. The vote was unanimous 3-0.
2. The Selectmen reviewed the folder of incoming correspondence. Leon Holmes submitted quotes for two patch jobs needing to be done, one on Deer Run and another on Taylor Lane that Petra Paving will be doing, they are trying to have it done the week of July 4th. It was noted that Virtual Town Hall, our website host, was acquired by Civicplus.
3. Janvrin made a motion to approve the July Newsletter as amended. Janvrin seconded the motion. The vote was unanimous 3-0.

4. Selectmen reviewed the HP Fairfield contract for rental equipment for roadside mowing from August 13 until August 31, 2018. The Town's property liability insurance carrier reviews contracts to be submitted to them for any job that requires insurance and then they make recommendations. Barham made a motion to approve HP Fairfield for the rental of road side mowing equipment with the amendments recommended by Primex, and to have the Chairman sign on behalf of the Board. Janvrin seconded the motion. The vote was unanimous 3-0. The contract was marked up and initialed for the one change in paragraph 17, and signed by Chairman Cordes.

5. The 2019 contract with the Dunlap Highland Band for the 2019 Memorial Day Service is the same contract and fee \$800.00 as previous years. Barham made a motion to approve the contract and sign the agreement with Dunlap Highland Band for Sunday May 26, 2019. Janvrin seconded the motion. The vote was unanimous 3-0.

6. Selectmen reviewed the Rockingham Planning Commission and Fremont Planning Board Circuit Rider Contract Agreement for the period of 07/01/2018 through 06/30/2019. The Planning Board made the decision to approve the Circuit Rider Contract last night. Barham made a motion to approve the Rockingham Planning Commission and Fremont Planning Board Circuit Rider Contract Agreement in the amount of \$10,744 for the period 07/01/2018 through 06/30/2019. Janvrin seconded the motion. The vote was unanimous 3-0.

7. The Exeter Squampscott River Local Advisory Committee will be meeting in Fremont next Tuesday evening June 26th at 7:00 pm in the main floor of the Town Hall. Fremont has two residents on the Committee.

VIII. WORKS IN PROGRESS

1. Safety Complex oil tank removal is scheduled for tomorrow and will be moved to the Highway Shed temporarily. New generator delivery expected next Wednesday and crane, electricians, etc. tentatively scheduled for next Wednesday night or Thursday morning to swap out the generators. Hopefully this will be a one-day project because the Town does not want to go overnight without the generator working.

2. Shoulder gravel on Beede Hill Road was installed today. Driveway tie-ins on Beede Hill Road and three hot top drainage swales will be finished tomorrow. By the end of next week Beede Hill Road and North Road will be complete. The Road Agent has authorized patch paving jobs on Deer Run and Taylor Lane, funded from the 2018 operating budget for sealcoating and repairs. The Road Agent is waiting for DOT to get back to him regarding the yellow lines on Beede Hill Road and if the road is wide enough for a double yellow line as the State roads have.

3. Final setup and testing of installed Town Hall and Highway Shed generators has been scheduled for next Wednesday June 27th beginning at the HW shed at 8:00 am. They are up and running and waiting to be tested.

4. Matt Pitkin was at several Town buildings on Tuesday. He completed wiring to the mini-split system condenser and did several repairs at the Town Hall. Parts have been ordered for the fans at the Safety Complex, and the exterior drop for the water tank was fixed. He also reviewed some work to be done at the Library with Bruce White relative to the TV monitor installation. Carlson will contact Paul Powers to see when he will be coming to finish the mini-split install in the FCTV room.

5. The Labor Management Committee process will begin as the next phase of the Fire Rescue Study, with Christopher Olsen from MRI. This orientation meeting is scheduled for Monday July 9, 2018 at 7:00 pm at the Fire Station. Brian Duggan is working on an orientation information write-up that can be

sent out to the membership ahead of that meeting. The first meeting is open to the entire department.

6. Mark DeVerber contacted Carlson on Monday to say that he will be doing the FEMA debriefing webinar on Tuesday night. Rockingham County was in the declaration made for the March blizzard.

IX. NON-PUBLIC SESSION pursuant to NH RSA 91-A:3 II

After a short discussion there is nothing before the Selectmen for non-public this week.

X. ADJOURNMENT – by 9:00 pm

The next regular Board meeting will be held on Thursday June 28, 2018 at 6:30 pm at the Fremont Town Hall, basement meeting room.

At 8:20 pm Janvrin made a motion to adjourn the meeting. Barham seconded the motion. The vote was unanimous 3-0.

Respectfully Submitted,

Kathy Clement
Selectmen's Clerk