

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

## **II. ANNOUNCEMENTS**

1. **The Historic Museum** will be open for the last time this season this Saturday November 3, from 10:00 am to 1:00 pm. The Museum is located at 8 Beede Hill Road, the corner of Beede Hill Road and Main Street.
2. **Voting for the November Election** will take place at Ellis School on November 6th with polls open 7:00 am to 8:00 pm. Contact the Town Clerk for absentee ballots or any other election information. There is a sample ballot posted on the homepage of the Town's website.
3. A **Red Cross Blood Drive** will be held at Ellis School on Wednesday November 7 from 3:00 to 7:00 pm. Call 1 800 RED CROSS to schedule an appointment.
4. On Wednesday November 7<sup>th</sup> a School Board public budget forum will be held at the Town Hall, basement meeting room, from 6 to 7 pm. It will be followed by a regular Budget Committee meeting at 7 pm, and the School Board will meet after at 7:15 pm at Ellis School.
5. The Veteran's Open House will be held on Monday November 12, 2019 from 5:00 to 7:00 pm at the Fremont Public Library. Bring a dish to share. Contact Jeanne Nygren in the Selectmen's Office for information.

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

- Monday November 12 for Veteran's Day
- Thursday and Friday, November 22 and 23 for Thanksgiving
- Monday and Tuesday, December 24 and 25 for Christmas
- The Building Inspectors Office will be CLOSED all day on Wednesday, November 7, 2018 for training.

## **III. LIAISON REPORTS**

On October 31, 2018 the Budget Committee made decisions on the Police Department, Highway Department, Cemetery, and Insurance budgets. Personnel Administration and the 2019 Warrant will be reviewed again next week. The meeting begins next week at 6:00 pm in the basement meeting room with the School Budget Forum, followed by work on the Town budget at 7:00 pm. The School District budget review is scheduled to begin the following week (November 14).

## **IV. APPROVAL OF MINUTES**

A motion to approve the minutes as written of the October 18, 2018 and October 22, 2018 was made by Janvrin and seconded by Barham. The vote was unanimous 3-0.

A motion to approve the minutes as written of the October 25, 2018 meeting was made by Barham and seconded by Janvrin. The vote was unanimous 3-0.

A motion to approve the sealed minutes of the October 26, 2018 non-public meeting as written was made by Janvrin and seconded by Barham. The vote was unanimous 3-0.

## **V. SCHEDULED AGENDA ITEMS**

6:45 pm Public Input - none

At 7:00 pm Lisa & Peter Marggraf who reside at 110 Gristmill Road came before the Board to voice their concerns on the ongoing heavy trafficking by the developer. Also present was Gristmill Road resident Jack Carson. Marggraf stated he has been a resident for the past two years, and only recently found out it is a private road. He is concerned about the length of time this construction project has been going on, and whether there a time limit set when the developer applies for construction to when they could request it become a Town road. He stated there are heavy construction vehicles using the road daily along with school buses, large trash pick-up vehicles, Fed X and mail delivery vehicles, and other delivery vehicles to accommodate the residents already living there.

Selectmen were looking at the map, and it appears there is potential for construction of several more new (10+/-) homes, to be constructed before this would be asked to become a Town road by the developer. Marggraf is concerned about the possibility of someone being hurt or an accident occurring. It was clarified that this is the same on a private road versus public road and whomever is at fault is liable.

Barham suggested that this be reviewed by the Planning Board at their next meeting to see if there was a time limit on the construction of the approved application that was submitted, as well as time of day and day of week when work can be performed, as Marggraf indicates this is a 7 day a week operation with noise and long hours being worked.

He also asked about the amount bonded, which Carlson indicated was approximately \$140,000 for all remaining phases. Marggraf asked if this is a sufficient amount to have on record, and perhaps an engineer may need to recalculate if the bond needs to be raised. Barham will contact Casey in the Land Use Office.

Cordes stated that this is private property, and the owners have the liability of equipment on their property. They were thanked by the Board and left the meeting at 7:20 pm.

At 7:21 pm John Whiteside, Rich Cooper and Andy Del Pozo came forward to discuss their request to use the second floor at Town Hall. They have formed a group of musicians known as "North Road Guitar Builders' Band" and they are seeking permission to hold musical events in the Town Hall main floor and stage floor, subject to scheduling permission with the Town Administrator and subject to the band making the areas performed in accessible and presentable under the Town Administrator's supervision. The band is also looking for permission to charge admittance in the form of donations to the Fremont Food Pantry. Attendance on the second floor will not exceed numbers permitted by code, which is 49 with tables and chairs in use. In their music they use guitars custom made by Whiteside that are not amplified. They indicated their music is primarily soft rock in nature and folk songs. Christmas Carols at the holiday season was also discussed.

Whiteside discussed their performances, which will not have any admission fee, other than donations accepted to the Fremont Food Pantry. As this advances, he is also willing to apply for State or Federal grants that may help with making upstairs handicapped assessable and bringing it up to current Code.

When researching their project, Cooper also said they saw the old piano that is upstairs which needs its casters repaired to be able to move it around the room. They are willing to perform repairs to this piano at

no cost to the Town. Their group is also willing to assist in the organization of the upstairs as this has become a large storage spot. When the renovations took place downstairs, all of that storage was lost and all of the contents of old records are now on the upper level. The Food Pantry food drives (Scouts and USPS) and Debbie Burke has been advised of the additional uses of the space, and Carlson also spoke with Jamie Thompson who is the FAA President about the totes that are currently stored outside the FAA room upstairs.

Cordes asked if the Town Historian Matthew Thomas has been consulted and Whiteside said he had and that Thomas is in support of this effort. Selectmen also suggested that the band get in touch with the nursing home, and perhaps some other community living locations in Town, as the music might be welcomed in community rooms (Black Rocks, Colonial Poplin and Poplin Way Assisted Living, Governor's Forest, etc).

Janvrin made a motion to grant permission to John Whiteside and the members of the North Road Guitar Builders' Band to use the second floor of the Town Hall second floor subject to the parameters discussed, for musical events with conditions as stated, working in coordination with Heidi Carlson. This was seconded by Barham. The vote was unanimous 3-0. They were all thanked by the Board for their efforts and left the meeting at 7:37 pm.

At 7:38 pm Road Agent Leon Holmes Jr and Josh Lennon met with the Board. Holmes stated he lost one of his contracted plowers and his vehicle for this upcoming snow season as Dana Wright has chosen not to return. He introduced Josh Lennon, a local welder and Fremont resident, who is available, has his own vehicle with a sander and will only need a wing installed who is willing to assist for this plowing season. A contract for this plow season was prepared by Carlson and Holmes Jr for review and signatures.

Barham moved to approve the Agreements with Josh Lennon as vendor for snow removal and plowing, and salt/sand spreading from November 1, 2018 to March 31, 2019. This was seconded by Janvrin. The vote was unanimous 3-0. Holmes Jr has assigned the Whittier Drive route with the side roads as the area of responsibility for Lennon. Contracts were signed by Selectmen and Lennon, with copies for each upon execution.

Holmes and Lennon left the meeting at approximately 7:50 pm.

## **VI. OLD BUSINESS**

1. Fire Rescue Department follow-up – Selectmen are still reviewing the Fire Rescue Department Compensation Plan with the newest (September 2018) revisions. Cordes remarked that with all the recent revisions, it may be necessary to meet with the Department again. Janvrin said he would not sign a Points Plan that doesn't include a percentage requirement for calls and not just attend meeting and training.

After reading the data supplied, Barham had additional questions on what is the number of members by group are there in each category? How number of qualified members have changed over the past 5 years? Number qualified members by discipline, EMS or Fire? What calls got responded to? And within the membership what is the call response by member?

Carlson will send an email to all the Chiefs with concerns discussed this evening. Chief Butler is due in next week at 7:15 pm to discuss the Warrant Article as he was not available due to a regional Chief's meeting this evening.

The Board discussed sending a memo to the Chief and all of the Officers to follow-up on the Warrant Article as the Chief had indicated this week that as of the Officer's Meeting on October 30<sup>th</sup>, they were

only recommending one Warrant Article and only funding weekend duty coverage wages.

Selectmen took no further action on the Warrant Article(s) pending the Chief being present, and it was discussed that time is of the essence as the Town materials are to be completed next week at the Budget Committee level.

The first Fire Rescue Department Labor Management Committee meeting will be held next Tuesday evening at 7:00 pm the Safety Complex. The Selectmen will not be able to attend due to the elections.

2. The Boston Post Cane Presentation to Edna Tilley is planned for Saturday December 15, 2018 following the Wreaths Across America Ceremony at the Town Hall. The former cane holder was Ellen Horsburgh, who moved from Fremont earlier this year.

3. Review of Warrant – A new article drafted about the Waste Management contract was reviewed. Selectmen discussed this but did not make a final decision.

4. The Purchase Order for the basketball fencing work has gone out and Jon Benson is scheduling with the fence company.

5. Barham moved to approve the abatement on interest on a payment plan for parcel 03-169.006 as follows: 2016 tax lien interest and costs \$1,064.53; 2017 tax lien interest and costs \$281.98; and 2018 property tax interest \$72.76; based on taxes being paid in full. Janvrin seconded and the vote was unanimous 3-0.

6. Janvrin moved to approve the abatement on interest for taxes paid in full on parcel 05-057.001.001 in the amount of \$1,539.43 on 2018 property tax. This is done because the abatement could not be processed against the 2016 interest (which is the real abatement) due to how the lender paid the outstanding amounts all at once. This abatement goes in conjunction with a letter to homeowners. Barham seconded and the vote was unanimous 3-0.

7. A motion to approve the proposal from KTM to repair a rear man door at the Safety Complex for \$1,900 was made by Barham and seconded by Janvrin. The vote was unanimous 3-0.

## **VII. NEW BUSINESS**

1. A motion to approve the payroll manifest of \$30,499.44 for current week dated November 2, 2018 was made by Barham and seconded by Janvrin. The vote was unanimous 3-0. A motion to approve the accounts payable manifest of \$28,768.03 for the current week dated November 2, 2018 was made by Janvrin and seconded by Barham. The vote was unanimous 3-0.

2. Selectmen reviewed the folder of incoming correspondence.

3. There were two bids received for Babe Ruth infield replacement:  
Daniel Perry Builders \$12,700 (Hampstead NH) and  
Hillside Landscaping having a range from \$4,200 to \$11,000 depending upon the category selected being broken down on amount of fill ratio.

No award was made, and this may be a 2019 project. All of the data will be forward to Jon Benson.

4. The Selectmen's meeting that is scheduled for next Tuesday during polling hours at Ellis School will be posted by Carlson.

5. Budgets reviewed:

**4155 Personnel Administration:** Carlson explained that a full review of the wages proposed for 2018 and 2019 had been completed to confirm the amount in the FICA/Medicare line. Some adjustments were done on the way that the PD Detail wages are calculated for F/M and NHRS, resulting in a recalculation of 4155 Personnel Administration. After review of the updates, a motion to recommend \$379,242.00 for the final figure was made by Barham and seconded by Janvrin. The vote was unanimous 3-0. \*\* Editor's note, this was adjusted down to \$379,097 when the Delta Dental rates were received on Friday.

**4445 Social Service Agencies:** Carlson advised that One Sky Community Services had finally submitted a request for 2019 (not available for the Board's recommendation last week in the amount of \$2,800. The Board reviewed the request, which is the same as 2018 (approved by Warrant Article). The Budget Committee recommended the new amount last night, making the total for Social Service Agencies go from \$27,822 to \$30,622. Janvrin moved to amend the Board's recommendation for 4445 Social Service Agencies to \$30,622 to include the \$2,800 request from One Sky Community Services. Barham seconded and the vote was unanimous 3-0.

6. Carlson circulated the draft contracts from Waste Management for extension of the existing contract through April 30, 2019 and for trash and recycling collections for the ensuing five year period. The new contract has been sent to the Town's Attorney, who is reviewing and writing an addendum for the Board's review and consideration prior to execution.

7. A motion to sign and approve the Health Insurance Stipend Manifest for 2018 in the amount of \$1,000 made by Janvrin. This was seconded by Barham. The vote was unanimous 3-0.

8. A motion to recertify to Health Trust that Heidi Carlson continues to be Town authorized user with regard to health portal and have the Chairperson to sign in behalf of the Board was made by Barham and seconded by Janvrin. The vote was unanimous 3-0.

Carlson received an updated letter from Town Engineer Dan Tatem regarding Chester Road, explaining why the grind and reclaim option is the best option. This will be shared with the Budget Committee as well with the spreadsheet of the cost estimate.

## VIII. WORKS IN PROGRESS

1. The Budget Committee schedule for the fall season has been posted and published. It is weekly from now through December 19<sup>th</sup> on Wednesday evenings at 7:00 pm, except the week of Thanksgiving. The public budget hearing is scheduled for Wednesday, January 9, 2019.

2. Daystar is working with their project team on the technology improvements for the Fire Rescue Department. The date for installation of the three new computers, printer and new networking has not been set but the ordering and scheduling is underway. Kevin Zukas is the local contact who will coordinate while DayStar is on site.

3. In follow-up to discussion last week, the Boston Post Cane was established by the Boston Post in 1909 by Edwin Glaiser, the owner of Boston Post. He was eager to gain publicity for his newspaper and came up with the idea of the Boston Post Cane. He had several hundred gold-tipped canes manufactured and distributed to selectmen in towns across New England. The original canes were manufactured by the J F Bradley Company of New York and were made of gaboon ebony harvested from the African Congo. The head of the cane was rolled in 14k gold and shaped like a doorknob.

At 8:20 pm Janvrin moved to enter non-public session pursuant to NH RSA 91-A II (c) to discuss a personnel matter. Cordes seconded and the roll call vote was unanimously approved 3-0. Cordes-yes; Janvrin-yes; Barham-yes.

Nygren left the meeting at 8:22 pm.

Respectfully submitted,

Jeanne Nygren  
Selectmen's Clerk

At 8:25 pm the Board began their non-public session.

At 9:15 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.

Selectmen worked extensively on some follow-up materials to discuss when meeting with Chief Butler.

There was discussion and review of the Points Compensation Plans, revisions dated in June and September that have been presented by the Department. The changes were highlighted and there was discussion about the minimum number of points and that it can be obtained without attending calls (IE; there are enough training, meeting and work nights to get the minimum. Board members thought that some of the minimum requirement should be met by attendance at calls, as this is the area we most need to see covered.

The Board asked that a memo be sent to the Chief and FFRD Officers outlining the following information, and letting them know about the meeting time scheduled with Chief Butler at 7:15 pm next week:

1. The Board wants to create a Warrant Article for 2019 that creates a 2 person paid on-call team for EMS for nights and weekends (and perhaps Holidays). They want to incorporate the Weekend Duty Officer in this paid on-call plan.
2. The Board collectively feels that the Points Compensation Plan should not be evolving frequently but that it should be periodically reviewed to see if it is achieving the desired outcomes and how it may be changed to meet the objectives of active training and department participation including responding to calls. They also feel that any proposed changes should be reviewed by the Board prior to going to the membership for the review and recommendation. It would be best to avoid the situation where the membership makes a recommendation on a plan amendment that then the Board decides is unacceptable. They feel that in order to be eligible for Points Compensation, that the member should have a minimum number of points awarded annually through responses to calls.
3. Finally, the Board recognizes that it needs to get closer to the administration of the Department and implementation of the changes that are needed now and the recommendations that will be forthcoming from the Town's consultants.

With no further business to legally come before this meeting, a motion was made by Janvrin and seconded by Barham to adjourn the meeting at 9:45 pm. The vote was unanimously approved 3-0.

Respectfully submitted,

Heidi Carlson  
Town Administrator