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Present: Committee Members Chair Mary Jo Holmes, Josh Yokela, Michael Nygren, Jon Benson, Steve Bonaccorsi, Pat Martel, Selectmen's Rep Gene Cordes, School Board Rep Gordon Muench, Town Administrator Heidi Carlson, Recording Secretary Shawn Perreault, Chief of Police Jon Twiss, Police Lieutenant Peter Morelli and Land Use Administrative Assistant Leanne Miner.

The meeting was called to order by Chair Holmes at 7:02 pm and all rose for the Pledge of Allegiance.

4210 Police Department: At 7:02 pm Holmes welcomed the Police Department to the meeting. Chief Twiss started by reviewing the proposed budget by line item. Equipment is down a little over \$4,000 dollars due to tech support being removed from the Police budget as it is in the Government Buildings computer services line and computer programing increased a little due to requirements of fire wall and required program costs. The body cam program decreases with each year.

He discussed the training each officer goes through, the weapons that are used and the supplies required. Training is mandated by the State of New Hampshire. He believes due to what the State is doing with reform, discussions could include changes to the in-service training requirements. He feels we are ahead of the game and the money requested will cover the changes. Every year officers are recertified in CPR, AED and Narcan use, the format and length of training for new part-time officers is also under review and potentially will change. Currently the NH Part-time Academy is 200 hours, and there is discussion about whether part-time officers should receive the same duration and type of training as full-time officers. This line does not include the cost of the academy, it includes medical exam, psychological testing and the police exam.

They need to maintain the firearms range with wood replacement and other supplies. Patrol wages lists out all officers individually and includes the raise (from April 1 to EOY) if the budget passes. The Longevity stipends are included here. Chief Twiss then explained the Call out wages, which cover things like holidays and vacations. The investigative Supervisor (Lt. Morelli) and the prosecution line were explained. Uniforms and Safety equipment has increased by \$1,000 dollars.

Chief believes this is the last payment on the replacement base radio lease. He discussed the equipment supplies, replacements and upgrades that were needed or done yearly, as well as the vehicle fuel and maintenance of each unit. He stated that when the OHRV vehicles need repairs or maintenance the funds are taken out of the OHRV Revolving Fund.

With regard to the next set of replacement cruisers, the Chief believes that the current equipment will not be able to be transferred to a new vehicle, due to body style changes, which will cause the cost to increase some. The price of the final lease payment was lowered to \$24,341 by the Selectmen once verified.

The fuel line was decreased by the Selectmen by \$600 based on historic use and current fuel prices. March of 2019 was the last time two new cruisers were purchased. He tries to purchase two new cars every three years and move the primary cars down to the secondary cars. They keep each car about six years, so 2022 is the next year scheduled for purchases. Further discussion was held on what was spent this year and the difference in what is requested for next year.

Chief informed the Committee that Officer Boissonneault informed him he would be leaving law enforcement at the end of the year. One officer has left and with one tentatively leaving in December, the 10-hour shifts are running different and coverage is more difficult. Chief stated we do not have the people to change the hours/coverage and he is trying to make it safer for the officers and the Town. Shift changes happen about every 2 months. Further discussion of the coverage was held.

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Yokela asked how the body cam program was working. Chief stated it has worked out great and it has been helpful with training to see what went right/wrong on an officer's shift or call. It has been great in documenting DWI cases, often making it easier in court to prove the case as it is hard to argue with a video. Yokela asked if there is any training we are not using that we should? Chief stated he reviews the State training schedule as often as possible as there is not cost. Further discussion was held on the number of hours officers should be trained and all felt as much training as possible was good. They have an active shooter training trailer coming in December, in which live rounds are used. Fremont is sharing the \$2,000 cost with the Brentwood PD. Yokela stated he would like to see a wish list of trainings that might have a cost associated with them presented to the Committee.

Martel asked the Chief if he felt he could hire three officers in such a short period of time. Chief feels it is possible. They have applicants coming in this Saturday (Oct. 3) for testing. It may require another round of applicants and testing, but he thinks it can be done. He is doing everything he can to hire two officers, to be ahead of the game when Boissonneault leaves in December. The Full-time Academy only allows 66 officers at a time and the process of hiring a new officer is long. Further discussion was held on hiring officers.

Warrant Article for a new full-time officer with cost estimates

Chief went through the history of putting the requested additional officer in the budget as opposed to a Warrant Article. It has worked both ways in the past. He passed out the Crime report and Statistics for 2019 which compares other towns (of comparable size) to Fremont as well as comparing the number of Full-Time officers and total population. Fremont's numbers were the highest of all the area towns and most have more officers than Fremont although some of the other towns do not have overnight coverage. We have the work to justify the increase in the number of Full-Time officers. Discussion was held of the different statistics provided, such as Crimes/Incident reports and In Custody/Arrest reports. There is an officer at all medical calls, and they have handled many issues and are often the first on scene. The volunteer/call fire fighter/EMT must get the call and then go to the station before they can go to the incident address. Chief went over the Additional budget detail sheet that was provided to the Board. First year of the new officer is less than a full year, due to when they are hired and several items are a one-time cost, i.e. equipment and testing. He made his case with a strong opinion that we need another officer. Having six full-time officers would make scheduling better and safer as vacations and requested time off have been denied because of the lack of available coverage. The cost has gone up by \$6,000 over last year's proposed Warrant Article amount. This includes a wage increase and any changes in benefit costs. An increase in the NHRS contributions for their next two fiscal cycles is the largest part of the increase.

Holmes asked if instead of a Warrant Article could this cost go into the budget? Chief would like to see it as part of the budget. The cost for the first year is \$45,402 to include wages and benefits and the one-time hiring costs for a five month period (assuming hiring in August). The Department needs to hire one person now, one in December. If the third officer is approved, he would begin the hiring process after the March 2021 vote. In 2022, it would be the full \$100,000 cost as the officer would work a full year. The Chief would like to see it added to the budget, so he could get the officer that is really needed. However, he understands the need to make sure the Town budget passes. Further discussion was held on which way to present it.

The Board asked about Saturday's test. The Chief stated that those individuals that passed the exam and the physical test would then be brought back on Tuesday for Interviews. Once they know which individuals they will be interviewing, the background checks start right away. Cordes wondered if in a show of hands how many Board members would like to see the new officer added to the budget. Yokela felt it was too early in the budget process to consider such a move and the Committee needs to see where

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all the departments are coming in before they can make an informed decision. Further discussion was held on the benefit of the warrant article vs. putting this directly into the budget and the risks associated. The straw poll was approximately 6-2 in favor of using the budget.

Animal Control (4414)

Chief stated the patrol wages included a 2% increase and the vehicle fuel and maintenance has decreased. A newer used vehicle was purchased this year. The dog license fees are \$8,800 to date (collected by the Town Clerk). With no further discussion, a motion was made by Cordes to recommend \$10,500 in department 4414 Animal Control, seconded by Nygren. Motion passed 7 Yes – 1 No (Yokela).

Yokela suggested the Committee might want to consider taking out the 2% raises for this year and putting them back next year to help people struggling due to Covid-19.

Chief Twiss and Lieutenant Morelli left the meeting at 8:30 pm.

Leanne Miner joined the meeting at 8:31 pm. She circulated several handouts with additional details and information about the Master Plans and stormwater management planning, in follow-up to her last presentation and Committee questions. She explained that there are going to be costs associated with stormwater management and planning. The permit requirement is based on the EPA urban area rules. What happens to Boston/Lawrence happens to Fremont based on urban sprawl. The 2020 Census will change the areas and data. In the past, due to population, Fremont has received a waiver. Miner and others in the know, do not feel we are going to be able to get this waiver any longer.

There are three things the Town will need to do: We need to update Town regulations and Zoning Ordinance (\$2,000). Presently it only addresses volume, nothing about treatment if contaminated. The new developments would then be required to go by the new standards. The Town has two years to develop a Stormwater Protection Plan, which requires an engineer and includes mapping, SOPs, training, reports, sampling plans. Lastly, we would need to do public education and outreach. Again, this is required by the EPA if we do not have a waiver. If we do not comply, there would be fines against the Town and she explained that we are either on the list or not, if not on the list we start the compliance process.

Carlson stated Brentwood and Exeter are no longer on the waiver list and they believe Fremont will not qualify. If we are not waived, the Town will need to get the MS4 permit. Miner stated when the EPA comes up with the new areas and requirements there will be a list done based on the population. She does not believe Fremont falls under the waiver any longer and the town should spend the \$2,000 to start the process. This way, our new developments will have to comply with the new regulations. The new regulations will deal with putting chemicals on lawns and such. Further discussion was held.

Martel asked if we start planning and spend the \$2,000, would that hold off the fines? Miner stated we are on list right now, so if we fall off the list, the next period for the permit is 2023-2028. There are certain stages to follow. There was considerable further discussion. Cordes said that it would be prudent to have the preliminary planning in place to pass the stormwater management costs to the developers and not taxpayers. We have two years to have a plan done. This will need an engineer, with multiple estimates, etc. and is estimated to cost about \$25,000.

The Master plan will work with the Stormwater Plan, as well as other Town regulations. We are not proposing any new chapters, just updating the current chapters. Miner passed about a handout on what the Master plan is used for and helpful for. The participation in the surveys has increased. In 2012 it was 121 and in 2019 it was 406 (citizen survey respondents). Miner went over the changes that were made.

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We use these numbers to look at transportation and other costs. They would like to do updates to the Land Use chapter this year. It requires a lot of work and research. The other one was the Recreation chapter (this has not been done since 2008) and there is nothing in that chapter about the broad scope recreation, like the additional Town Forest space, trail creation and the like.

Miner provide the Board with an implementation chart that will appear at the end of each chapter. This provides a more manageable view of each chapter when it is complete.

There was also discussion about the need for updated and improved Capital Improvement planning in Fremont. Cordes stated there has been some talk about roads and buildings, but it is hard with budgets on an annual basis to look ahead at the capital and longer-term costs. Miner said the Budget committee needs to be involved in this process (a BC member will be needed on the CIP Committee) and that she would be happy to work with someone from the Board of Selectmen and Budget Committee as well as the Planning Board on the Town's Capital Improvement Plan. A current Master Plan helps develop CIP. If you updated transportation, is there an area that is having trouble, a Master plan helps find this and then support fixing it. It is used to justify Grants and funding. Further discussion was held.

At 9:05 pm a motion to adjourn was made by Yokela, seconded by Bonaccorsi. Motion passed by 8-0-0.

The next meeting will be held on Wednesday 14 October 2020 at 7:00 pm in the Town Hall Basement Meeting Room.

Respectfully submitted,

Shawn Perreault
Recording Secretary