

**Official
As of 2/18/09**

**TOWN COUNCIL
MEETING
Regular Meeting
Wednesday, February 4, 2009**

CALL TO ORDER

Chairman Dickson called the meeting to order at at 6:30 PM.

ATTENDANCE

Chairman D. Dickson, W. Gahara, P. Loiselle, G. Longfellow, J. Gorton, M. Pischetola, D. Ross, P. Rueppel, and N. VanScoy
C. Granfield, Interim Town Administrator

APPROVAL OF MINUTES

January 3, 2009

G. Longfellow motioned to approve the minutes of January 3, 2009 as presented. Seconded by N. VanScoy. Vote unanimously in favor. D. Ross abstained

January 14, 2009

G. Longfellow motioned to approve the minutes of January 14, 2009 as presented. Seconded by N. VanScoy.

Corrections: Page 2 – Council s/b Councilor, Page 9 – add My memory is that..., Page 10 – the automated salt distribution system will save money.

Vote as corrected unanimously. P. Loiselle abstained

PUBLIC INPUT

None

NOMINATIONS/APPOINTMENTS

Available Positions:

1. Parks & Recreation Advisory Board, (1) Full member, exp. 6/2009 & (1) Alt. member, exp. 6/2010.

No nominations made.

SCHEDULED APPOINTMENTS

James Sullivan re: Historical Society Update – President of Historical Society

J. Sullivan: For the past couple of months ago, there has been concern with the status of the Historical Society, which resulted in new interest and the resurrection of the committee. The Historical Society was established in 1974. New officers are as follows: L. Nepveu Vice President, Diane Valiard, Secretary, and Joyce Werksman, Treasurer.

We met have three (3) times since the elections of the officers to plan the year. We encourage all Council to join the committee of which Councilor Longfellow is already a member.

Funds have accumulated and there is currently \$4329. The Town traditionally budgets to give the Society \$1000.00. We have received \$1220.00 for the past two years.

We are creating a criteria to decide what funds should be used for what items. We are looking for town assistance in maintaining the building known as the Prescott Building. Our goals are to do a cleaning, inventory and classification using the Past Perfect Program. We don't know what is owned because we are all new with the Society. We opened an account with TD Bank North with two names on the account, myself and Joyce Werksman. We are members of the NH Historical Society and we are looking into applying to be a 501C3. We are not currently a non-profit. With this classification, we could then qualify to apply for grants and accept donations.

We are in the process of forming a committee to review the by laws and determine the ownership of the artifacts.

The Historical Sign will be refurbished through the assistance of the Lion's Club. We also have a new domain site for the Historical society, Historicalsociety.org

Public relations we will be establishing a newsletter and press releases of activities.

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Fundraising is being planned which includes an eighteen month Historical Calendar, which will reference Hooksett historical sites and historical town events.

Other activities include open houses, photo contest, and town treasure hunt using historical sites and displays at the Town Hall.

A display case was donated from Mr. Shackford.

Ceremonies are being planned to note important historical people in Town like this is the 130th year of Governor Head's election as governor.

An eighth grade scholarship is being established.

Chairman Dickson thanked Mr. Sullivan for his contribution, report and leadership.

G. Longfellow stated that the Historical building is the town's responsibility and he encouraged the Society to make a list of items which need repair or maintenance and bring them forward to the Council.

Mary Farwell re: Library Trustees Update Heather Shumway, Barbara Davis, and Mary Farwell

H. Shumway: The 2005-2008 numbers are amazing. We have doubled our circulation over the last (4) years.

The staffing: Children's room – 20 hour children's program and a story hour program for 15 children.

Technical services – one (1) valuable staff members, which handle all the publicity and materials processing. Mark does website development and keeps us on the forefront with technology.

Circulation Staff: Leanne Chase, who is full time and 3 part timers. They handle over dues, inter library loans; meeting room reservations, and museum passes. We have 1 page for 10 hours a week.

We have a position for a reference librarian, and teen services.

The librarian does collection development and the development of the library program as well as the children's programs, budgets, long range planning, and disaster planning. I have a part time assistant and a cleaning person 20 hours per week.

M. Farwell, Library Trustee believes it is valuable to establish relationships with community groups and other departments. We have a recycling program and we work with the garden club.

Kiwanis has been supportive in children's programming. We have a bin for Kids Kloset housed at the Library. We offer meeting space for the community.

We are working to cement our Library-School relationship. We need summer reading lists, etc.

We had a meeting in October with representatives of the Library Trustees, the SAU staff and the School Board and we are working to meet those established goals.

Special Programs: Last Thursday, we had 40 vendors at a "Ladies Night". It was self-funded and very successful. We had raffles and had a library card drive to get more usage.

Challenge: We were awarded a Gates Grant in 2001. The computers purchased are now seven (7) years old. This is something that we will be looking for feedback from the Council on how is best to get these replaced. People use them for PowerPoint, and children use them for games. Our policy is to replace computers every five (5) years. We have 15 computers that are over 5 years old.

P. Loiselle: When BJ's first opened, they made a decision to support one (1) of the schools. Possibly the new Wal-Mart maybe of some help.

M. Pischetola: How many total paid positions do you have?

H. Shumway: Include myself; we have four (4) full time positions and six (6) part time positions.

**Police Commission Update & Memorandum of Understanding
Chief Agrafiotis & David Gagnon.**

D. Gagnon: I have been on the Police Commission for eight (8) years. The Commission is in charge of enforcing the rules, hiring and firing and we oversee all spending. The chief enforces all the laws. The law that governs the commission and the chief are not in conflict. For many years, people said we have a large department for the size of the town, but when you consider the traffic, business and college, it isn't oversized. With the economy, it looks like Exit 11 will slow down, but eventually someone will develop that exit.

Chief Agrafiotis: One thing that was discussed at the end of last year was to move all the benefits to the individual department. In minutes of November 19th, 2008, Paul Loiselle informed the Council that once they moved the benefits to the police the Council would loose control.

Carol Granfield and I have worked with counsel, Bart Mayer for an understanding. The Memorandum says that the commission has certain authority by law. The commission feels the benefits should be used for benefits. This policy says that. If there is money remaining, it will be returned to the general fund. If funds are needed by Council or police for an emergency, we can use that. This provision allows us or you to address emergencies that might arise. This agreement meets the concerns but keeps the authority of both boards in tact. I thank Carol Granfield for her work with attorney Mayer and me.

P. Loiselle: It does allow us to implement the rule and gives a true reflection of each department. This is consistent in all departments.

P. Loiselle motioned to have the Chair and present to the Police Commission sign the Memorandum of Understanding. Seconded by D. Ross.

N. VanScoy: Why is this necessary?

C. Granfield: This allows both the Commission and the Town the ability to move the money if needed.

Role Call Vote unanimously in favor

The Police Commission will discuss and sign the memorandum at the next meeting.

OLD BUSINESS

Renewable Energy Property Tax Exemption

C. Granfield: This Renewable Energy Property Tax Exemption was brought to the attention of the Council and discussed at a Board of Assessor's meeting. What is prepared by Todd and researched by he and his staff is a chart showing wind, solar, and heating. They currently do not assess for solar or wind energy. They would have to start assessing and then grant an exemption. It appears, if the Council wants an exemption, solar should be the first step.

T. Haywood: We are not currently assessing for solar panels. We would have to set up that feature. We would have to go out to all homes to find them. It would take up to 5 years to complete.

J. Gorton: You would have to find these solar panels or only if they came forward for an exemption request?

T. Hayward: In theory, you must assess them if you are granting an exemption. We have to be accurate in our data.

D. Ross: I believe in the RSA it says we have to now address them and assess them. By accepting this provision, we must now assess these products and addendum items. I personally think that it is unwise to adopt this policy. It is unnecessary.

G. Longfellow asked for a Council consensus on not assessing solar power.

N. VanScoy: Now it is policy that we don't assess. I think it is practice and not policy that we don't assess.

J. Gorton: For clarification, if someone came to us and we adopted this RSA, and they had a central heating system by wood, would you go for a 5 year period to all homes to establish a base of all wood heated homes?

Todd Hayward: It is often times not the primary system. Wood is, in many cases, secondary to another heating system.

J. Gorton: If we need to add cost and labor to assessing if we are to adopt this, why would we bring that extra work onto the town and there in turn costing the taxpayers, if we are not taxing the alternative energy systems now?

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N. VanScoy: If it's not policy that we are not assessing it, it is just practice. We need to acknowledge that we agree with that practice. We are not assessing that equipment but we are recognizing it as the central heating source. We would have to state the current qualifying multiplier is zero.

P. Loiselle: Isn't solar usually a secondary heating source and not a primary heating source?

T. Hayward: That has been my experience.

P. Loiselle: I agree with N. VanScoy that we should clarify the fact that we don't put added value on homes with solar power.

N. VanScoy: I thought we would give an exemption for the cost of equipment and not the fuel source.

D. Ross: I believe we shouldn't step on DRA. We may or may not be able to make it a policy that we won't assess any solar energy system. This is a State Revenue issue. Can we, as a Council, exempt solar energy systems?

T. Hayward: You can choose not to pick up certain items, as long as you do it uniformly. Many communities assess more or less, as long as there is equity.

N. VanScoy: If we were to adopt this, we would have to assess the properties and we do that on a five-year rotation? It would require extra work? Couldn't it be done on the 5-year cycle?

Todd That's correct.

Tabled discussion to next agenda.

Single Stream Recycling Proposal

Presentation from the COOP given last month.

They would like a letter of intent to provide them with a backup that Hooksett is supportive at this time but it doesn't obligate the Town. We will do more fiscal analysis later and determine if this makes sense for the Town. You wouldn't need to enter into an agreement until May.

D. Boyce: This is just a letter of support for the Single Stream Recycling for the Concord Coop. We would be an associate member and will always have an out for our recycling. Our goal is to increase our recycling. We currently have a volunteer recycling program. We need to make it more convenient for our residents. Single stream is easier for everyone. It is zero money to be raised by the Town and much to be gained. When they originally came, we would receive \$20 per ton for everything across the scale. With the market crashing, we are paying \$40 per ton and they are talking about charging \$20 per ton. At that rate, it is a saving. They just want a letter of support. They want other municipalities to be the associate members and they want other businesses. They need backing to go forward. They have all the money needed for this. This has nothing to do with automated collection. Automated collection would enhance recycling but this is only for Single Stream. We are recycling now. We would not have to increase the staff on Saturday with this single stream as well. This is a win, win for the Town

N. VanScoy motioned to submit a letter of intent to enter into Single Stream Recycling. Seconded by P. Loiselle.

G. Longfellow distributed a document.
There are too many unknowns.

D. Boyce distributed responses for the above document.
Recycling should never be seen as income but rather as savings on dumping fees. The \$2500 for December was for November or October. Recycling does include our metal pile, which is the largest revenue. The single stream does not include our metal pile. We will still get that. If we can make it easier, this single stream will make it easier for our business, we see a savings. If business can find another benefit and it is easier, we will see more recycling. If we are generating money, and the recycling is a market blimp, we could be generating more money than what we now show for revenues.

D. Ross: My concern is entering the Town into a contract with a large unknown entity. The liability may outweigh the benefit. What if they go belly up?

D. Boyce: If they go under, we are out of the contract. Single Stream is coming. There is one going up in Manchester, Boston, and Auburn, MA. This is the future. You will see more cooperative ventures. It is coming anyway. This is a non-profit vs. a profit organization like Manchester is having built. All the pieces must be together before it goes forward. A 15-year contract seems long but they must know that tomorrow we won't leave for something better. This is a municipality owned organization.

D Ross: This is the trend, but there are private corporations like BFI that will make a living with this stuff. I have more confidence in the private sector. We should not jump so quickly. My fear is there will be serious strings that will tie the hands of our taxpayers.

N. VanScoy: I looked for negatives to Single Stream and all I saw was glass ending up in paper fibers. I saw positives like in Baltimore they did a study and a pilot program and recycle increased by 20% and that is 20% not going into the trash. There are 125 current single stream facilities in the country with 30 being considered to be built. To address the profit vs. non-profit, whenever you are dealing with profit, you are going to pay more or making less to get rid of because you are looking at their profit. I think the not – for – profit is better because you are taking out the profit line.

P. Loiselle: A "LOI" is just a letter and no a commitment. At a final contract, they should show a better means of termination.

N. VanScoy restated the motion to letter of intent to further pursue based on clarification of contract items.

P. Loiselle seconded the change.

D. Ross: I am concerned that this letter will be used as part of someone's ad campaign.

D. Boyce: They are looking for support and they will say that Hooksett supports their program. This facility will not go forward until they have that support.

D. Ross: They will use this as advertising.

N. VanScoy: The prediction for this economic down swing is about 18 months and this will come down to us being forced to go Single Stream because that is what will be out there. We will have to go with this Coop or some other facility. I encourage the Councilors to speak to their constituents because many people in the community want single stream. Hooksett chose not to join this coop 20 years ago for trash and the coop has been successful enough to now be looking to build this single stream recycling site from profits.

G. Longfellow: We are at a 7.6% recycling rate. This will not change this a quarter of one percent. The same people will recycle. The only thing that will increase this 25% is automated. We need to put questions together to present to the Coop.

Roll Call:

<i>P. Loiselle</i>	<i>Yes</i>	<i>G. Longfellow</i>	<i>No</i>
<i>J. Gorton</i>	<i>Yes</i>	<i>D. Ross</i>	<i>No</i>
<i>D. Dickson</i>	<i>Yes</i>	<i>P. Rueppel</i>	<i>Yes</i>
<i>W. Gahara</i>	<i>-</i>	<i>M. Pischetola</i>	<i>No</i>
<i>N. VanScoy</i>	<i>Yes</i>		

Vote 5:3 motion passes.

Appropriation for Employee Wages and Benefits Policy

C. Granfield presented the Financial Policy and the Finance Director's report. As stated in the memo of understanding, benefits will be placed in all accounts and is allowed by the Town Charter. This reiterates the policy for clarity and counsel has reviewed it. The Council is encouraged to move on this policy. We ask that you motion to adopt and sign the policy and we will be in compliance to move those benefits if needed.

J. Gorton motioned to accept the financial policy for employee Wages and Benefits. Seconded by N. VanScoy.

N. VanScoy: If the budget does not pass, how will this affect the default or visa versa?

Carol: There is no financial impact.

Roll Call Vote unanimously in favor.

Transparency Request

C. Granfield: At a prior Council meeting, M. Miville presented questions and the Council provided answers. M. Miville also had comments regarding the responses that were given. You can accept the comments or have additional input.

D. Dickson: All Councilors have copies of the comments. I appreciate your input. I think as a Council, we agree to most of the points with regard to transparency.

N. VanScoy: I have not read the email since I haven't been home. I think we should take from this an appreciation of the involvement of our citizens and a lesson. I encourage the Councilors to look at this as a positive and not a negative.

D. Dickson: This a good lesson learnt.

M. Miville: This discussion has gone on for a year. As it relates to the Safety center sign, I was primarily interested in this project because my nephew did the original sign as an eagle scout. He approached this Council in 1999. There is still nothing wrong with that sign. Having said that, that is what got me interested in the sign. I now am interested in how this transpired and this came about as a result of a fundraising venture that raised only \$1500. How does a \$5000 project turn into a \$33,000 project without a vote being cast? There was no transparency and I took it upon myself to look into. They said this is in the minutes. I read the minutes and found the discrepancies and inconsistencies. The point made by the chief, was we should look at the minutes and say that there is transparency. It is not the Budget Committee's responsibility to look at the minutes. It is the Council's responsibility to present the budget. The information is supposed to come to the Budget Committee. I request the responses be add to this meeting as an attachment.

Charter Amendment

C. Granfield: This is a request for a modification. At a prior meeting, two (2) amendments past, 3.2 with regard to changing the wording to gender neutral, and "as a felon" a Council not serving in office. The first one was already approved at a prior amendment in 2002. and voted on by the voters. Legal stated you can simply rescind your amendment and I make those changes in the Charter. You have one charter amendment to change "felon" It is stated as 5-year period and then "as a felon". Based on the wording and discussion with counsel, we thought it important to clarify "as a felon" regardless of years.

**N. VanScoy motioned to rescind the action taken by the Council on Jan14, 2009 to amend Section 3.2 of the Town Charter. Seconded by J. Gorton.
Vote unanimously in favor.**

NEW BUSINESS

Disabled Property Tax Exemption

C. Granfield: The Assessor's Office had two-dozen inquiries regarding the exemption for the disabled. It is the Council's decision if they want to take this up. I understand it may or may not have been discussed by the Board of Assessors. Todd Hayward prepared this. We have attached a copy of the law and a spreadsheet of the towns that have adopted this exemption and what the asset and income requirements are. The total fiscal impact is unknown. If this were to be adopted this year, it would have to be adopted before April 15 because that is the deadline for filing.

P. Loiselle: The Board of Assessors voted to bring this issue to the Council. I believe that this needs more research.

D. Dickson: Can this meet the April 15 deadline and should this be moved back to the Assessor's Committee for another review?

D. Dickson requested this be placed on the March 11th agenda.

Richard Belanger: I requested this be put on the agenda and I am here to represent my friend who has a disability and is not 65 years old. He has had this disability since he was six (6) months old. The disabled have the same struggles as the elderly. They have a fixed income. This young man gets \$7.00 a day for food. They are on a very strict budget. He is a taxpayer. He is 37 years old and he cannot supplement his income. We are looking to have him stable as much as possible. This population deserves to stay in their home. I can guarantee that without his home, he will end up back in an institution. This should not be viewed as an exemption for over 65.

N. VanScoy: I find it relevant that he came about his home through a government program. The ability to have a quality of life and the feeling that you do not have to be in an institution, and have the same rights, as those who can make a living are very important. I encourage you to look at what you are entitled to under Title II. We are talking about people who do not have the ability to make a living.

D. Ross: This does apply at any age in the amount to be determined by the city or town.

P. Loiselle: How long has he been a resident? The current exemption requires 5-year residency.

R. Belanger: One (1) year.

The residency applies to NH.

Resolution for Conservation Commission Authority

C. Granfield: It is recommended that the Council adopt the attached resolution, which has been reviewed by legal counsel. This does not require a warrant article. The adoption of this resolution would provide the Conservation Commission the authority needed to continue works pertaining to the purchase of property interests or facilitating transactions.

M. Pischetola motioned to adopt the resolution. Seconded by D. Ross.

D. Ross: As a result of the scheduling conflict between the Conservation Commission and the Council, I have not attended a conservation meeting. I have a concern that there are no boundaries. Do we want them to be able to expend the entire amount of money they have or limit the amount?

D. Ross motioned to waive the rules regard action taken on new business. Seconded by M. Pischetola.

D. Ross: In light of what is going on, this may be a time sensitive issue.

J. Gorton: As far as being a time sensitive situation, I believe this was going to be a warrant article and it came back from legal counsel that it didn't need to be a warrant. The original request from conservation was to place on a warrant so I don't see why there is time sensitivity.

P. Loiselle: I think we should put a dollar value on what they can expend without Council approval.

N. VanScoy: I echo Councilor Loiselle with regard to limiting expenditures. I have a problem with qualified organization. Is it up to the Conservation Commission what is qualified and should there be qualifiers?

G. Longfellow: I need a better explanation on what they are trying to do.

D. Ross: We do need to clarify what is qualified but I don't agree with a \$1000.00 limit. These ventures will be considerably more than that. I hate speak for this and possibly Conservation could come back and speak on this.

D. Ross rescinded his motion to waive. M. Pischetola rescinded his second.

OTHER BUISNESS

P. Loiselle: I had a concern from a constituent regarding the Council not being included in the ethics policy and should commissions be included as well.

N. VanScoy: That issue was raised at a previous meeting and that was going to be on a future agenda.

TOWN ADMINISTRATOR'S REPORT

In accordance with Administrative Code: We have three (3) quotes to clean up the air conveyance system at the Library. The low bid was \$6100.00, the second was \$8210.00 and the high bid \$34,160. It is recommended that the Council award the bid to Northeast Ventilation Services in the amount of \$8210.00

P. Loiselle: Do we have the funds?

C. Granfield: Yes

P. Loiselle motioned to award the bid FOR \$8210.00. Seconded by D. Ross.

D. Ross: Are the Library Trustees happy with these bids?

M. Farwell: Yes

N. VanScoy: I would like to have seen the bids rather than having them read.

Roll call vote unanimously in favor

Request to transfer and refund \$5000

This is the reimbursement of the General Fund from the Solid Waste

P. Loiselle motioned to transfer \$5000. Seconded by G. Longfellow.

Vote unanimously in favor. N. VanScoy abstaining.

The Sewer Department requested a warrant article for \$9,444,000 for a wastewater treatment plant of which 75% would be a grant and part of the stimulus package. Much of this is unknown so the 25% remaining, which is \$2,261,050, would be in bonds or notes, which require public hearings.

The Council will hold a public hearing on February 18, 2009.

The minutes of December 17, 2008 need to be amended as follows:

"D. Hemeon recommended the Landscaping Bon for PSNH in the amount of \$3000.00 be releases.

G. Longfellow motioned to release the PSNH landscaping bond for \$3000.00. Seconded by N. VanScoy."

Should be amended to state:

"D. Hemeon recommended the Answering Service Landscaping Bond in the amount of \$3000 be released.

G. Longfellow motioned to release the Answering Service landscaping bond for \$3000. Seconded by N. VanScoy."

P. Loiselle motioned to correct the minutes of December 17,2008 as stated. Seconded by N. VanScoy

Vote unanimously in favor

Per Council's request, a letter was sent to Arleigh Green regarding the fire station and he is schedule to come to the February 18th Council meeting.

Town Web site discussion is scheduled for March 11th.

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Personnel: Lee Ann Moynihan has been hired as the building assistance and that department now has full staff. We are currently recruiting clerical and cleaning personnel.

We will be submitting press releases to inform the community of what is happening.

The Project Summary to help track what is happening was distributed. This list will be updated quarterly.

At meeting was held at SNHPC where they discussed cooperative purchasing on high dollar items such as paving and salt.

We are encouraging community groups as well as the schools to display items in the Town Hall.

Proposals and an assessment report is due in next week for the Safety Center. The Council should consider establishing a committee to evaluate and prioritize building needs. This committee should reach out to individuals in the community.

Departments have begun submitting monthly reports.

A computer assessment is being done and an inventory taken of all equipment prior to authorizing any future purchases.

SUB-COMMITTEE REPORTS

Board of Assessors - G. Longfellow requested the Inventory, and Business Income and Expense forms be placed on the next agenda.

Planning Board – N. VanScoy stated that the Zoning and Planning Boards had a combined meeting this week. The meeting was very productive and respectful. Everyone was given an opportunity to speak.

Transfer Station - G. Longfellow stated that the Transfer Station meeting was spent in debate.

Conservation Commission - D. Ross reported that the committee was meeting tonight and therefore he could not attend.

Heritage Commission - P. Loiselle stated that the commission met at Robies and there is a Federal Program that requires the town to enter into a demolition review. When someone applies for a demolition permit, they would have to go before the demolition review board but the committee has no authority to deny the application. It is necessary to have this committee in order to qualify for grants.

***N. VanScoy motioned to extend the meeting 30 minutes. Seconded by P. Loiselle
Vote unanimously in favor***

PUBLIC INPUT

M. Sorel: The sign that was causing the problem is gone.

Will the Budget Committee be required to have a public hearing on the bond?

L. Moynihan stated that the Council holds the public hearing on the bond.

David Bouton: We asked Councilor Loiselle to schedule a workshop for the second Wednesday in March. There are 10 communities that are certified local governments. We are in the process of collected those ordinances and will make a matrix to review.

P. Loiselle: We will hold a workshop at 6:00 PM on the second Wednesday in March.

D. Bouton: Please contact K. Northrup with any questions.

As the State Rep, I want to report that the Governor will present his budget next Thursday, February 12th at 10:00 am. If anyone is interested in attending, I will be glad to have you as my guest. Things are gloomy on the fiscal side. I'm not certain, but I think there will be less money coming to the cities and towns on the municipal and school side. There is some speculation that there is about 300 million dollars in stimulus money that the DOT will be distributing. You might want your public works director to look at "Shovel Ready Projects".

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As a citizen, I would like to echo Councilor Loiselle regarding property tax exemptions for the disabled being tied to an age restriction. I have been disabled and haven't worked since 2005. I don't think there should be an age criteria. I do think there should be a dollar amount for fairness. Thank you for your time.

NON-PUBLIC SESSION

P. Rueppel motioned to enter into non-public session under RSA 91-A:3II(d) at 9:55 pm. Seconded by N. VanScoy.

Roll call vote unanimously in favor

D. Ross motioned to exit the non-public session at 10:10 pm. Seconded by J. Gorton.

ADJOURNMENT

G. Longfellow motioned to adjourn. Seconded by J. Gorton.

Vote unanimously in favor

Respectfully submitted,

Lee Ann Moynihan

Nancy VanScoy
Town Council Secretary