

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

II. ANNOUNCEMENTS

1. Voting for the midterm elections took place at Ellis School on November 6th. Results are posted on the Town's website and you can contact the Town Clerk for any other election information.

2. The Veteran's Open House will be held on Monday November 12, 2019 from 5:00 to 7:00 pm at the Fremont Public Library. It is pot luck, so please bring a dish to share.

3. **HOLIDAY CLOSURES:** All Town offices will be CLOSED:

- Monday November 12 for Veteran's Day
- Thursday and Friday, November 22 and 23 for Thanksgiving
- Monday and Tuesday, December 24 and 25 for Christmas

III. LIAISON REPORTS

11/07/2018 Budget Committee: Cordes reported that the Budget Committee met and had the School Forum from 6:00 pm to almost 7:00 pm. The Budget Committee met after and reviewed and made a decision on Personnel Administration, and reviewed all the Warrant Articles to date, making recommendations where the Selectmen had completed their recommendation. There are still 2 more Warrant Articles that need to be considered but no decision has been made yet by the Selectmen. This includes a new police officer position and the Fire Rescue Department strategy.

11/07/2018 Planning Board: Barham reported on the following topics:

Kasher Corporation Map 2 Lot 148-1 Copp Drive 4 Unit Multi-Family Structure

This application has been continued a number of times at the applicant's request. Given the abutter interest in this application the Board voted to deny the application without prejudice and waived filing (application) fees for six months.

Ragnar Original Innovations Inc Map 2 Lot 151-2 662 Main Street

This was a continued application. There was a lengthy discussion regarding whether proposed hydraulic fluids used in the manufacturing process of equipment is deemed hazardous or toxic materials which are prohibited within the Aquafer Protection District. During the discussion Dennis Acton introduced himself as the newly elected State Representative and stated that this supports his view that Fremont is unfriendly to Commercial Business and as an example cited the Cooper Paving Company whose application was denied and were treated unfairly in his opinion. The applicant was not able to demonstrate the operation was not hazardous or toxic and it was resolved by Andy Kohlhofer proposing the granting of the Conditional Use Permit subject to the applicant satisfying the Planning Board that the operation is not hazardous or toxic.

The applicant submitted to the Board immediately before the meeting a list of significant waiver requests. The Board wished these to be reviewed by the Circuit Rider and Town Engineer and stated the application would need to be continued. The Board continued the public hearing to a special Public Hearing on Wednesday 11/21/2018 which will be a third meeting this month.

Preliminary Discussions:

Colonial Poplin 442 Main Street

The applicant discussed expanding their parking lot due to congestion.

Stephen Bassett Property, Scribner Road

The applicant discussed subdividing the parcel to create an open space residential subdivision.

Other Business:

The Board was provided revisions to the Zoning Ordinance proposals following the Public Hearing comments and subsequent Subcommittee meeting, crafting the necessary changes. The Board voted to move the changes to a second public hearing on December 5, 2018.

IV. APPROVAL OF MINUTES

Janvrin made a motion to approve the minutes of November 1, 2018 as written. Barham seconded, and the vote was unanimous 3-0.

Barham made a motion to table the minutes of November 6, 2018 until the next meeting and Janvrin seconded the motion. The vote was unanimous 3-0.

V. SCHEDULED AGENDA ITEMS

6:45 pm Public Input - None

7:00 pm Department Heads - None

VI. OLD BUSINESS

1. The Selectmen reviewed the draft MSW and recycling collection contract and letter from the Town Attorney with a proposed Addendum and agree with all revisions that were made and asked Carlson to forward these to Peter Lachapelle of Waste Management.
2. All the Selectmen are planning to attend the Veteran's Open House on Monday. Selectman Janvrin will be doing the greeting/opening message.

VII. NEW BUSINESS

1. Barham made a motion to approve the Accounts Payable manifest for \$27,268.26 dated November 8, 2018. Janvrin seconded the motion. The vote was unanimous 3-0.
2. The Selectmen reviewed the folder of incoming correspondence. Janvrin made a motion to approve the invoice for MRI in the amount of \$3148.66. Barham seconded the motion. The vote was unanimous 3-0.
3. The third quarter franchise fee check from Comcast was received this week and adds \$8,676.41 to the FCTV Revolving Fund to fund FCTV broadcasting and other activities and equipment.
4. Selectmen discussed whether there was a need to hold the meeting as planned on Monday November 19th. It was decided that there will be no Accounts Payable run that week, and at the present time, there is no need for a meeting. It will be left posted in case of an emergency, but no meeting is planned during the week of Thanksgiving.

5. The roof at the Safety Complex is complete, this took 2 days from start to finish.
6. Barham made a motion to approve PO 18-5 for Motorola Solutions in the amount of \$859.20 for radios for the Police Department. Janvrin seconded the motion and the vote was unanimous 3-0.
7. Carlson noted that we needed to hire two new people as Ballot Clerks Deborah Maltese and Jack Mullen. Selectmen said they had signed the appointment forms on Tuesday that were presented by the Town Clerk. It was decided that a criminal background check is not needed for these positions.
8. Cordes reported that the final operating budget amounts have been put on spread sheet by the Budget Committee to start reviewing.
9. Janvrin made a motion to approve and have the Chairperson sign the Health Trust Agreement, which is the renewal form for health, disability and life insurances for 2019. This was seconded by Barham. The vote was unanimous 3-0.

VIII. WORKS IN PROGRESS

1. The Budget Committee meets weekly from now through December 19th on Wednesday evenings at 7:00 pm, except the week of Thanksgiving. The Public Budget Hearing is scheduled for Wednesday, January 9, 2019.
2. Daystar is working with their project team on the technology improvements for the Fire Rescue Department. The tentative date for installation of the three new computers, printer and new networking is Monday and Tuesday November 19 and 20. Deputy Chief Kevin Zukas is the local contact who will coordinate while DayStar is on site.

Janvrin made a motion at 7:05 pm to recess until 7:15 pm. Barham seconded, and the vote was unanimous 3-0. Janvrin made a motion to resume the meeting at 7:16 pm this was seconded by Barham. The vote was unanimous.

At 7:16 pm Fire Rescue Department Chief Richard Butler and Officers including Deputy Chiefs Joe Nichols and Kevin Zukas, Captain Kevin O'Callaghan, and Lieutenants Bryan Bielecki, John Linville and Ryan Dame met with the Board.

Chief Butler provided a written update on the Labor Management Committee meeting of 11/06/2018.

The Selectmen spoke about the revised Compensation Plan. Barham has done a very in-depth study and presented charts of information on how the break down has worked for the past year and if it is the best way to incentivize responders responding to calls. Nichols had printed a variety of reports that the Board reviewed in detail during the polling hours on Tuesday.

Barham's break down included attendance at various training events, years of service, certifications, continuing education and call responses. Janvrin has had concerns that the system would allow for responders to achieve their 60 points without answering any calls. Which is a possibility, but the study shows that responders that are attentive to the continuing education and certification workshops are also the ones responding to the majority of the calls. There was also a question about if it would be feasible to require a minimum amount of the points to be from call responses. Presently if they don't make 60 points in the year, they are placed on probation the next year, and they are not eligible.

Barham recommends approving the Compensation Plan of September 2018 with the changes. Janvrin said he would like it noted that he has mixed feelings. Joe Nichols mentioned just paying an hourly rate instead of a point system. Carlson stated that if they are going to make changes then they must start working on this now to be presented to Board no later than six months from now.

Barham made a motion to approve the Fremont Fire Department Compensation Plan as amended September 10, 2018 and Janvrin seconded the motion. The vote was unanimous 3-0. Janvrin wants it known that he believes the plan should have a minimum points required for responding to calls.

Deputy Chief Nichols reported that they will be doing a quarterly review to address members and their productivity and attendance.

Cordes brought up lack of attendance to answer calls, and stressed that this needs to be focused on. Everyone in the room acknowledged the importance. He discussed there is a need for getting people more involved and answering calls. The Selectmen said it is good to have people cross trained, and that it may help in having enough people ready to answer calls.

There was discussion about the Warrant Article and Carlson circulated a variety of reports including the budget expenses to date for 2018, the 2019 proposed numbers and Selectmen and budget committee recommendations thereon, as well as some of the numbers that went into formulating the Warrant Article coverage.

The Officers were not sure there was enough depth in the Department to be able to cover all hours outside the manned hours of coverage provided by Raymond Ambulance, which is from 6:00 pm to 6:00 am and on weekends. There was discussion about the statistics and call responses.

There was brief discussion about the work DayStar is doing, which is tentatively scheduled for the week of Thanksgiving. Input was gathered from the Chief, and Carlson will talk to Deputy Nichols and Deputy Zukas (the point of contact for the project) after the meeting for some additional details to share with DayStar.

The Selectmen thanked everyone for attending and their work on making this plan work. The discussion ended at 8:26 pm. Cordes asked for some time with the Chief in non-public session.

Carlson will be going over the new setup of computers at the Fire Department, and also mentioned that all the fire extinguishers have been done.

At 8:34 pm Janvrin made a motion to enter non-public session pursuant to NH RSA 91-A:3 II (c) Barham seconded. The roll call vote was unanimous 3-0; Cordes – yes; Barham – yes; Janvrin – yes.

Clement left the meeting at 8:35 pm. Carlson and the rest of the fire officers went upstairs to work on the wording of the Warrant Article and review the computer configuration and questions posed for the setup of the new network.

Respectfully submitted,

Kathy Clement
Selectmen's Clerk

At 8:40 when the room cleared, the Board met in non-public session with the Fire Chief.

At 9:15 pm the Board returned to public session on a motion from Janvrin and second from Barham.

Selectmen will meet more regularly with Chief Butler, and discussed having additional reporting information from him on a regular (monthly) basis.

With no further business to legally come before this meeting, a motion was made by Janvrin to adjourn at 9:20 pm. Barham seconded and the vote was unanimously approved 3-0.

Respectfully submitted,

Heidi Carlson
Town Administrator