

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

II. ANNOUNCEMENTS

1. There is a one-day delay in trash and recycling collections this week due to the holiday. Thursday pickup will be Friday and Friday pickup will be Saturday.
2. Petition Warrant Articles are due by 12 noon on Tuesday January 8, 2019 to the Selectmen's Office.
3. The Public Budget Hearing will take place at 7:00 pm on Wednesday January 9, 2019 at the Town Hall, basement meeting room.
4. There is a Red Cross Blood Drive on Thursday January 10 at the Safety Complex from 10:00 am to 3:00 pm. To schedule an appointment, please call 800 733 2767 (800 RED CROSS).
5. Candidate Declaration for Town and School District Offices takes place beginning Wednesday January 23, 2019 when the Town Clerk opens at 3:00 pm. It runs through Friday February 1, 2019. The Town and School Clerks have special open hours from 3:00 to 5:00 pm only for sign-ups, on the final Friday February 1, 2019 at the Town Hall. You must be registered to vote to declare your candidacy. You can register with the Town Clerk or Supervisors no later than Tuesday January 22, 2019. The Supervisors meet that evening from 7:00 to 7:30 at the Fremont Public Library.
6. In order to vote in the upcoming Deliberative Sessions, you must be registered to vote no later than Tuesday January 22, 2019.
7. School Deliberative Session will be held at 9:00 am on Saturday February 2, 2019 at the Ellis School Gym with a snow date of Tuesday February 5, 2019 at 7:00 pm.
8. Town Deliberative Session will be held at 7:00 pm on Monday February 4, 2019 at the Ellis School Gym with a snow date of Wednesday February 6, 2019 at 7:00 pm.

III. LIAISON REPORTS

02 January 2019 Planning Board - The following topics were discussed:

1. Public Hearing for proposed changes to the Aquifer Protection Ordinance (Article XII Section 1203):
 - a. There was a lengthy public debate regarding the amendments.
 - b. The Board voted to move the amendments as written to Warrant Article.
2. Public Hearing for Site Plan Application for Ragnar Original Innovation Inc (Map 2 Lot 151-2):
 - a. The Fire Chief had submitted a number of detailed comments, some of which will require the applicant to make changes to the submitted plans.
 - b. The applicant requested a continuance to enable them to make the necessary changes.
 - c. The Board voted to continue the Public Hearing to 16 January 2019.
3. Design Review for a residential subdivision on South Road (Map 2 Lot 19):

- a. The lot is 39 acres and five lots are proposed.
 - b. All lots will front South Road and shared driveways were proposed to limit the number of access points.
 - c. The Board reviewed the development favorably.
4. Public Hearing to consolidate parcels on Copp Drive (Map 2 Lots 144, 145, 146-2 & 147):
- a. These existing four parcels were the result of a recent subdivision for the purposes of developing multi-family dwellings.
 - b. This revised subdivision proposes to create six parcels to develop single family housing units.
 - c. The Board made minor suggestions and the applicant requested a continuance in order to make the changes.
 - d. The Board voted to continue the Public Hearing to 16 January 2019.

The Board voted to recommend to the BOS Leanne Miner to be appointed to the Board as an Alternate Member.

Barham mentioned that there is a very detailed presentation on Vimeo (through FCTV) regarding the Aquifer Protection Ordinance proposed changes for anyone interested.

The next Planning Board meeting is scheduled for Wednesday 16 January 2019.

IV. APPROVAL OF MINUTES

Janvrin made a motion to approve the minutes of December 27, 2018 as amended. Barham seconded the motion and the vote was unanimous 3-0.

V. SCHEDULED AGENDA ITEMS

6:45 pm Public Input - None

7:00 pm Department Heads - None

At 7:10 pm Leanne Miner met with the Selectmen regarding her interest in an Alternate position on the Planning Board. Last night the Planning Board voted to recommend Ms. Miner for an Alternate Member appointment. She is excited to make a connection between the Conservation Commission (which she chairs) and the Planning Board. Barham made a motion to appoint Leanne Miner to the Planning Board as an Alternate Member for a three-year term to expire March 2021. Janvrin seconded and the vote was 3-0. The Board thanked Ms. Miner and she left at 7:15 pm. Carlson stepped out of the meeting to swear her in.

At 7:20 pm Nicole Cloutier met with the Selectmen to discuss a Warrant Article she is proposing to change the method of compensation for the Town Clerk Tax Collector from salary to statutory fees. Cordes asked why she felt that it should be changed because the trends over the years have been to move away from fee based to a salary base pay. Cloutier said that there seems to be a disconnect with some people on the Budget Committee regarding her job and what she does. When Cordes asked if she had spoken to any of her counterparts from other towns Cloutier said that she had spoken to Sue McKinnon who had helped the Town in the past when we needed it and to some other Town Clerks and they all said that their towns have all moved away from fee based to salary based. When asked why she would want to change to a fee base by the other clerks she explained her position and they said that they understood. Cloutier said that she would be glad to produce all these emails if the Selectmen would like to see them.

Cloutier has not been able to find any specific information on changing from a salary base to a fee base legally. Carlson stated that the Tax Collector, Town Clerk and Tax Collector/Clerk are 3 distinct positions with different legal verbiage and definition. To change from one position title to another requires specific steps to do this, but she couldn't find any specific language on changing from a salary to fee compensation within the Statutes. No one is sure how to word an article and this is something that may need to go to legal counsel.

Cordes has a concern that this would be a loss in revenue for the Town and asked if Cloutier had any figures on what the difference is between fee and salary. Cloutier had prepared some charts showing the difference using the numbers from 2017 and 2018 using the figures from Fremont:

2017	2018
\$38,614 fees	\$40,585 fees
\$35,700 salary	\$35,700 salary

She states that taxes do not pay her salary, that it is paid by customers. Carlson said budgeting would not be exact with a fee base pay, because all monies collected go to the general fund, and then would be paid out by invoice from the Clerk collector.

Barham asked what the Deputy gets paid hourly, and Cloutier stated that her Deputy only works during the elections or is available to cover vacation time, but that she has an Assistant who works about 15 hours a week making about \$10,000 per year (as picked up from current budget report). She wanted it clarified that there are only two of them working in the Clerk's office. Cloutier said she works an average of about 20 hours a week. When the Selectmen questioned about the elected position getting all the money who pays the Deputy and Assistant for hours worked. The Deputy and Assistant are paid hourly by the Town, so if the Town collects \$40,000 in fees then it would pay for the salary and approximately 1/2 of the Assistant's hourly pay. Cloutier reiterated that she feels there is a disconnect with the members of some boards about her job and job performance. Cordes had questions about the other petitions but the Selectmen had not had a chance to review and they have also been sent to be reviewed by Town Counsel for language.

Cordes referred to hearing at Budget Committee meetings that there are complaints about wait times at the Clerk's Office. Cloutier claims there are no long lines that she sees except during times like the day before taxes are due or the beginning/end of the month. Cordes wants to make a decision to decide if this goes on the Warrant by the Selectmen or is submitted as a Petition Article. He feels we are moving backwards and could have some bad long-term impact on the Town because of hard feelings.

Cordes worried that all the fees would go to the elected official and the Town then pays a Deputy and an Assistant as well. Janvrin questioned if there is much more business than years ago but the office is open the same number of hours as years ago wouldn't this cause some lines. Cloutier feels this is not a problem because she is able to complete her job in a timely manner.

Selectmen decided to have this go forward as a Petition Warrant Article. Selectmen asked Cloutier to provide a copy of her reference paperwork and the charts with Carlson. Cloutier thanked the Selectmen for their time and they thanked Cloutier and she left at 8:05 pm.

VI. OLD BUSINESS

1. Carlson presented the Selectmen with a Budget printout for review, showing expenses to date and forecast through year end. This will be completed and closed by next week and presented to the Budget Committee for the year end.

2. The Selectmen decided to meet at 6:00 pm Wednesday 09 January 2019 to review Petition Warrant Articles and discuss any residual items for the Public Budget Hearing at 7:00 pm that evening. The Budget Committee meets at 6:30 pm. Carlson will post the meeting.

3. A revised draft of the 2019 Warrant was circulated. Carlson reported making a few changes to it due the language recommended by DRA, as it is being posted to the DRA portal for review. The master budget Warrant Article needs to be revoted by the Budget Committee as well. There were some questions on the three Petition Warrant Articles submitted to the Clerk on Wednesday night, and they have been sent to the Town's Attorney for legal review.

VII. NEW BUSINESS

1. Barham moved to approve the Accounts Payable \$13,909.72 manifest for the current week dated 01/04/2019. Janvrin seconded and the vote was approved 3-0.

2. The Selectmen reviewed the folder of incoming correspondence. Barham requested that the Building Inspector send his monthly report directly to the Selectmen before the meeting for their review.

3. Selectmen reviewed a request from Frank Garbouchian to abate \$15.62 in interest on 2018 taxes because he did not get a bill. Janvrin moved to approve the abatement for \$15.62 in interest because of possible mail problems. Barham seconded the motion. The vote was unanimous 3-0. Selectmen signed an abatement form which was provided to the Tax Collector.

4. The 2018 Equalization Study work has been completed by Assessor Scott Marsh of MRI. Marsh's memo to accompany the report states that he estimates the equalization ratio at about 79% which is down a little from last year. Barham made a motion to approve and sign the certification page for NH DRA. Janvrin seconded and the vote was unanimous 3-0.

5. Barham made a motion to approve the January Newsletter and Janvrin seconded the motion. The vote was unanimous 3-0. There will be another Town Meeting addition newsletter put out in about 2 weeks. There was some discussion on mailing the newsletter to residents, this was discontinued years ago because of budget cuts. Presently the newsletter is available at the Town's Website, Town Hall, Safety Complex and the Library. Carlson reported that it costs approximately \$500 - \$600 per month and a lot of man hours to mail newsletters. Carlson stated that there has been an increase of newsletters taken from the Town Hall.

VIII. WORKS IN PROGRESS

1. Carlson referred to a new Waste Management informational article (2 page paper) with some information on the recycling market changes, problems and solutions. This information will be condensed and placed in another newsletter. Updated recycling information is also being circulated in the January edition, which will be posted tomorrow.

2. Carlson will work with Bruce White for setup of the meeting room for the Public Budget Hearing next Wednesday night.

At 8:07 pm Janvrin moved to enter non-public session pursuant to NH RSA 91-A: 3 II (c) to discuss a personnel matter. Barham seconded, and the roll call vote was unanimously approved 3-0; Cordes-yes; Janvrin-yes; Barham-yes.

Clement and Muench left the meeting at 8:10 pm.

Respectfully submitted,

Kathy Clement
Selectmen's Clerk

IX. NON-PUBLIC SESSION pursuant to NH RSA 91-A:3 II (c) and (e)

At 8:15 pm Selectmen began their non-public session.

At 8:40 pm a motion was made by Janvrin and seconded by Barham to return to public session. The roll call vote was unanimously approved 3-0; Cordes-yes; Janvrin-yes; Barham-yes. Motion was made by Janvrin to seal the minutes of the non-public session indefinitely. Barham seconded and the roll call vote was unanimously approved 3-0; Cordes-yes; Janvrin-yes; Barham-yes.

The Board reported working further on the MRI follow-up from the last meeting with Fire Rescue personnel. The Chief is due in for a monthly meeting next Thursday.

Selectmen then discussed the three petition Warrant Articles that had been turned in to the Town Clerk on Wednesday night. Presently they read as follows:

“We the undersigned do petition the town to vote on the following article in the 2019 town meeting concerning the length of the term for the town tax collector/clerk: For increased accountability, are you in favor of changing the term of the tax collector/clerk from 3 years to one year, beginning at the end of the 3 year term of the tax collector/clerk elected 2 years ago?”

The Board felt that the taxpayers had voted for the current three year term along with the creation of the Town Clerk Tax Collector position, and for continuity reasons as well as the length of time and funding involved in training, that the position should remain in its current status. Motion was made by Barham and seconded by Janvrin not to recommend this petition Warrant Article. The vote was approved 3-0.

“We the undersigned do petition the town to vote on the following article in the 2019 town meeting regarding the planning board members being elected by the town: Pursuant to RSA 673:2, II(b), the planning board members shall be elected positions and shall be elected according to the procedure in RSA 673:2, II (b)(1) at the next town meeting.”

The Board discussed this and felt that it would become politically motivated if the positions were elected. Motion was made by Barham and seconded by Janvrin not to recommend this petition Warrant Article. The vote was approved 3-0.

“We the undersigned do petition the town to vote on the following article in the 2019 town meeting concerning tax collectors pay: The tax collector/clerk shall be compensated by a base annual salary of seventeen thousand dollars (\$17,000) and, in addition, the clerk shall submit a notarized invoice for fifty percent (50%) of statutory fees collected while present in the town office to the treasurer. A notarized invoice given to the treasurer for any statutory fees collected while the tax collector/clerk was not present in the town office of the tax collector shall be considered a theft of assets under RSA 41:16-c and grounds for removal of the tax collector/clerk.”

The Board discussed this, and did not feel they had enough information to make a decision on it. They will review again if any further explanation or rationale comes in prior to Wednesday, and if not, will review and make a decision at some point during the Public Budget Hearing.

The next Board meeting will be at 6:00 pm on Wednesday January 9, 2019 prior to the Public Budget Hearing, and the next regular Board meeting will be held at 6:30 pm on Thursday January 10, 2019 at the Fremont Town Hall in the basement meeting room.

With no further business which may legally come before this meeting, motion was made by Barham at 9:00 pm to adjourn the meeting. Janvrin seconded and the vote was unanimously approved 3-0.

Respectfully submitted,

Heidi Carlson
Town Administrator