



Town of Plaistow ♦ Board of Selectmen
145 Main Street ♦ Plaistow ♦ NH ♦ 03865

SELECTMEN MEETING MINUTES

DATE: January 21, 2008

CALL TO ORDER: 6:30 pm

PRESENT: Michelle L. Curran, *Chairman*; Daniel J. Poliquin; John A. Sherman; Charles L. Blinn, Jr.

EXCUSED: Lawrence W. Gil, *Vice Chairman*

MINUTES:

► Motion by J. Sherman and second by D. Poliquin to approve the minutes of January 7, 2008.

VOTE: 3-0-1 C. Blinn abstains

► Motion by J. Sherman and second by D. Poliquin to approve the joint Board of Selectmen and Planning Board minutes of November 7, 2007.

VOTE: 3-0-1 C. Blinn abstains

PUBLIC COMMENT:

No members of the public wishing to speak.

PETTITONED WARRANT ARTICLES:

J. Hoch states that the Warrant dated January 18, 2008 is in its complete form and includes planning articles.

Petitioned Warrant Article – P-08-15 Town Clerk Dental:

M. Curran states that the Budget Committee had a chance to review the petitioned warrant articles.

J. Hoch states this article was not recommended by the Budget Committee.

J. Sherman asks if the wording in a petitioned warrant article can be changed.

J. Hoch states that it cannot be changed until the Deliberative Session.

J. Sherman states that in the intent it should read 9 months at \$46.53. He asks if this is the total cost of the insurance.

J. Hoch states that it should be 90% of the dental insurance.

J. Sherman states it is unfortunate it does not say this in the intent.

M. Curran states we are recommending or not recommending tonight.

J. Hoch states this is true but if the Selectmen have wording issues, it should be discussed and prepared for Deliberative Session.

J. Sherman states that he has some issues with the wording "other full time Town Employees". He states there are several issues with this statement. This is an elected position and is not an employee, saying "other employees" is misleading. Using the term full-time is also misleading. The amount of time worked is at the discretion of the Town Clerk and she could work fewer hours if she chose, it is not necessarily a full time position. He has issues with the wording in the intent and the fact that the percentage is not present. In order to move the conversation forward he will make a motion.

► Motion by J. Sherman and second by C. Blinn to recommend the petitioned warrant article P-08-15 for Town Clerk dental.

C. Blinn would like to see the suggestions brought up by J. Sherman changed at the Deliberative Session.

J. Hoch states that he has not heard back from DRA about an issue raised by the Budget Committee regarding the amount to raise and appropriate in the article.

M. Curran asks if the Deputy Town Clerk is a full-time position.

J. Hoch states that it is a full-time position.

M. Curran asks if it has always been a full-time position

J. Hoch states he does not think it always has been.

M. Curran states that this is an elected position and the person currently holding the elected office held the deputy position and chose to run. She was aware that the elected position did not have the benefit package when she ran for office. We have other elected positions that do not ask for raises and benefits. She is personally not in favor of this at this time. Yes, our full-time employees get this benefit. The elected officials can place this as a petitioned article and they have this right, but she is not in favor of this. With this change the only differentiation between elected and employee is the control of the office and that they do not fall under the supervision of the Town Manager.

J. Sherman asks if M. Curran would be in favor of this if the current Town Clerk had not been the Deputy previously.

M. Curran states she probably should not have mentioned this. Her point is that if Town Clerk knew that becoming an elected official she would not have the benefits that she held as the employee. She does not see the rational in doing this and then petitioning the Town to make a change.

J. Sherman states that it sounds like M. Curran is being influenced by the fact that the person was previously the Deputy.

M. Curran states that may have some influence but there are other issues. We have other elected officials not looking for benefits and we should be looking at positions and not people. This is an elected official.

J. Sherman states that you are looking at the people.

M. Curran states she shouldn't

J. Sherman states that this would apply to anyone holding the position going forward. He does understand that this is hard to not look at the people holding the positions.

M. Curran states that it is difficult, but this is an elected position and she would be more comfortable saying all elected positions should receive the benefit.

J. Sherman states he would not be in favor of that because that would include Selectmen.

M. Curran states she was thinking more about the Treasurer.

J. Sherman states that the Moderator, the Budget Committee and the Planning Board are all elected positions.

M. Curran states she was thinking more about elected officials that get paid in monetary dollars.

J. Sherman states that the Selectmen get paid. He disagrees with the wording but this is basically the only elected position that could be full-time. He agrees that this may set a precedent and open the door for other elected officials to ask for this benefit.

VOTE: 1-3-0 J. Sherman votes in favor.

Petitioned Warrant Article P-08-16 - Police Officer:

J. Sherman states this is the exact same wording as the Selectmen's article. He is going to vote not to recommend. He understands that there may be a need for the position. He voted against the second patrol officer before because of the impact to the taxes. He does think if the citizens want to add a second patrol officer there is probably a need and it would not be a bad thing. This is up to the tax payers to make that decision. He may be in favor of a second position next year and he would like the opportunity to explore alternative sources of income to support the position and not the tax payers. He would like to see the funding come from the commercial properties that are cited as the driving force behind needing another officer.

M. Curran states she would also like to look into alternative funding.

J. Hoch states that it is worthwhile to look at viable options.

M. Curran states that the Planning Board has discussed this also.

► Motion by J. Sherman and second by C. Blinn to not recommend article P-08-16.

C. Blinn states that he looked back at the history of the department and the MRI study. We are looking at expansions of the Safety Complex. He would like to see an audit done to look at our resources and where we are going to go. We are using a 2001 audit and we need new numbers. He wants strong proof that it is needed. It bothers him that this is a duplicate of our article.

M. Curran states why re-invent the wheel, we had the wording and it was approved.

C. Blinn understands this, but he thinks if it comes from the people it should be in their words. They have a different way of presenting things. He thinks some people may think it is a mistake because it is a duplicate.

VOTE: 4-0-0

Petitioned Warrant Article P-08- 17 - Garden Road:

J. Hoch states that this is what we have been looking at with the Rite-Aid project. This came in the day before the deadline for petitioned warrant articles. Council has suggested that preferable language is straight wording on discontinuance v. leaving authority to the Board of Selectmen. He is hopeful that the project proponents will be present at the Board meeting next week. Then we can decide if we want to make a decision to discontinue or not discontinue at the Deliberative Session.

M. Curran asks why the Town Manager wants them to come in next week. She asks if they are any further along or if they have any new information.

J. Hoch states that they think they are further along. We informed them that this Board wants information as to why it is in the communities' best interest. If it is in the communities' best interest then what is reasonable compensation. We need to engage in conversation at this level at this time. If we have an article to discontinue this road it will take this Board out of the conversation.

J. Sherman states this gets complicated. We will have to determine next week what we want, either discontinuing the road or sell it.

J. Hoch states that if the Board is not able to decide then we would go to the Deliberative Session and decide to discontinue or not. In order to move the project forward next Monday you would need to decide.

J. Sherman states that he does not see how we can recommend discontinuing the road if we do not know the compensation. This will have to be decided next Monday night.

M. Curran states we still need to discuss the other issues that we brought forward like safety issues. We have not had the second conversation and have not discussed Westville Road. We have not had any of this conversation. This is a lot to cram into one meeting. We thought they would be forthcoming with this. We are not trying to hold their project up. She states that at the same time it

is not this Board's position to have their back up against the wall. They can go forward with the project one way or another. They just have to make alternative arrangements.

J. Sherman asks how they can go forward one way or another.

M. Curran states it is because there is already a road into the project. They could use the existing road. We are not holding them up.

J. Sherman asks what the chances are that they would do that.

J. Hoch states that they are hoping to find records that Garden Road is discontinued.

J. Sherman states that this would be inconsistent with our legal Counsel which stated only the legislative body can discontinue the road.

J. Hoch states there is language and procedures that needs to be followed when discontinuing a road. He suggests we see where we are with the conversation next week, that we look at the language at Deliberative Session and then if the Board is not comfortable, you would be in the position to not recommend discontinuing.

M. Curran states that at the same time we could also go either way at Deliberative Session.

J. Sherman states the problem is can we discontinue based on financial arrangements or would it be based on a yes or no.

J. Hoch states it is based on yes or no. The only other way we have more options is if we can demonstrate that we own the land outright and have a deed for the road. However, due to the age of the parcel we will not find that easily.

C. Blinn states that basically it is a Town Road and he believes the proof of burden is on them.

J. Sherman asks if the last clause in the article is acceptable statement.

J. Hoch states the problem is going to more in the first part of the article. Once Town Meeting makes the decision you cannot delegate any other power to the Selectmen.

J. Sherman states the last phrase becomes null and void. If the wording is to discontinue the road and it passes, then where are we? Can they go ahead without negotiations with the Town?

J. Hoch states they could but they need to go through the planning process with the Planning Board.

J. Sherman states then we are out of the picture.

J. Hoch states you would be out of the picture, but could work with the Planning Board. The negotiation piece would be gone. It is still credible through Planning Board review to recognize some offsite improvements. He has suggested looking at this development to compensate for the

Westville Road Bridge improvements. If it is discontinued then you are looking to the Planning Board to discuss offsite improvements.

M. Curran states this is not in lieu of Impact Fees it is in addition to.

Planning Coordinator Leigh Komornick discusses Planning Board protocols for offsite improvements.

J. Hoch states that M. Curran is correct that this is in addition to Impact Fees. He states that when it is not in the offsite improvement route, the Selectmen would have more discretion.

D. Poliquin states that this is the route that he would like to take. He would like to keep it in the hands of this Board as much as he can. Once they have the property we don't have a lot to deal with.

M. Curran states she sees benefits of this road going through as a buffer from Route 125 and the plaza. The safety issue and impact of the lights is an issue to her. If we are going to give this up she wants to make sure we are giving something back to the community.

D. Poliquin states at this point we should vote to recommend or not. He states at Deliberative Session we should change the wording.

J. Hoch states that you can make the change in wording if you get the votes.

J. Sherman states that the Board's position is that we have something of value, the developers want it and we want compensation. We would like something of value in return.

D. Poliquin states that he agrees with J. Sherman.

► Motion by J. Sherman and second by D. Poliquin to not recommend article P-08-17.

J. Sherman states that before the next meeting he would like the Town Manager to draft language to review.

J. Hoch states the only other way is to wait till after next week, draft something and get individual opinions.

VOTE: 4-0-0

Consensus of the Board is to have the Town Manager work on draft language for discussion next week.

J. Sherman states that being a Senate Bill Community we cannot make this article go away, the best we can do is to improve the language and then vote.

D. Poliquin states that he believes the Town Manager should draft something; we can individually review it and make suggestions. Then we can have Attorney Sumner Kalman review the document.

J. Hoch states that he can write a discontinuance article correctly and within the law. He states that he has another option to explore which is to discontinue with a date of several months out. This allows them to come to the Board. He would like to try and keep this Board involved in the discussion.

Petitioned Warrant Article P-08-18 – Former Route 108 & Brandy Brow Road:

M. Curran states that she saw someplace Attorney Kalman recommended that we need to notice Haverhill on this issue.

J. Hoch states that we would notice Haverhill, MA on this.

J. Sherman states that the point of these 2 articles is to clarify action taken at Town Meeting.

M. Curran states that 1 article is and 1 is new.

D. Poliquin believes the second one is new.

J. Hoch states that the Route 108 article is language that went with the 2005 Town Meeting. It appeared without “discontinued completely” and the clarification of the land. It was approved in 2005 without the clarifying language. We cannot find that all the appropriate noticing to abutters was done and this is required by RSA 231-43. The Brandy Brow article was approved in 1995 without the clarifying language.

M. Curran asks if this was done in 2006.

J. Hoch states that the articles that came in referenced 2006 and 1995.

J. Sherman asks if we can add intent at the Deliberative Session.

J. Hoch will research this.

J. Sherman asks if they do not pass what is the implication.

M. Curran states that legally it would still be our land.

J. Hoch states that the Brandy Brow one is a bit messy because it goes through the center of the property. The property owner is trying to consolidate land.

M. Curran states that the owner has come in and we have seen plans for expansion. There was not clear title. She is not sure she wants to recommend it. We are not getting all the information and we do not know how it is going to affect things.

J. Sherman states that this is clarification of votes already taken. He states that the assumption at the time is the land would go to the abutters.

J. Hoch states they voted to discontinue the road and language can mean something to different people.

J. Sherman states that typically we do not own the land under the road.

J. Hoch states that we own the right to cross the road and when we cease to use it the land. From the center line to the edge of the road returns to the abutters.

► Motion by J. Sherman and second by C. Blinn to recommend Article P-08-18 former Route 108.
VOTE: 2-2

M. Curran states that the vote does not pass and will appear as not recommended on the warrant.

► Motion by J. Sherman and second by C. Blinn to recommend Article P-08-18 Brandy Brow Road.
VOTE: 2-2

M. Curran states that the vote does not pass and will appear as not recommended on the warrant.

J. Sherman states that the articles labeled P-08-18 should be renumbered as separate articles.

J. Hoch states he will make the changes to the Warrant and asks that the Selectmen come in between Tuesday and Sunday to sign the Warrant. The Warrant needs to be posted on Monday.

J. Sherman asks when this could be on the web page for viewing.

J. Hoch states he will make the changes and post it to the web site.

TOWN MANAGER'S REPORT:

DES Correspondence:

J. Hoch states that the Town has received a copy of the DES Dredge and Fill Application for the Fairway Oaks project. The Town has received a letter from DES that Water Conservation for Sweet Hill Estates has been approved and the Conservation Commission has been copied.

Taxation of Verizon:

J. Hoch states that the Supreme Court has overturned the ruling of the Superior Court regarding taxation of Verizon. There is a comment from Attorney Kalman in your folders. J. Hoch states that he is reviewing with Assessor Wil Corcoran what was done so far and whether we need to do anything else by the beginning of March to respond to the apparent direction of this new decision. In a nut shell the Supreme Court said that you cannot single out Verizon you need to tax all utilities in the right of way.

J. Sherman states that we are pursuing the utility companies for tax revenue for their use of the poles.

J. Hoch states this is correct. We modified our pole license. The City of Rochester has taken the lead on this.

J. Sherman states that we are pursuing this but people should understand this is not millions of dollars. We are pursuing what we can do.

DRA:

J. Hoch states that the latest DRA newsletter is in Selectmen's folders. He recommends the article about April 1st on page 7 and the article on Change in Current Use Values on page 5.

NH Retirement:

J. Hoch states that we have received a letter from NHMA regarding increases to employer share of NH Retirement. The letter notes that NHRS Trustees have decided to add \$128 million to employer costs over the biennium. This would be a 45% increase according to their letter. NHMA is asking for contribution toward legal challenge to this unfunded mandate. In our case, they would be seeking \$970.14. Generally the guidance from NHMA is in our best interest and it is probably worthwhile to consider supporting this effort.

M. Curran asks if we can find this in our current budget or do we need to make a change.

J. Hoch states it can be found in the legal line and it would be a worthwhile expenditure.

J. Sherman asks if we pay the NHMA directly.

J. Hoch states that they have sent a response form that he would complete indicating yes we want to be part of the litigation against additional retirement costs. We would certify that we have the money in our legal budget to cover the estimated cost and send a portion or all of the estimated cost.

J. Sherman states that they are not necessarily asking for the money up front.

J. Hoch states that they ask for the response.

Consensus of the Board is to return the form indicating our interest, not send any money and wait for further information on the costs.

PERSONNEL PLAN:

J. Hoch states that he has passed along the requirement for the procedure to change Personnel Plan. He did pass this change onto the Personal Plan Committee and has heard from one staff member the concern of creating a third class person. The draft change for new employees to Health Insurance shows is 90% single, 85% for 2 person and 80% for family coverage. He also presents a draft for a new buyout plan for employees that opt to buy out of the health insurance plan. He reviews the details of the flex spending account vs. the straight buy out and the difference in percentages.

M. Curran states she would like to take out the part that specifies a health care plan and replace it with the term "current plan". She is afraid that because of the procedure the Selectmen have to go

through to make a change to the plan, this would restrict us and the Town Manager from researching other plans and making the change deemed necessary. She states that we want to be flexible because we have discussed looking into other health coverage opportunities and making changes. She does not want to have to go through the procedure of making a major change when it is a name change in the plan. She is more in favor of a generic term in this place.

D. Poliquin states if you remove NH Blue Choice Plan it would be fine.

M. Curran states that she does not want to be stuck to that amount of money and wants the flexibility.

D. Poliquin thought it would be a onetime payment for a buyout and not monthly.

J. Hoch states that we pay premiums monthly and if someone opted out and something changed you would only be paying for the time the employee opted out.

D. Poliquin states that with the new rate for a single plan you would be paying approximately \$450 each month they opt out. He does not see why we would pay someone \$450 each month, every month they do not to take the insurance.

J. Sherman states because it saves us money.

D. Poliquin states if we give them a onetime buyout payment of say \$2,500 then in would be definitive without any further adieu.

J. Sherman states that the problem came when we talked about if we limit when they can buy out, then you would want them to be able to buy out for that period of time.

D. Poliquin states if someone opts out of this for 10 years we are paying the \$450 per month for the 10 years. As a rule they are going to opt out because they will take their spouses plan.

J. Sherman states that we want to promote that idea rather than take the single coverage because it ends up costing us more. People will take the Town's insurance and our preference is to try to promote not taking the insurance.

D. Poliquin states that he can see that but he would be in favor of a lower percentage amount.

J. Sherman states that he thought we spoke about this before and we talked about 50% when the Town Manager recommended it.

D. Poliquin states when he saw this document it was the first time he heard of the 50% amount.

J. Hoch states that we spoke about this before. He states that you need to figure out what your willingness towards cost avoidance is. The buyout is \$3,535.50 this year. You are spending \$3,500 to save \$7,000 in a single plan. You are saving \$3,500 against what you would have otherwise spent.

D. Poliquin states that is last year's rate.

J. Hoch states that is at our current rate.

D. Poliquin states that those rates are going up.

J. Hoch states that those would go up and this number would go up. If we have someone that drops family coverage because they go to a spouses plan we are spending \$3,500 when we are saving \$15-17,00 for that plan.

M. Curran states we pay \$19,000 for a family plan.

J. Hoch states you are spending \$3,500 but you are avoiding spending \$19,000. We are looking at an incentive to an employee to save us money and make a switch.

D. Poliquin states you are not spending \$3,500 to save \$19,000.

J. Hoch states that we are paying 50% of a single plan. If someone is on a family plan we are paying \$3,500 for a family plan.

M. Curran states she thought you could only enroll in the insurance once a year.

J. Hoch states you can enroll once a year unless you have some sort of significant event that qualifies you.

M. Curran asks if the Town allows this or does the Insurance Company.

J. Hoch states that it is a little of each because LGC is flexible.

J. Sherman states this is typical of healthcare plans. A change could be if you get married or have a child.

J. Hoch states an example is a spouse loses their job; this would be a qualifying event. This is why the month to month is the best option.

M. Curran states when we discussed this before it was a onetime buy out and that was it. We were not trying to be flexible.

J. Sherman states he has always been in favor of month to month. He wants someone to drop the plan and take the buyout.

J. Hoch states that if someone comes to him in June wanting to drop the plan and take their spouse, he wants to be able to accommodate them to save us money.

M. Curran asks for an explanation of what a Flex Spending Plan is.

J. Hoch states that our employees put in pre-taxed dollars from their salaries into an account that can be used for eligible medical expenses. The employee does not pay income tax on that and neither does the Town. This is their own money.

M. Curran asks what happens if they do not spend all of their money.

J. Hoch states that if they do not spend all of their money in the time frame it comes back to the Town. This is not a fly by night plan.

M. Curran states that this would be a no lose situation for us.

J. Hoch states that the costs after taxes and benefits to the Town for a buyout are \$3,873.83 and in a flex spending account it is \$3,889.05. When we put it in flex spending it is pre-taxed for everyone.

M. Curran asks if the flex spending can only be used for the bills associated with that person.

J. Hoch states it can be used for themselves, their spouse and dependents.

M. Curran states that if we are going to go that route she would be in favor of the flex spending account. She does not know about the monthly buy out, it seems like a lot of money.

J. Hoch states it is the same money whether I put it in the flex spending account or not.

M. Curran states that in a flex spending account she sees an opportunity for it to roll back to the Town.

D. Poliquin states as a direct cash payout monthly we have to pay NH Retirement, Social Security and Medicare.

J. Sherman states it is a different kind of plan.

J. Hoch states whether they choose bullet one or two, the cost is the same. It is in the mechanics of the plan.

J. Sherman states he thinks this is a good approach and it will save the Town money.

► Motion by J. Sherman and second by C. Blinn to change the personnel plan to include the recommendation titled Section D with the changes of removing NH Blue Choice from the document and making the date January 21, 2008.

D. Poliquin would like to see a change in the percentages to 80/20 across the board.

J. Sherman is in favor of the changes presented in the document because it is a good transition from what we have. We are going to save the Town money by incorporating both the pay out and the percentages.

M. Curran states if we change to 80/20 that will be in direct relationship with part-time employees working between 35 – 40 hours. That might help to answer the concerns of the Personnel Plan Committee when they said there would be a third class of employee. They would be grouped in with some option that already existed.

J. Sherman states that the comment was made by one person not by the Personnel Plan Committee.

J. Hoch states that this was from one person.

M. Curran states that this comment came from the one person through the Personnel Plan Committee.

J. Hoch states no, it came from one person. The Personnel Plan Committee did not distribute this plan to employees until Friday and the Personnel Plan Committee has not given him employee responses.

M. Curran states that per the Personnel Plan there should be a period of time that affected employees can comment.

J. Hoch suggests one week for the buyout so employees can comment and he does not have anyone affected by the other change.

J. Sherman states he is withdrawing his motion.

C. Blinn withdraws his second.

J. Hoch states the spirit of the plan is to give affected employees a chance to comment. He states that the Selectmen could move on the new hire section since no employee is affected or you could wait.

J. Sherman would like to do this all at once.

D. Poliquin state he would like to bring this back to the percentages.

M. Curran asks if this will affect new hires coming on.

J. Hoch states he has someone he is ready to hire and is waiting for this.

M. Curran would like to vote on the first part and she does not have a problem waiting on the second half.

J. Sherman asks if this is holding up the Town Manager's ability to hire someone.

J. Hoch states yes and no. He states that he has someone in place and has not picked a start date. The suggestion to propose this was to have something before he hired someone. He has had to wait because of that.

J. Sherman asks if he could wait another week.

J. Hoch states he could wait another week.

D. Poliquin states again that he would like to see 80/20 right across the Board for all three categories.

J. Sherman is not in favor of taking a vote tonight and is not in favor of the 80/20 across the board.

D. Poliquin understands the coverage cost increases. He does not see 80/20 would be a deterrent in hiring.

M. Curran states we are already recommending the 80/20 for the family plan.

D. Poliquin states he does not see a benefit in the single, double and family plan differentials. He thinks this is a good chance to begin to save the Town money and it is fair to anyone that is hired. He does not want to discriminate between whether someone is single, married or has a family.

J. Sherman states that we already do that. People that have family coverage are getting a lot more from the Town in coverage than the single person.

D. Poliquin states that they are not being discriminated against; they are all getting 90/10 except for the library. It doesn't matter if you are single or a family.

J. Sherman states that if you are getting the family plan, you are getting a lot more from the Town than if you are single; from that point of view they are being discriminated against.

D. Poliquin states yes, but that is what it costs us, we do not set the rates, we are paying the same percentage. If you want to say it that way then we will pay \$700 for a single and \$700 for a family and they can pick up the difference.

J. Sherman states that is not what he is recommending.

D. Poliquin states he does not think this is the proper way to do it.

J. Sherman states that he does not think this is the way to do it either, but that is the way not to discriminate, to give everyone the same level. The point of not discriminating was brought up by D. Poliquin and he is just suggesting that we already discriminate.

D. Poliquin states he disagrees because we are not discriminating; the Insurance Company sets the rates.

J. Sherman states of course we are discriminating; we are giving someone with the family coverage a lot more money than someone with single coverage. That by definition is discrimination.

M. Curran states then we just give single coverage to everybody and nobody gets family coverage.

J. Sherman states that would be the way to not discriminate. He is not in favor of that. He is just clarifying.

D. Poliquin states basically everyone would receive the same percentage that way. They would not receive the same dollar amount; they would receive the same percentage.

J. Sherman states no, the police contract is still a different percentage.

D. Poliquin states that we are talking about non-bargaining personnel here and this does not affect the police contract at all.

J. Sherman states right, but you (D. Poliquin) said we would be paying everyone the same. He states that we would not be, because the police receive something different.

D. Poliquin states fine then, let's say we will pay everyone the same as the police. Let's put that in the policy tonight. Let's make that decision tonight. You don't want to discriminate and you want everyone to be equal, then let's do that tonight.

J. Sherman states do not tell me what I am thinking.

D. Poliquin states he is going by what J. Sherman is saying.

J. Sherman states no you are not. What I am saying is you said let's pay everyone the same and I said we are not paying everyone the same if we go to 80/20. That is all his point was.

D. Poliquin states that we are not paying anyone the same if we are going with the proposed change. Let's reduce the cost to the Town.

J. Sherman states we are reducing the cost to the Town by going with these percentages. He would like to see us hold off this discussion. He would like to know how much we are saving going with this proposal.

M. Curran states we already know this number because we had that discussion with the Town Manager.

J. Hoch states that unless we have a crystal ball and we know what type of employee is going to leave and what type of employee is going to replace them, I cannot tell you. This is not a retroactive policy; this is a policy going forward.

M. Curran states that we know that.

J. Hoch states I cannot tell you what you are going to save.

M. Curran states that the Town Manager gave us the numbers going back to 80/20. This is a good catalyst to this discussion. The idea was to do something in the interim. The option was to go

forward with the Town Manager looking at other coverage. The idea going forward was to go with something in the interim with new employees until we can play catch up. She does not have a problem with 80/20 across the board. She thought we were being relatively consistent with the 90/10, 85/15. She was fine with 100% of singles and then J. Sherman made the suggestion of 90/10. She does not have a problem with 80/20. It gets something on the board for employees going forward. We can always go back and look at this in the future. We may be able to resolve this and pay a higher percentage for our employees if the Town Manager can bring us back coverage that is not costing us \$700,000. Changing the policy may allow us to make a change. The decisions being made do not affect current employees and when we look at new policies we can consider those changes going forward. She asks if we pay the employees weekly or bi-weekly.

J. Hoch states they are paid weekly.

M. Curran states another thought is going bi-weekly to save the Town money, but she states that is for another discussion. She states J. Sherman is not in favor of taking a vote tonight and he is not in favor of the buyout portion. She asks for the board's opinion.

J. Sherman states that we do not have 5 members tonight and this is a pretty key decision being made that should involve all of the Selectmen.

C. Blinn states that he is in favor of tabling this discussion until next week. He agrees and finds this discussion interesting listening, when you understand the position on both sides. The nature of the plan is fair. As it went further from double to family it increased. He states that D. Poliquin made a good point when you make it 80/20 across. This is for new hires and changing the scope of the future. This is not going to stop each year. This is going to increase each year and hopefully we will be able to continue to offer insurance to employees. He would like to table the issue for the night. He states most Towns are going with 80/20. Windham got a 3.4% cost of living raise, but they had to pay more for their insurance. They raised it and it bit into their raises.

D. Poliquin states a lot of Towns are doing this.

C. Blinn suggests that J. Hoch contact Windham. We are trying to protect old employees.

M. Curran does not want to push off a start date when a decision can be made tonight that we can revisit.

J. Hoch states that he can make it work until next week.

C. Blinn asks if it is a big deal with the new hire. He asks if they are coming here for the benefits.

J. Hoch states that it makes it hard to hire someone when you tell them their benefits are this from this date to this date and then will change. He would rather present a package. When we talked about this in the beginning of the month there was a concern about the growing gap between what the Town pays for a single and what they pay for a family. The suggestion was to find a way to tighten the gap and he was asked to come up with a plan with differing numbers.

M. Curran states that J. Hoch did what he was asked.

J. Hoch states that he came back with the plan asked at the last meeting. Two people doing the same job, hired at the same time, could be getting a \$12,000 difference in benefits with a flat percentage. He suggests they look at what problem they want to solve. The issue D. Poliquin is discussing is a different problem than he was asked to solve.

M. Curran asks if we would be better off to come up with a plan where we will pay X amount of dollars towards whatever plan you chose.

J. Hoch states no, if the span wasn't \$12,000 he might say yes. In the perfect plan you would base the number on a 2 person. That is why many communities are going with tiered percentage plans. The other option is a fixed percentage across the board.

M. Curran suggests the Town Manager share this discussion with the personnel and see what their comments are.

Consensus of the Board is to take out the plan name for an insurance company.

HIRING:

J. Hoch states that he and the Fire Chief are finishing a conditional offer to a firefighter to replace Jay Guzofski. He states we are continuing to interview candidates for a part-time maintenance position. The position was posted on the website, at Town Hall & Library and through NH Employment Security. Interviews are being conducted by the Maintenance Supervisor Dave Bowles and the Library Director Laurie Houlihan and no recommendation has been made yet. We have taken additional applications because the three candidates we have are not true matches to the position and are not what we had hoped to find.

M. Curran states that she did have a call into J. Hoch earlier this week regarding this position. She asked when this position was posted.

J. Hoch states he would assume it was posted the second week of December.

M. Curran states it was posted in December now.

J. Hoch states looking at what he has, that is the best calculation he can give tonight.

M. Curran states that she has concerns. She became aware of this totally out of the blue. She states that she was not aware of this position. We have the television channel we can announce during meetings and we have the cable to place adds on. She states that per the Personnel Plan this should have been placed in the newspaper and posted for a minimum for 7 days and then applications taken. She had a call from someone who went to apply for the job on Tuesday or Wednesday. Their application was not taken and they were told that the application period ended on January 10th. This is not a problem if that is the procedure. Her concern is why we would not continue to take application if that position is not filled. Just look at our minute taker position. We should always take applications. It is good business practice to take an application, thank them for their interest

and let them know we will keep it on file and call if anything changes. This person was told they were not taking any more applications. Her concern is that it wasn't posted in the newspaper per our personnel plan.

J. Hoch states that he decided to not post it in the newspaper to save money and to see what applicants we could get by posting it in Town locations free and posting it with employment services which is also free.

M. Curran states one of her concerns is that the more people that know about a job the better. If we have the Personnel Plan we should stick with it and list the dollar amounts, hours, etc. She states that the notice posted at Town Hall was just a job description and did not give detailed information. In this case why are we not using our own resources to better publicize the job and why are we not taking applications after the closing date.

J. Hoch states that we placed a deadline on applications so we have a cut off to begin interviews and review the first wave of applicants. He chose not to pay money for newspapers add. He chose to see what we could get from the posting at Town Hall and Library, the web site and submitting it to NH Employment Security, a free service provided by the State. He wanted to see what we got from those venues before committing to spend money to advertise a part-time position.

M. Curran asks why J. Hoch did not let the Board know that this position was open.

J. Hoch states because he is the hiring authority.

M. Curran asks if J. Hoch just didn't think it was important to share with the Board. She states that you (J. Hoch) felt it necessary to let us know about the firefighter position. We just approved the library budget. We allotted \$34,000 for the line item. If you new this position was going to be open back in December then you knew that we had time to change that line item based on the fact that we could hire someone at a lower rate because the person leaving was at a higher rate. As a Board member and a community member she feels it is our responsibility to let as many people know about any jobs that come up. According to our Personnel Plan this was not properly noticed and she is really disappointed in that.

D. Poliquin asked how many applications we received.

J. Hoch states three.

M. Curran states from what she was told, one is absolutely not a possible candidate and there are two others.

J. Hoch asks M. Curran why people are discussing this with her. He is the hiring authority and no one has made a recommendation to him yet. So, anything about any of the candidates is purely speculation.

M. Curran states again that we should be utilizing our resource. If we have a Personnel Plan and J. Hoch is asking the Selectmen to adhere by it in other situations than it is important our own

employees including the Town Manager adhere by it. Whoever posted that job and didn't send it to the newspaper and if it was J. Hoch shame on you and if it was someone else shame on them. This was not posted in the way the Personnel Plan says. She does not have the exact language because she did not bring it with her, but it was not noticed in a local newspaper.

J. Hoch states he is sorry. He thought he was trying to do a good thing and save a few dollars.

D. Poliquin asks if this is going to be re-posted.

J. Hoch states that we re-opened the search for more candidates.

D. Poliquin asks if there is going to be an ad in the newspaper

J. Hoch states that if the Board would like him to put an ad in the newspaper he will.

M. Curran states she would like to see it in the newspaper, on the website and on the cable channel.

J. Hoch states that this was on our website during the period that it was posted.

M. Curran states she checked the website the day she called and it was not on there.

J. Hoch states that is because M. Curran called after the deadline. We had a cut off for the first waive of applications.

M. Curran states that the person who came in and told me about this, said you didn't take their application or resume and you are now going to re-open it again.

J. Hoch states that we put a cutoff date in so we could get applicants and start interviews. His understanding is that the interviewers are not in a position to recommend anyone yet.

J. Sherman states that if you have to re-open the search then follow the Personnel Plan and if that means placing it in the newspaper than yes, place an ad. If that appears to be an unnecessary cost than let's talk in the future about changing the Personnel Plan. He can understand having a cut off, all jobs have a cut-off. If this person found out after the cut-off than he can understand. It is going to re-open and he can apply.

M. Curran states that is really not the issue now. She states she was really surprised that we do not take applications to hold on file based on our history with applicants for other positions we are trying to fill. Most employees would have thanked them kindly and taken the application. Now we are going to re-post it and we would have had some applications to go on.

J. Sherman states that he disagrees that most companies would keep those on file. They don't keep that information on file.

PLANNING:

J. Hoch states that he emailed the Selectmen earlier this week that Ron Brown has secured an injunction stopping the Planning Board from hearing an elderly housing case until issues about the cap are resolved. This is an expected outcome from the decision about how to allocate the cap, given that someone would not be able to ask for as many units as initially planned. J. Hoch states that Planning Board Chairman Tim Moore, Planning Coordinator Leigh Komornick, Building Inspector Mike Dorman, Fire Chief John McArdle, Police Chief Steve Savage and he met with consultants working on revising impact fees. We reviewed numbers and methodology so far. Some additional information is being provided to fine tune the numbers further. It also looks like we'll have a useable spreadsheet that can be adjusted when new information arises.

J. Sherman states that impact fees are solely the responsibility of the Planning Board to set and it is not a Selectmen issue.

J. Hoch states that is correct.

J. Sherman asks if it is possible to set an impact fee for personnel costs.

J. Hoch states they need to be capital costs related to growth.

J. Sherman asks what the definition of growth is.

J. Hoch states it is generally new building or expansion. He does not think that we have a written protocol.

M. Curran states it can only be based on expansion. She states that Stateline was assessed for what they took down and what was put in its place not the whole building.

J. Hoch states that is because they had already paid for the existing building.

FINANCE:

J. Hoch states that he spent time working with Bank North on the best way to deal with the library bond prepayment. They have suggested that the note might require reissuing. He has asked for other strategies and they will get back to him next week. He has resolved the bank situation and we will be receiving \$80,000 back of our advance payment, so we do not have to rewrite the note for 2008 payment. The interest will be less and we'll have the benefit next year of a decrease around \$30,000 in principal.

M. Curran asks if there is a pre-pay clause in our note.

J. Hoch state no but it comes off the last year not the last 2 years.

J. Hoch states that he is finishing the review of year end expenditures and picking up any corrections that need to be made. He should have the yearend numbers available next week.

HEALTH:

J. Hoch states that the Selectmen received a copy of a letter from Health Officer Dennise Horrocks regarding a closed food establishment and storage.

POLICE:

J. Hoch states the Selectmen have received a copy of the Pug Rescue New England newsletter outlining assistance from Detective Dorothy McGurren.

TOWN MEETING:

J. Hoch states that the Budget Hearing was held on January 9th. A budget summary was provided and petitioned warrant article were discussed. The draft warrant has gone to counsel and DRA. Attorney Kalman was asked to review the planning articles from a municipal operations perspective and had no further comments. J. Hoch states that he made one further adjustment to anticipated revenues from 2008. Chief McArdle has advised that Testa Corporation has tested and placed on-line the industrial portion of the Chart buildings for water service. That increases waterline revenue for \$85,715 to \$102,647.

J. Sherman asks for an updated copy of all anticipated revenues. He asks if there are any corresponding costs.

J. Hoch states there are not any corresponding costs.

EMERGENCY OPERATIONS:

J. Hoch states that Emergency Management Director Bill Scully has secured an equipment grant from the Department of Safety for new base radio stations for EOC. This will access standard statewide frequency matrix. This is fully funded by the State with no local match. The estimated value of the equipment is \$6,600.

Selectmen would like a letter of thanks sent to Bill Scully.

ELECTIONS:

J. Hoch states that he spoke to the Moderator after the primary. He and the Supervisors of the Checklist have discussed having additional check-in lines for the November election. The total number of ballots cast was 2,905.

M. Curran states the weather was definitely a contributing factor. She states that we spoke a number of years ago about changing our Town Meeting day. She states that she spoke with Planning Board Chairman Tim Moore about this and would like more information.

J. Hoch states that there are different schedules you can follow. You can have a Town Meeting in April and this also changes your fiscal year. Within the past year legislature changed the rules to make this easier. Previously Town's were required to bill 18 months of taxation over 2 bills. He would need to look at the other specifications.

J. Sherman asks if there is an advantage to changing the date.

M. Curran states that the weather in April is easier for people to come out in and the fiscal year would not be three months in the rear.

J. Hoch states that if you were to change to an April vote he would want to see a July fiscal year.

M. Curran states she is interested because the weather would be easier and it would catch us up in the fiscal year. She asks for the information.

J. Sherman states he would not be in favor of it.

PICTOMETRY:

J. Hoch states that he met with a representative from Pictometry. We are looking at additional training and staff use of the system. This dovetails with the GIS rollout. We are looking at getting more information about a function that compares changes in buildings over time. This is a tool that can be helpful to assessing and building offices as well as being a potential way to update our building map.

CEMETERY TRUSTS:

J. Hoch states that we will be receiving \$3,065 from Cemetery Trusts this year according to the Trustees of the Trust Funds.

DES:

J. Hoch states that we are meeting with DES at the end of this month regarding issues at the Recreation Fields. He states he has passed along information regarding the layouts for a donated "Plaistow Supports Our Troops" sign. He asks the Selectmen to review these layouts and get back to him with a preference.

J. Sherman asks if we have pinpointed a location.

J. Hoch states that we have not determined the location.

AT&T/CINGULAR:

J. Hoch states the AT&T/Cingular is proposing a change in terms of the cell antenna lease on the water tower. This is consistent with what some of his colleagues are seeing. He has put a copy of the first proposal they have sent in the Selectmen's file. He states that right now they are suggesting a decrease in monthly rent from \$2,302 to \$1,839.65 and reducing the increase after the first 5 year term from 15 % to 10%. This new level of rent is less than what was paid at the start of the contract in 2000, which was \$2,000 per month. He has suggested that it will be hard for us to reasonably consider a rate less than 8 years ago. While he would prefer to remain at the same rent, recognizing protecting the overall revenue stream is important, he has asked them to reconsider at a rate less than at the initiation of the contract. His sense is that monthly rent is more important to try to protect some level rather than the escalation 5 years out given the continual changes in the market. Verizon started 2002 at \$2,000 and changed to \$2,300 last year; Sprint started in 2005 at \$2,000; Omnipoint/T-Mobile started in 2000 at \$2,000 and moved to \$2,300 in 2005.

M. Curran states she does not see a reason we would decrease our rental amount, she can understand the percentages, but not the rent. She states the cost of everything is going up.

J. Hoch states that they will argue that they will relocate to another tower.

D. Poliquin states that he does not know of another tower in the area they will relocate to.

M. Curran states that she agrees with D. Poliquin. This particular tower serves the area and if people lose coverage they will switch to a vendor that is on our tower.

J. Sherman states he agrees, he does not see the point of renegotiating. He states this is the risk you run in signing a long term agreement. He is not in favor of renegotiating.

Consensus of the Board is to direct the Town Manager to stay firm with the current contract.

CART:

J. Hoch states that last week he and Assistant to the Town Manager Nikki Carr met with Eileen Maroney of CART. We had a very productive conversation about type of data on users of the service. CART can provide data about the type of trip (medical, shopping, etc.) as well as destination. She will be forwarding additional data about 2007 for the Town Report and for the Board to see. In addition, I suggested that she come to a meeting after the first quarter to discuss progress. He also shared the Board's interest in service to Exeter which she was planning to raise with her Board later that afternoon. We discussed with her a cable program for Plaistow and coming to the Board of Selectmen with a progress report after the first quarter of the year is over.

J. Sherman suggests that she bring the 1st quarter numbers when she comes.

TAX COLLECTOR:

J. Hoch states that the Tax Collector indicated that the final tax bill mailed on 11/28/08. The Tax Collector is required to file this information with BTLA.

LANDSCAPE CONTRACT:

J. Hoch states that he had a request for landscaping service costs and the proposal itemizing those costs in the folder.

TELEPHONE SERVICE:

J. Hoch states that we have been having external telephone issues at Town Hall with some phones being down and interference on the lines.

M. Curran states that she has been having issues with the phones at her building for almost 31/2 weeks.

NEW BUSINESS:***Correspondence:***

M. Curran states that she has been contacted by the Town of Newton Board of Selectmen regarding Attorney Kalman. They are interested in retaining his services and asked if this Board would be willing to right a letter indicating their satisfaction with his municipal services.

J. Sherman asks if we are exposing ourselves to any risk if we write this.

J. Hoch states that it depends on the wording. He thinks it is more constructive if he writes the letter from his position and his contact with Attorney Kalman.

C. Blinn states he has been with the Town over 20 years and he feels Attorney Kalman has been a benefit to the Town.

J. Sherman states that the letter should be based on facts. He suggests adding the number of years he has been the Town Attorney. He states he is not insinuating that there have been any problems; he would just like the letter to be factual. He suggests that in the future other Board's send a letter to us officially asking for information. This way we know the specifics of their request and can answer them based on that.

Consensus of the Board is to direct the Town Manager to write the letter.

M. Curran states that she received a letter from Dave's Septic System requesting they be placed on any future bidding list concerning septic issues.

J. Sherman states that he also received that letter.

M. Curran states that she also received a letter from NH Highway Safety Committee looking for appropriate contact names.

J. Hoch states that he received a copy of that letter.

M. Curran states that she received a letter from Lavallee Landscaping and was asked to read the letter to the Board addressing comments made by the Recreation Committee.

OLD BUSINESS:***Wells:***

M. Curran asks where we are on the contracts with the wells on Old County Road.

J. Hoch states that he will be speaking to the Town Attorney regarding this issue. We have sent several letters to the home owners and have not had any response.

M. Curran asks that the Board be informed on this situation.

Route 121 and Danville Road:

M. Curran asks if J. Hoch has called the resident who brought the issue of Route 121 and Danville Road to the Board.

J. Hoch states he spoke with her on January 10th and described what the State is doing with the road. The State will be sending a letter to her.

Donations:

M. Curran states that we put a new donation policy in place in the beginning of the year and she would like a list of all donations made to the Town in 2007.

J. Hoch states we are in the process of year end calculations and will have this number available soon. She states that we will need this for the town report and states she has been receiving inquests regarding this issue and we have not seen anything lately.

Plowing:

D. Poliquin states he has discussed with the Town Manager on several occasion, going back to last year, about who is in charge of plowing the pump house. He states that J. Hoch's last statement to him was that he had talked to both department heads and they were going to work it out between them. He states he is not comfortable with that for a number of reasons. Basically, it is a Town owned piece of property and there is absolutely no reason the Highway Department should not be plowing and maintaining that piece of property after snow storms. He has been keeping an eye on it during the past few storms. This past storm the road was plowed sometime during the storm. There was 4 inches plus of snow on the road and only 1 pass had been made. The access from the gate into the pump house was totally impassible. That continued for 2 more days. This was rectified when the Fire Chief at some point had one of the people that works occasionally for the waterline get hold of the backhoe and clean it out. Once again he has heard excuses about how they cannot utilize Town equipment, it not fitting and all these other things. There is absolutely no reason in his opinion that the Highway Department should not be cleaning that out and he does not understand what the problem is and at this point he is looking at looking at the Board to direct you the Town Manager to direct the Highway Supervisor to start cleaning that out. The way it has been cleaned out raised other issues for the Town. It was being plowed out by personal pick-up trucks not insured for that type of operation and that opens the Town to liability. The last few storms a person has done it, he is probably capable, but it is not the responsibility of the waterline department to have someone go in at a minimal rate of pay with Town equipment. He asks what the Highway Department is doing that they are so busy they cannot spend a half hour opening that up. Especially, when he sees many times, multiple highway employees riding in the same trucks.

J. Hoch states if the Board would like to direct him to proceed with a new policy he will do so. He states that he asked his two department heads to handle their operational needs between the two of them. He was not going to tell them how to run their operations. If you would like to set a policy different than that, please tell him what it is and he will set it in motion.

J. Sherman asks if D. Poliquin is suggesting that the Highway Department should clean off all Town property.

D. Poliquin states actually we do. They are in charge of contracting someone to clean the library; they clean and remove snow around Town hall and the Safety Complex. Any Town property they take care of, but for some reason this has become contested.

M. Curran states not them personally.

J. Sherman asks if this includes the cemetery.

M. Curran states we do not plow the cemetery.

J. Sherman asks about the Recreation Fields.

D. Poliquin states we do plow the recreation field to the pump house.

J. Sherman states that he is asking for clarification. He asks if D. Poliquin is suggesting the policy be that the Highway Department cleans off all town property.

D. Poliquin states that is what he would like to see.

M. Curran states there were issue raised by residents that we do not plow the cemetery during winter.

C. Blinn states we changed that, we were plowing the cemetery.

M. Curran states it is the Highway Departments responsibility to plow the roads and contract plows. She does not understand why this would be two department heads responsibility to work out. This is a liability issue if we cannot get into the pump house.

J. Hoch states that he saw a situation where the highway department had some questions regarding equipment and the water department had issues wanting things done a different schedule. He looked at this from the perspective that the two department heads know their department needs and he asked them to work together to form a strategy that got this done.

M. Curran asks if J. Hoch gave them a time frame and asked them to get back to him. She asks how it was handled.

J. Hoch told them to resolve the situation and if they were unable to do that they were supposed to get back to him.

M. Curran states that is not working.

J. Hoch states that neither department head has come to him and indicated a problem. He asked his department heads to run their departments. He states if there is a different policy direction, he will do that.

J. Sherman states that it seems to him on the surface that we would want the Highway Department to be responsible for cleaning off all Town owned property. If this is not reasonable he would like to hear why. He thought there was an issue with equipment getting into the cemetery. He thinks we would want the job description of the Highway Supervisor to include being responsible for snow removal on all Town owned property. Can someone think of an exception?

M. Currans states we can set exceptions if we feel it is cost prohibitive. This seems to be a liability and safety issue.

C. Blinn states that he cannot see this being done by the Highway Department unless something is going on with the equipment. We spend all this money for four full-time guys and the best equipment. After the storm is over they can swing by and get this done

M. Curran states this could be placed on a contractor's route.

D. Poliquin states he does not think we need to pay a contractor to do this. It can be done by our own guys.

C. Blinn states this is an issue if you can't get to the pump house.

M. Curran states we take in the waterline money.

D. Poliquin states just this week we had a fire on Main Street and we used the last hydrant in line. Someone had to go and maintain the pump house. We are doing system checks and maintenance more frequently year round now.

► Motion by J. Sherman and second by D. Poliquin to direct the Town Manger to institute a policy that makes it clear that the Highway Department is responsible for snow removal on all Town owned property.

J. Sherman states that he is willing to hear if there are exceptions to that.

M. Curran states that they can bring a list if they need to.

VOTE: 4-0

M. Curran asks J. Hoch to report back to the Selectmen on how we are handling areas in Town that may be an exception.

Discussion of plowing the cemetery.

D. Poliquin states that this particular cemetery is hard to plow and you could rip up things you shouldn't be.

M. Curran states especially in the older section.

C. Blinn states he would like the cemetery plowed.

SELECTMEN REPORTS:

J. Sherman states that the Budget Committee has ended their meetings and the Public Hearing was held on January 9th 2008. The Board of Selectmen will have a difference with the Budget Committee on the 2nd Police Officer and the Town Clerk dental. He suggests that next week we decide on which Board members will speak to specific articles. This past Saturday he attended the Pancake Breakfast sponsored by Plaistow Parks and Recreation. He is really pleased with the results of the Town supporting the Vic Geary Center. He states the Vic Geary Center is a great organization to support. He attended the Recreation Commission Meeting and they are discussing the opening of the new fields. This is planned for Saturday April 19th. There is a subcommittee working on special opening day activities. Tryouts are on March 8, 2008. He reviews the upcoming recreation events.

C. Blinn states that the Conservation Commission met and they looked at the Fairway Oaks plan.

D. Poliquin met with Family Mediation. He gave each Selectman a report on the statistics. There has been a slight decrease in referrals due to position transitions in Plaistow. You will see the numbers go up in local communities due to agencies shutting down and people needing services. They have agreed to pay speakers a \$50 stipend. Fundraisers are being planned and he encourages people to attend.

J. Sherman compliments the statistics.

M. Curran attended two Planning Board Meetings and she states they have reviewed their Warrant Articles. She reviews cases before the Board. We asked the Planning Department to send out letters to members that have missed several meetings. They may be coming to this Board for removal of members for absences. We have alternatives that attend meeting and would like to be on the Board.

J. Sherman states that Deliberative Session is February 2nd at 10:00 Am at the Town Hall.

NONPUBLIC:

Motion by J. Sherman and second by D. Poliquin to enter into Nonpublic session pursuant to RSA91-A: 3 II (b).

Roll: D. Poliquin – yes; M. Curran – yes; C. Blinn – yes; J. Sherman - yes

ADJOURNMENT:

Meeting adjourned at 9:35pm.

Respectfully submitted,
Nicole Carr
Assistant to the Town Manager

