

I. CALL TO ORDER The meeting was called to order at 6:30 pm in the Fremont Town Hall basement meeting room. Present were Selectmen Gene Cordes, Neal Janvrin, and Roger Barham; Town Administrator Heidi Carlson and Selectmen's Clerk Jeanne Nygren. All rose for the Pledge of Allegiance. This meeting is a live broadcast by Bruce White from FCTV.

II. ANNOUNCEMENTS

1. Veteran's Open House was held on Monday November 12, 2019. Turnout was low, but the program was very well done by all participants. A special thank you to our Veteran's, and the many Scouts who joined in.

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

- Thursday and Friday, November 22 and 23 for Thanksgiving
- Monday and Tuesday, December 24 and 25 for Christmas

3. There are no delays in trash collections this week. There is a delay the week of Thanksgiving, with Thursday moved to Friday and Friday moved to Saturday.

4. The Town of Raymond has provided this message relative to closing Prescott Road at the bridge (in Raymond) for emergency culvert repair.

Travel Advisory: This message is being provided to give school districts, emergency services and resident's time to plan for the temporary closure of Prescott Road in Raymond.

The Town of Raymond has contracted with Pike Industries to replace three co-located culverts under Prescott Road. The replacement schedule has been impacted by rains resulting in high water in the Lamprey River. The culvert replacement effort may take one of two options:

Option 1: River water levels subside and full replacement of the three culverts can proceed. Under this scenario, a section of Prescott Road would be **closed for 5 days**.

Option 2: Weather and water levels prevent full replacement this year. Under this scenario, a section of Prescott Road would be **closed for 1 day** to install steel plates over the culvert of primary concern.

Schedule: Water Levels are very high. The Contractor is monitoring the situation. We are planning to confer as to implementing Option 1 or Option 2 during the day – November 21. If water levels have subsided sufficiently, Option 1 will proceed **on or about November 26th**. If not, Option 2 will proceed during that same week.

I will advise you of the specific construction window as soon as I know it.

At the appropriate time we will release a posting on the Raymond Cable TV and Town of Raymond Web Site to notify residents of this disruption.

Next Year: If it is necessary to proceed with Option 2 [temporary plating of the culvert] we will need to have this same 5 day closure discussion next year.

Thank You.

Stephen Brewer, Raymond Director of Public Works

III. LIAISON REPORTS

Carlson reported that the Safety Committee met on Tuesday, November 13, 2018 at the Fremont Public Library. There were Department representatives from Fire Rescue, Police, Parks & Recreation, Complex Maintenance, Library and Town Hall. There were no building deficiencies noted and all were ready for the winter season. The next quarterly meeting is February 12, 2019 at 11:00 am.

The Budget Committee met on November 14, 2018 where they suggested wrapping up the Warrant Articles at their next meeting on November 28, 2018. Carlson updated them that at the Cemetery Trustee meeting on November 13, 2018 they voted to “renegotiate” with the Budget Committee to see if they will consider placing money back into the project line and Sexton line, as well as present a Warrant Article for an Expendable Town Trust Fund and appropriate \$3,000 to have funds available for unexpected projects (such as tree removal, etc).

Of note, there will be a Planning Board Public Hearing on November 21, 2018 on the site plan application for two proposed manufacturing and assembly buildings for Ragnar Original Innovations, Inc, located at 662 Main Street, Map2, 151.002 submitted by Fremont Land, LLC. And on December 5th a Public Hearing to discuss the proposed zoning change ordinances. Both of these Public Hearings will be held at the Town Hall at 7:00 pm.

The Planning Board will also meet the next two Wednesdays, on November 21 and November 28, 2018.

IV. APPROVAL OF MINUTES

A motion was made by Janvrin to approve the minutes of both the November 6, and November 8, 2018 minutes as written. This was seconded by Barham. The vote was unanimous 3-0.

V. SCHEDULED AGENDA ITEMS

6:45 pm Public Input - none

VI. OLD BUSINESS

1. There were minor changes in working on the Fire Rescue Warrant Article already recommended by the Selectmen at a previous meeting, after Carlson met with Fire Rescue Officers last week. This change was only in clarity of the warrant article for reading and explaining. Selectmen were in agreement with the language proposed.

2. In further review of the Warrant, a motion was made by Barham to recommend the Article for a new Police Officer in the amount of \$41,386. This was seconded by Janvrin. The vote was unanimous 3-0.

3. The Selectmen again discussed the Police Department vacation request to carry over earned time. An updated schedule of balances remaining was reviewed. There were seven employees with varying amounts of time on the books. The range is from 22 hours to 113 hours over the various employees. Discussion lead to the purpose of using these hours being time away from work, but with the current Police Department short staffing until May of 2019, it has been difficult to use these hours and keep coverage adequate. There was consideration of granting this on a one time basis with these conditions. The Board wants to hear from Chief Twiss about what the impact is on his budget vs staffing needs. He will also be asked about a sundown date on time if it is carried over.

4. With regards to a resident complaint regarding noise from the recreation trails, there is a meeting set

with Chief Twiss and the resident to review reports on those trails for some time next week. The resident was under the impression that the Noise Ordinance had been adopted as he was not able to attend the Public Hearing. That Hearing ended up tabling the proposal due to the large showing of residents opposed to the Ordinance.

VII. NEW BUSINESS

1. A motion to approve the payroll manifest dated November 16, 2018 for \$29,183.04 was made by Janvrin and seconded by Barham. The vote was unanimous 3-0.

A motion to approve the accounts payable manifest dated November 16, 2018 for \$57, 553.03 was made by Barham and seconded by Janvrin. The vote was unanimous 3-0.

2. Selectmen reviewed the folder of incoming correspondence. A motion to sign thank you letters addressed to participants in the Veterans Open House Program was made by Barham and seconded by Janvrin. The vote was unanimous 3-0. These letters were to Pastor Frank King, Amelia Earnshaw, Jamie Thompson and Fremont's many Scout Troops, and Ben Wells.

3. Carlson presented the end of year project list to possibly include an AED for the basement meeting room, conference room table set up, highway shed roof and lawn mower. The issue of repairs to the sweeper cost is being reviewed by the Town's Counsel.

If any funds do remain, Janvrin also mentioned fixing the pavement at the Complex and alleviate the water issues in the building. A water test will be done as well, to review the water quality at the Complex.

4. A motion to sign the Fire Rescue Compensation Plan dated September 10, 2018 as approved last week was made by Barham and seconded by Janvrin. The vote was unanimous 3-0. Selectmen signed the document on all applicable pages, and both sets will be forwarded to the Fire Rescue Association officers for final signature as well.

At 7:15 pm Leon Holmes Jr. came before the Board to review the draft of the Full-time Highway Department position as there was a resignation last week. All were fine with the draft Carlson had presented and this will be posted ASAP. Holmes stayed as the Board continued other public business prior to entering non-public session to discuss the employee resignation with him.

5. A copy of the Cemetery Trustees minutes of the November 13, 2018 meeting were provided. At that meeting they were proposing a change to the cost of a cemetery lot to \$350.00, and having the Budget Committee re-review their recommendation to increase money back into their budget and preparing a Warrant Article to establish a Town Expendable Trust Fund for future projects. The Selectmen have many questions and invite the Cemetery Trustees to their November 28, 2018 Board meeting to review these changes and how to go forth with their proposals.

6. After reviewing the anonymous complaint from Black Rocks Village regarding age of residents Carlson will draft a letter to Homeowner's Association / Management Company for their research on their condominium association rules.

VIII. WORKS IN PROGRESS

1. The Budget Committee continues to meet weekly 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 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.

There is not a planned meeting next week and there will be no accounts payable processed. The Board's next regular meeting will be held on Thursday November 29, 2018 at 6:30 pm at the Fremont Town Hall, basement meeting room.

At 7:35 pm Janvrin moved to enter non-public session pursuant to NH RSA 91-A:3 II (c) to discuss personnel matters. Cordes seconded and the roll call vote was unanimously approved 3-0; Cordes-yes; Janvrin-yes; Barham-yes.

Nygren left the meeting at 7:37 pm.

Respectfully submitted,

Jeanne Nygren
Selectmen's Clerk

At 7:40 pm Selectmen began their non-public session.

Leon Holmes Jr left the meeting at approximately 8:15 pm.

At 9:00 pm motion was made by Janvrin to return to public session. Barham seconded and the roll call vote was unanimously approved 3-0; Cordes-yes; Janvrin-yes; Barham-yes.

Selectmen sign an outgoing letter to Butch Porter accepting his resignation as of 11/09/2018. Carlson will draft another letter for any applicable COBRA benefits. HealthTrust will handle the health insurance component.

There was lengthy discussion about hourly pay rates for full-time versus part-time employees, mindful of the cost of the benefits package for full-time employees, which often costs as much as the annual salary. Part-time employees get none of these benefits (especially talking about seasonal Highway Department help).

A motion was made by Janvrin to approve a part-time Highway Department pay rate of \$19.00 for CDL B drivers; and a \$17.00 pay rate for part-time non CDL drivers. Barham seconded and the vote was approved 3-0.

The Board instructed Carlson to send out the previously discussed memo to Chief Butler along with the list of items they will begin reviewing with him at Department Head time on the second Thursday of each month.

With no further business to come before the Board, motion was made to adjourn the meeting at 9:30 pm by Janvrin. Barham seconded and the vote was unanimously approved 3-0.

Respectfully submitted,

Heidi Carlson
Town Administrator