

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

II. ANNOUNCEMENTS

1. The Town's Winter Parking Ban is in effect through April 1st from midnight to 6:00 am. This means no parking in the right-of-way allowed and no parking in public lots is allowed.
2. Candidate declaration begins on Wednesday January 24, 2018 and runs through Friday February 2, 2018. Contact the Town Clerk for more information on signing up, and consult the Town's website and postings in Town buildings for a list of open positions. All candidates must be registered voters.
3. School Deliberative Session will be held on Saturday February 3, 2018 at 9:00 am with a snow date of Tuesday February 6, 2018 at 7:00 pm both at Ellis School.
4. Town Deliberative Session will be held on Monday February 5, 2018 with a snow date of Wednesday February 7, 2018 both at 7:00 pm at Ellis School.

III. LIAISON REPORTS

Roger Barham reported in detail on the Planning Board Meeting held on Wednesday January 17 2018 at 7:00 pm at the Town Hall Basement Meeting Room.

Governors Forest Map 3 Lot 2

Marty Ferwerda met with the Board to discuss the comments by the Town Engineer dated November 28 2017 regarding his latest Site Plan. This is a complex matter so here is a summary of the application to date:

1. On October 18 2017 the Board approved a lot line adjustment and amended Site Plan for Governors Forest pertaining to the emergency access road linking Tarah Way to the end of the Witham development.
2. At the time of the approval the Board allowed the emergency access road to be unpaved but stipulated that the applicant needed to submit cross sections of the emergency access road for approval by Town Engineer to ensure the access is fit for purpose.
3. Subsequently the applicant submitted revised plans on November 17, 2017 and the Town Engineer's letter dated November 28, 2017 addressed the new plans.
4. Prior to the Planning Board meeting last night the Board did seek legal advice as to the validity of the Town Engineer's comments given the limited conditions of approval at the October 18, 2017 meeting.

At the meeting the following occurred:

1. Marty Ferwerda went through each of the comments and outlined his objections.
2. The Board went into non-public session to discuss Town Counsel advice and the pertinence of the Town Engineer comments to the conditions of approval. No decisions were made in non-public.
3. The Planning Board resumed public session and invited Ferwerda to rejoin the meeting.
4. The Board addressed each comment:

Item	Town Engineer (TE) Comment	Applicant comment	Planning Board Decision
1	Proposed 6" crushed gravel to be replaced by 6" reclaimed asphalt.	2" reclaimed asphalt and 4" crushed stone. Maintains reclaimed asphalt is a hazardous material. Applicant is still responsible for maintenance.	The comment is applicable to cross section design & approval. The requirement for 6" reclaimed asphalt is necessary to provide stability in the absence of a paved surface. The applicant can always opt to provide a paved surface. TE comment approved.
2	Add Rip-Rap and fabric to swale and detail specification.	This is not necessary. Applicant is still responsible for maintenance.	The comment is applicable to cross section design & approval. Rip-Rap is necessary for stability given the slope. TE comment approved.
4	The proposed Retaining Wall is significant and needs to be PE designed.	This is not necessary and an undue burden. The design is adequate as the applicant has vast experience. Applicant is still responsible for maintenance.	The comment is applicable to cross section design & approval. Given the proximity of the retaining wall to the property the comment is reasonable. TE comment approved.
5	Design to include a 42" min tall pedestrian barrier given the proximity of the residence.	Defer to Building Inspector.	The comment is applicable to cross section design & approval. Given the proximity and height of the retaining wall to the property the comment is reasonable. TE comment approved.
6	Line styles are confusing and plan should be amended.	The Licensed Surveyor disagrees.	The comment is NOT applicable to cross section design & approval. The Board takes no action.

5. On conclusion the Board reiterated that the Town Regulations require the applicant on approval of the final design to have a preconstruction meeting and have ongoing construction monitoring and meet any escrow requirements.
6. The applicant requested clarification on the status of the cease and desist. The Board confirmed that it remains in place until the access drive is complete or bonded.
7. The applicant left the meeting.

IV. APPROVAL OF MINUTES

Janvrin moved to approve the minutes of January 11, 2018 as amended. This was seconded by Barham. The vote was unanimous 2-0-1. Selectman Cordes abstained as he was not present last week.

V. SCHEDULED AGENDA ITEMS

6:45 pm Public Input - None

7:00 pm Department Heads - None

At 7:40 pm Cordes called to order the posted Public Hearing and read aloud the notice:

Town of Fremont Notice of Public Hearing

The Board of Selectmen will hold a Public Hearing at 7:30 pm on Thursday January 18, 2018 at the Fremont Town Hall Basement Meeting Room. The hearing is pursuant to NH RSA 674:40-a and is the opportunity for the public to offer comment on the requested acceptance of Spaulding Road (Phase II portion) as requested by the Developer Frank Catapano.

The public is encouraged to attend. Written comments will be accepted up until the date of the hearing and can be addressed to the Board of Selectmen via email to FremontTA@comcast.net or PO Box 120, Fremont NH 03044-0120; or dropped off at the Selectmen's Office in the Town Hall. (Notice posted 12/21/2017 and Published in the Union Leader 12/29/2017).

Joe Nichols was the only member of the public present, and he is representing the Developer, Frank Catapano of Beede Spaulding Inc. Carlson reported that the Road Agent has no comments outside those already taken care of in conjunction with the report from the Town Engineer. The Letter of Credit has expired, but the Town requires the maintenance bond be posted in cash, so that would be the next step. Town will hold the maintenance bond until December 1, 2018 which is two years from the date the actual improvements were completed.

There were no public comments. Barham made a motion to approve the acceptance of Spaulding Road (extension) from the Developer Beede Spaulding Inc, beginning at Map 03-056.014 through to the end of the cul-de-sac (includes 14 lots), conditional upon receiving a Surveyor-stamped document for the monumentation verification, a maintenance bond in the amount of \$40,903.70 posted in cash, and for the Developer to pay the Town to cover the cost of the public hearing notice and pay for the recording of the deed at the Rockingham County Registry of Deeds. The conditions are to be met by February 1, 2018. The motion was seconded by Janvrin. The vote was unanimous 3-0. Nichols will take care of informing the owner of the vote and the conditions and date for completion.

With no further discussion, a motion was made by Janvrin to close the Public Hearing at approximately 7:50 pm. Barham seconded and the vote was unanimously approved 3-0.

Joe Nichols then continued to meet with the Board in his role as Deputy Fire Chief of Fremont Fire Rescue. Pursuant to the meeting of January 6, 2018, he reviewed with the Board updates that have been made to come up with a new Fremont Fire Rescue Department Compensation Plan. This would replace the former Points and LOSAP Plan that has been used by the Town for many years.

Nichols explained that this is a new employee compensation plan and he reviewed the updates and the differences between the two plans. He outlined clarifying definition to employment status. An Active

Paid Member is one that is getting compensation and meets active status. An Active Volunteer is active in the Department but without compensation, and an Auxiliary Volunteer Member has limited time for training and unable to make the usual call volume to actively participate. (In this final instance this member will be given a minimal gear to do operational things to help but without full gear or training/certification status).

He explained that currently Auxiliary members are not considered active unless they file a grievance every year after receiving a letter from the Department asking about their intentions for continued participation. He said this offers a less restrictive option for members who may not be able to be as active for a period of time. It keeps them active but in a lesser role.

The Association Board of Officers is still the "Board" relative to grievances and oversight of the program. The newly proposed Compensation Plan provides additional incentive years of service, each member will receive 1% of the total percentage amount calculated, for each year that a member is active. When you are moved from Auxiliary Member to Active it will start with the latest (most recent) Active Membership date. The longer you have been an Active Member the more the percentage will be. Certification levels get individual percentages as well, including Firefighter I gets 1%, Firefighter 2 gets 2%. EMT percentages start with EMR at 1%, EMT at 2% and AEMT at 3%. The more training/certifications an individual obtains, the more compensation they receive.

Nichols pointed out that the fire service does not have continuing education as consistently as EMS. He feels that this plan better addresses the situations and circumstances that are in Fremont. Everything is individually based. Compensation is earned with continuing education and on the job participation in calls. When LOSAP was originally developed, it was to be a retirement fund but is no longer administered that way because the Town could not find an appropriate avenue to do so.

In response to questions, it was stated that the roster size of 36 was established for insurance reasons. Nichols estimated that there are currently 27 or 28 on the roster. The Town would be thrilled to carry 36 on the roster.

Cordes clarified that this program is intended to take the same pool of money that is budgeted yearly and redistributing it to the same people differently. Nichols confirmed this, and stated that this plan has been endorsed by vote of the Department, and he thought that virtually all of the members were present when it was voted upon. This Program is done completely on a percentage system and those percentages will total 100 and be divided into the pool of budgeted funds for this purpose.

There was some generic discussion about how it would work and Nichols feels confident that it will be easier to administer overall, and that he is already working with the spreadsheet to track the total percentages. The Board is planning to attend the regular March FFRD monthly meeting and there was discussion about formally presenting this to members then (as adopted/accepted by the Selectmen). Nichols will have the documents updated for Board signature prior to that time, and it will be a planned part of the discussion.

It was noted while Nichols was still at the meeting that the Board and Chief's letter has been distributed to the membership and he acknowledged getting a copy.

The Board thanked Nichols for his time and he left the meeting at approximately 7:55 pm.

VI. OLD BUSINESS

1. Carlson provided a copy of the 2018 Town Meeting Warrant with narrative for the Selectmen to review.
2. Carlson has some follow-up questions regarding the contract for Day Star Managed Services and this will be continued next week.
3. Town Hall renovations update - Ideal Temp HVAC here on Wednesday 01/17/2018 to finish up their work the only thing not complete is the condensation pipe for the drain because the plumber has not been back. Carlson emailed Mark Minasalli for price on chair rail and cabinet. For future consideration, might be aesthetically more pleasing to paint the beauty rings around the duct work in the main hall areas. Matt Pitkin came Tuesday to fix the outside light and install the heater in the well room.
4. The Board's Annual Town Report draft was circulated and comments are due back to Carlson by Monday.
5. Barham finalized remaining signatures on the 2018 default budget forms from last week.
6. Last week the Town received a bid on a plow that did not meet the minimum bid, and Carlson was asked to confer with the Road Agent. He felt that the Town needed to remain firm on the minimum bid and the Board agreed. Carlson will contact the bidder to see if they want it for \$50 more to meet the minimum reserve amount. Carlson reported that the wing plow was paid for and removed from Town property on Tuesday this week.
7. The professional services agreement as proposed by Municipal Recourses Inc. was reviewed last week and it is a consultation to assist the Town and Fire Officials to review the Fire Rescue Department on a variety of matters and make recommendations on their organization moving forward including things like compensation plans. The scope of their work is to have meetings with the Fire Rescue Department the first week of April, also meetings with chiefs on how to bring forward information. They want to create a management process and focus on recruitment, services and coverage. The total was summed to \$17,495. Selectmen feel that it is critical that this is done and done well. Barham made a motion to sign and award the contract to MRI in the amount of \$17,495 for consulting services with the Fire Rescue Department. Janvrin seconded the motion. The vote was unanimous 3-0. After further review of the contract, Barham made a motion to amend the amount to a corrected figure of \$18,495. This was seconded by Janvrin. The vote was unanimous 3-0.

VII. NEW BUSINESS

1. Janvrin made a motion to approve the accounts payable manifest of \$156,641.68 for the current week dated January 19, 2018. This was seconded by Barham. The vote was unanimous 3-0.
2. The Board reviewed the folder of incoming correspondence. There is information about propane being in short supply. There were comment Sheets regarding some upcoming Variance applications. A report from Stantec relative to the as-built plan review of the Black Rocks Development was also sent to the Planning Board. The Board will review the file and contact them next month regarding a time frame. The Building Inspector's year-end report and some summary information for 2017 was reviewed, as was the Rockingham County Commissioner 2018 budget (increase of 1.4% mostly for care of the elderly).
3. Next week Deborah Loiselle from the NH DES MtBE Remediation Bureau will make a presentation at 7:15 pm on private well sampling that the State is doing. Part of their mission is to sample private wells

that may potentially be impacted by MtBE and to provide safe drinking water to those that have concentrations above standard. They are currently considering three (3) sites in Fremont to conduct water quality (VOC including MtBE) sampling.

The sampling program is voluntary. Each resident in the targeted sampling district will receive an invitation to sample their well. Residents will likely contact the Town with questions after receiving the invitation. Therefore, they feel it is important that Town Officials understand, in advance, what they are doing and not be caught off guard. They are also looking for the Town's feedback on their process, and insight to the area. Link: [MtBE Remediation Bureau](#).

Carlson felt it was best to have Loisel come in to the Board's meeting as it will be live and rebroadcast, and reach more Fremont residents to help the community better understand what this program is all about.

4. The Board reviewed a letter from Ashley Buchanan and Mary Wheaton-Pinder relative to release of Miss Fremont Pageant Award Funds. Also a letter to Trustees of Trust Funds for release of Miss Fremont Pageant Award funds in the total amount of \$1,000 to Ashley Buchanan. This includes the 2014 3rd Place Winner Award (\$400) and the 2015 1st Place Winner Award (\$600). Janvrin made a motion to release the funds per this request from Mary Wheaton-Pinder and sign letter to Trustees of the Trust Fund to release money. The motion was seconded by Barham. The vote was unanimous 3-0.

VIII. WORKS IN PROGRESS

Town Reports – Carlson circulated the appreciation and dedication sections to get Board feedback. Many additional Town Reports are in progress.

Budget reports are being completed as well, following the final payments that included 2017 invoices. Auditors will be in Fremont next week reviewing all of the Town's 2017 financial records.

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

At 7:58 Janvrin made a motion to enter non-public session pursuant to NH RSA 91-A 3 II (c) and (e) to discuss a legal and a personnel matter. This motion was seconded by Barham. The roll call vote was unanimous 3-0; Cordes – yes; Barham- yes; Janvrin – yes.

Respectfully submitted,

Kathy Clement
Selectmen's Clerk

At 8:15 pm motion was made by Janvrin to return to public session. Barham seconded and the roll call vote was unanimous 3-0; Cordes – yes; Barham- yes; Janvrin – yes.

The Selectmen signed the 2018 Town Meeting Warrant signature page.

Selectmen reviewed some statute information relative to payment of employees, no decisions were made. The Board also discussed the Town Meeting Appreciation recipient and a presentation to be done next week.

The next meeting will be held on Thursday, January 25, 2018 at 6:30 pm in the basement meeting room at the Fremont Town Hall. This will primarily be a work session to prepare for Deliberative Session.

It was discussed that the Non-Public Minutes would only need to be non-public until next week when the presentation was made to the Appreciation Recipient for the 2017 Town Report.

With no further business to come before the Board, motion was made by Janvrin to adjourn the meeting at 8:25 pm.

Respectfully submitted,

Heidi Carlson
Town Administrator

Minutes of Non-Public Session

In: 8:03 pm

Present: Selectmen Gene Cordes, Neal Janvrin, Roger Barham; Town Administrator Heidi Carlson

Selectmen discussed the presentation to Town Report Appreciation Award Recipient Marlene Emery. The Board did not want the recipient to be public until a presentation is made next week.

It was decided that all would meet at the Fremont Public Library at 6:00 pm next Thursday evening to make the presentation to Marlene.

Selectmen reviewed some statute information relative to payment of employees, no decisions were made.

Out: 8:15 pm