

Town of Farmington
Board of Selectmen Public Meeting Minutes
Monday, September 13, 2021

Board Members Present:

Paula Proulx, Chairman
Neil Johnson, Vice Chairman
Ken Dickie
Doug Staples
Gerry Vachon

Others Present:

Arthur Capello, Town Administrator
John Drury, Police Chief
Josif Bicja, Hoyle, Tanner & Assoc. PE

1). Call to Order:

Chairman Proulx called the meeting to order at 6 p.m.

2). Pledge of Allegiance:

All present stood for the Pledge of Allegiance.

3). Public Input:

Mr. Capello said their **Memorandum of Understanding** with the school district for the **School Resource Officer** expires October 31 at midnight. He said it has come to their attention that the school district unbeknownst to the Town has reached out to contract with the Sherriff's Dept. for their SRO for next year. He said he has reached out to the school a couple of times asking to set up meeting times and he did not know if it is on tonight's School Board meeting agenda but they seem to be moving forward with the Sherriff's Office for a SRO.

Chairman Proulx said they have not been contacted by the school but they know this.

Chief Drury said on Sept. 8 he spoke with Sherriff Brave who said he had received an MOU from the school for his consideration to join into a contract with SAU 61 and he wanted to give him a "heads up" as a courtesy. He said he thanked him and told him he was a little disappointed because the rumor mill had hinted a couple of weeks earlier that members of the Sherriff's Office had contacted members of the Rochester PD and the Farmington SRO to come work for them and take over the position if it became available and the MOU went into effect.

He said he told him he was also disappointed in there was a bit of lag in informing him of this and that his office was trying to recruit officers especially from Farmington where they know everyone's situation and that all depts. are struggling now to fill positions. I'm more than happy to work with his office no matter how the chips fall and I'm still hopeful that perhaps we can continue our relationship with SAU 61 if they decide not to go with the Sherriff's Office he said.

Chief Drury said he gave the board a copy of the draft MOU they provided and in his opinion it is very expensive for what the school is asking for but that is their business.

He said that he understood there is a review going on at the Sherriff's Office and the County Attorney's Office and this will probably create another MOU because of being the legal

authority in Farmington and if something critical were to happen how that would be worked out. If we have a critical incident and the Sherriff's Office is stationed where they are it's going to be a while for them to mass any force for them to come up here and there will be things that may have to be worked out if it were to come to that he said.

Mr. Johnson said a couple of weeks ago the board asked Mr. Capello to contact the SAU about starting to work on an updated MOU or MOA and asked for their response.

Mr. Capello said the response was "okay thank you, we'll get back to you; I haven't talked with my board". He said he reached out 3 times, once to the Superintendent and the response at that point was as was said at the joint meeting they will continue through the rest of the year and then subsequently he reached out to the Superintendent and the School Board Chairman and the Chairman's response was that he would bring it to his board about looking at negotiating with the Town for an MOU. He said he reached out to him again last week and Chairman King said they hadn't had a meeting since their last correspondence and he would bring it to the board.

Mr. Johnson asked if there was any indication that they had already started negotiations with the Sherriff's Office.

Mr. Capello said there was none at all.

Mr. Johnson said they were leading them (Town) down a merry path while they (school) negotiated behind their backs. He said they are allowed to but they were under the impression they were going to continue this and the Chief has gone so far as to apply for the grant which is non-transferable and if the school works with the Sherriff's Office the grant goes to Chief Drury. Chief Drury said that is something that is between here and March and he did not know if they will get the grant. He said he didn't know if the Sherriff's Office could apply for that grant because of the local cooperation they have to obtain.

Mr. Johnson said a potential funding source may have gone down the drain. He said he just got a copy of the proposed MOU that the SAU presented to the Sherriff's Office and noticed they are looking to put in a second part time position as a truant officer and that seems a rather expensive truant officer for 24 hours a week but that will be up to their spending authority so he wouldn't make any comments on that.

He said the current agreement expires Oct. 31 and advised the Chief not to waste any more time on it. They're going to go third party and not even give the Town the courtesy of letting them know they are even considering it he said.

Chairman Proulx agreed.

Chief Drury said they would be happy to provide the service as long as they want them and they have instructed their people to finish strong and he knows that they will. He said they have received no written complaints.

Mr. Johnson asked if it was the Sherriff's Office or somebody else that tried to pilfer some Farmington officers.

Chief Drury said it was in his agency but not him and they tried to do the same thing in Rochester and it came from very good sources so he believes them.

Mr. Johnson said that apparently our officers are good enough to do the job.

Chief Drury said he was very proud of our officers and he would put them up against anyone in the state.

Mr. Johnson said apparently they are willing to pay a lot more money to go through a third party using the same officers.

Mr. Capello said this caught them completely off guard as they had no indication this was happening so as of Oct. 31 unless they have another MOU in place and unless the board instructs otherwise the school would then have to go through 911 if there's some kind of a crisis there because they have no authority in the sense of other than a regular legal issue.

Chairman Proulx said she was highly disappointed given the outreach they had that they weren't upfront and honest with them and the whole big deal was the communication between the Town and the school. She said they have reached out on several occasions, the Chief and the Superintendent just signed a joint memo to both boards as he was supposed to do and they aren't taken aback by the current SRO because they were trying to recruit her so she didn't understand why they couldn't say they were reaching out to another party just to see what they could negotiate.

She said it is kind of embarrassing that a school would go behind their backs and negotiate and they had to hear it from the Sheriff's Office right now sitting here on the air. That's disturbing and they could have said they don't want to go with us and try another route she said.

Mr. Johnson said they will finish out the year and go from there.

4). Review of Minutes:

August 30, 2021 – Public Session Minutes- no errors or omissions

Motion: (Johnson, second Staples) to accept the minutes as written passed 5-0.

August 30, 2021- Non-Public Session A Minutes – no errors or omissions

Motion: (Johnson, second Staples) to accept the minutes as written passed 5-0.

5). Review of Town-Owned Bridges Evaluation Report:

Hoyle, Tanner & Assoc. PE Josif Bicja said the firm had some findings and recommendations and asked if the board had a chance to read the report. He asked how they wished to conduct the review and if they had any questions or issues they wanted to discuss.

Mr. Johnson said he didn't have any questions and that the report pretty much reinforced the state findings but the most valuable was his timetable and what he saw as the most immediate priorities (page 1).

Mr. Bicja said it was a draft that was their first pass on it based on the conditions of the bridges and based on what they know. He said he anticipated Mr. Capello, DPW Director Gary Rogers and the board would be reviewing it and if they have any input they can move things around.

He said from his perspective the Spring Street Bridge is the #1 priority and they need to pay a lot of attention to that bridge as it is the one in the worst condition. He said the way that the bridge comes in is a terrible alignment and is approx. 50 degrees skewed from the river. That's the most expensive for you on this list he said.

Mr. Bicja said #2 on the list is the bridge by the Transfer Station (Cocheco Road over the Cocheco River) and in 2004 some work was done to it but the bridge is narrow, the pavement is coming apart and the waterproofing membrane is failing on top of the deck so it's a super structure replacement where everything from the steel to the deck they recommend be replaced but keeping all of the abutments because they are in good shape.

He said #3 is addressing the bridge on Hornetown Road and their hope was to move the temporary bridge to River Road (#4) and do a full replacement of the bridge on Hornetown Rd. He said the rest of the projects were not as bad as the first four and they include 2 more replacements, one on Sheepboro Road and one on Old Bay Road and the remainder of the bridges need maintenance and if they appropriate some funding a lot of that work could be done by the Town staff.

Mr. Bicja said the WB railings are crash worthy so it is very expensive and it was the biggest factor here that drove up the cost. He said the Town staff can't do this work and they have to go through the subcontractor that specializes in that kind of work.

He said the #1 priority is Spring Street and it is just a matter of time before the state will come down and say they have to do something to it.

Mr. Johnson asked if has heard of any money becoming available. He said the report says he doesn't expect any from the state until 2030 so they can't count on that.

Mr. Bicja said the stimulus funding that might come through will help a lot with that and the state has the next years of projects already programmed. When that funding comes through depending on how it will be distributed I anticipate they will clear those 10 years worth of projects, get them done fairly soon and then open up the bridge program for applications from all the communities throughout NH he said.

He said the bridges on Spring Street, Hornetown Road, Cocheco Road and Sheepboro Road are very good candidates and they would get accepted into the program and get the 80/20 funding with 80% being funded by the state and 20% being the local match.

Mr. Johnson asked if the engineering has already been done on the Hornetown Road Bridge.

Mr. Bicja said no and everything they have done to date has been on the temporary bridge. He said they don't want to do any of that work until they get accepted into the program because that's how they get the reimbursement. He said none of those bridges are in the program and if they do the work up front they're not going to get the reimbursement.

Chairman Proulx asked if they were not going to honor any applications that were in there prior to the new program and it has to be all new applications.

Mr. Capello said he thought the Hornetown Road Bridge was in the program.

Mr. Bicja said he did not believe so.

Chairman Proulx asked Mr. Capello to double check this because at least 2 people were working to make sure that happened.

Mr. Johnson asked if she thought there were a couple of bridges in the existing 10 year plan.

Chairman Proulx recalled there were a couple of bridges whose applications were supposed to be placed but she didn't know if they made it into the 10 year plan.

Mr. Bicja said he was pretty sure none of the bridges are in the state's plan.

Chairman Proulx said they were told that and she wanted to make sure that was brought out.

Mr. Bicja said it may have been that applications were submitted but were never processed because the program has been on hold for the past 4 years.

Mr. Capello said he would find out.

Mr. Bicja said now it's a new process and they have to redo everything from the beginning.

Mr. Johnson said they have made recommendations for the short term and they should start addressing them.

Mr. Bicja said he laid out the repairs and those can be done at anytime and the NH Dept. of Transportation (DOT) isn't going to help them with maintenance and repairs. He said if they sub the work out to local contractors the report shows what that would cost but if they do it with Town staff they would be able to do it for a lot cheaper than what he is estimating there.

Mr. Johnson said they should start putting aside the 20% required.

Mr. Bicja suggested that at every Town Meeting there should be a warrant article for a **Capital Reserve Fund (CRF)** to build that up.

Mr. Johnson said they have been doing that.

Mr. Capello said he was looking at the 10 year Capital Improvement Plan (Appendix A-following page 30) and asked if the yearly total cost is what he was recommending they put in the CRF. He said for example next year it would be \$123,500 and the following year it would be \$314,800.

Mr. Bicja said that is the total project cost including maintenance. He said if they are going to go through the program they would go with the 4 bridges they recommended for replacement (Spring St., Hornetown Rd., Sheepboro Rd. and Old Bay Rd.) and they will get 80% of the cost. He said the other 3 (Cocheco Rd., River Rd. and Paulson Rd.) would also qualify for the 80/20 program but the remainder of them would all be funded by the town for maintenance.

Mr. Dickie asked when he thought the money would be available through the state.

Mr. Bicja said right now the program is booked up until 2029-30 so they are not accepting any new projects. They have to clear those 10 years worth of projects before they can reopen it.

Mr. Dickie asked with the condition the top 3 priority bridges are in if they will last until 2030.

Mr. Bicja said Spring Street is the one he is most concerned about because the deck is pretty bad underneath it, there is a lot of concrete that is falling down, a lot of exposed reinforcing and a lot of corrosion but if it's important to keep it open they could put some steel plates on

top of it and pave over it but it's a maintenance issue because they don't have that bond from the plate because it's a smooth material and they would just have to keep maintaining it until they get the full replacement. It's a matter of time that you're going to have to do something to that bridge otherwise it is going to get closed he said.

He estimated that in the next 3 or 4 years the state will tell them to down post (put a weight restriction on) that bridge or close it.

Mr. Capello said this will be helpful when it comes time for budget season and they have to figure out what to put in the CRF.

Mr. Bicja said that steel is very expensive to purchase right now and there would have be 1" thick steel plates spanning the whole width of the bridge.

Mr. Dickie asked for the lifespan of the temporary bridge on Hornetown Rd.

Mr. Bicja said the lifespan is 10 to 15 years.

Mr. Dickie said they could use 9 of those years sitting right there and only be able to use it for 6 years someplace else.

Mr. Vachon said that would depend on how bad it gets beat up at its current location by tractor trailers and people flying over it and bending the steel because they're doing above the speed limit. It all depends on the abuse it takes between now and then and it could only be a 10 year bridge if people keep hammering on it. So if we leave it there for 9 years and it only has 1 year it's not worth putting it somewhere for 1 year and we might as well scrap it he said.

Mr. Bicja said even with the speed bumps people don't even slow down and just go right through it. They're not even speed bumps they're only a few inches tall and really don't do much he said.

Mr. Johnson said they could come up with a plan starting this budget season to put enough money into the DPW budget or the CRF for the immediate repairs Mr. Bicja has listed and start putting the 20% away.

Chairman Proulx asked if the stimulus money comes through and they look at the conditions as being shovel ready if they would be considered shovel ready without the engineer's report.

Mr. Bicja said they don't want to spend the money on engineering to have it shovel ready because that would all be on the Town to fund it. He said if they wait until they get in the program then they could design it, have it approved by the state every step of the step and then it would be shovel ready.

Chairman Proulx said with the Bay Road Bridge there were a lot of people who wanted that money and the only reason we got moved to the top of that list and it was done was because we were shovel ready.

Mr. Capello said it sounds like the rules have changed since the Bay Road Bridge was done.

Mr. Bicja said they need to be in the program before the state would commit to any reimbursement for spending on the project. You could choose to do the plans and get the permits but the state is not going to reimburse you for 80% of the cost he said.

Chairman Proulx asked if that would be considered the Town's 20% of the cost to replace that bridge.

Mr. Bicja said the state has a certain procedure so they first want them to do an engineering study and they review a lot of different options as to what they could do with it and they want to be part of those options and have a say in them. So if you have already done the work without their input they will probably make you go back and redo some of the work you already did. I'm dealing with this in Salem and we are going through the same exact thing and they chose to do it on their own he said.

Mr. Johnson said they may have to do that for Spring Street and they may have to "bite the bullet" on the \$2 million just for that one bridge.

Mr. Staples asked if they put a weight limit on the temporary bridge on Spring Street if that would buy the Town some time.

Mr. Bicja said it would as it would not be taking a beating from the truck traffic.

Mr. Staples said they have access to Route 11 on both sides of Spring Street and they can send the log trucks down Ten Rod Road or Meetinghouse Hill Road if it's going to save our infrastructure. Put a weight limit on that bridge and stop the pounding he said.

Mr. Vachon said there is a speed limit on it now and it's not doing s--t so good luck with that.

Mr. Staples said if they get commercial trucks going over a closed bridge stick the DOT there.

Mr. Vachon said laws are only there for people who abide by them.

Mr. Dickie said to let the plow truck get through the winter and that's all.

Mr. Capello asked what would be an appropriate weight limit for the Hornetown Road and Spring Street bridges.

Mr. Bicja said it depends on how much of an inconvenience it would be if they post it for 15-20 tons or 10 tons and how many phone calls you want to get.

Mr. Capello said to figure that a school bus could over it.

Mr. Bicja said a school bus is 15 tons and a fire truck is over 20 tons.

Mr. Vachon said they might as well just close it if they are not going to let a fire truck go over it.

Mr. Johnson said he thought they were exempt from weight limits.

Mr. Bicja said no and they need to abide by the weight limits. He said anything they do whether its 15 or 20 will help. The bridge is strong enough to handle it the issue is people abuse it and they always go much heavier than what is allowed on the roads he said.

Mr. Capello asked if it is a Town instructed weight limit if they still have to follow it or if they could exempt Fire Dept. vehicles.

Mr. Bicja said they would have to coordinate with the Fire Chief and let him know they have a report from the engineer saying it's okay to cross this bridge with his equipment when they need to but for everyday loading we are going to keep it at this rate. He said the 15 tons is not something that was determined to be a safety issue but is something they are choosing to do to make the bridge last longer and there is nothing wrong with that and no state RSA that tells you

that you cannot do that. He said a lot of towns do that and they down post it for 6 tons knowing people are going to abuse it and go to 10 tons.

Mr. Bicja said every year they could coordinate with Mr. Capello and provide recommendations as to where we are each year and how money is appropriated. He said ideally they want to appropriate as much as they can but not every Town Meeting goes as planned and to do the best they can and keep monitoring the conditions of the bridges. The DOT reviews the bridges every 1-2 years and it was good to compare notes with what the DOT has and they have the same qualifications or better to what the DOT inspectors have so from now on they could mostly rely on the DOT's report. We could review them every time they update them and they usually come in around January he said.

Mr. Capello said if they do the inspections in October the Town doesn't usually receive them until February.

Mr. Bicja said at that time they could do a cursory review to see if anything changes that would prompt them to change the priorities. He said he didn't anticipate any changes in the priorities that he listed unless it was by the board's choice. The best thing you can do is to plan ahead, appropriate the money and see where that brings you based on what conditions change and we definitely recommend putting a down posting to a lower weight limit and doing the annual maintenance he said.

Mr. Capello asked if this would be a case where they go after a grant and they say you have enough money in your Capital Reserve Fund so you're not going to get the grant.

Mr. Bicja said he didn't believe so and he has never heard that.

Mr. Capello said the Town has had it happen with fire equipment and he wanted to make sure this wasn't the case.

Mr. Bicja said not for transportation and when you submitted prior applications you had to show them you had the money appropriated (the Town's 20% share) so if you had that it was a huge plus to get you in the program. It's actually an advantage he said.

Speed Bumps -Mr. Capello asked if the board wanted to talk about the estimates for permanent speed bumps for the Hornetown Road Bridge.

Chairman Proulx asked if the DPW Director had a recommendation on how high they should be.

Mr. Capello said the DOT regulates that. He said they are looking at approx. \$4,000 for bumps on both sides of the bridge and after listening to Mr. Bicja he felt it would be a good investment but that is the board's decision.

Chairman Proulx said they need to do everything they can to make sure they keep the condition of that bridge intact.

Chief Drury said just doing a quick Google search he saw that a 15 ton truck has a single axle in the rear and when you go to 20 tons there is a double axle in the rear so if they stuck to the 15 ton weight limit it would be easier for the officers to figure out by looking at it and they would know if a 10-wheeler going over it was over the limit.

Mr. Dickie said they would need to exempt fire trucks and the Town trucks because a 10-wheeler plows that road.

Chairman Proulx suggested that could all be part of a motion.

Mr. Johnson asked if the Town has a set of scales or if that is something the DOT handles.

Chief Drury said the DOT does and they could use the scale at the Transfer Station if necessary.

Chairman Proulx asked if they have the \$4,000 for the speed bumps.

Mr. Capello said yes.

Chairman Proulx asked if the contractor will be in the area doing anything for the Town.

Mr. Capello said S & S Paving does a lot of the small jobs for the Town and he didn't know if they have anything on their books to do for us right now.

Mr. Vachon read from Mr. Roger's memo that the humps would be 5 ft. wide and said that is more of a speed table.

Mr. Capello said they are trying to cover the whole road.

Mr. Vachon said his suggestion is the taller they are the better and at 5 ft. wide the middle is 2.5 ft. so that is just over 1 inch per foot and that's barely over an ADA inclined ramp.

Mr. Dickie said they would be like the speed bumps down by Home Depot.

Chairman Proulx asked Mr. Vachon what a speed bump should consist of.

Mr. Vachon said they should be a couple of feet wide and 3 inches tall so when you hit it you know you hit it.

Mr. Capello suggested that instead of going the entire length of the road to stop it at the center of each one to get a little more height.

Chairman Proulx said the width is good it's the width of the speed bump.

Mr. Dickie said they want more of a sudden bump instead of a gradual incline.

Mr. Vachon said a normal speed bump is about 2' wide and about 3" high so when you hit it it goes "thud". He said they would be looking at 3" over a foot and they will feel that.

Consensus of the board was to have 2 feet wide and 3 inches high (22' x 2' by 3" high) speed bumps installed on both sides of the bridge.

Mr. Capello said they would get it done. He asked if the board wanted to deal with the weight limit part of it now too.

Motion: (Dickie, second Staples) to put the weight limit at 15 tons and have the exemption for the Fire Department and the Highway Department and school buses for the Hornetown Road and Spring Street bridges;

Discussion: Chairman Proulx asked if that was enough of a motion to cover them on all sides. Mr. Capello said he couldn't think of any other equipment that would need exemption but he could come back to the board and say they forgot about this piece of equipment.

Amendment: by Mr. Johnson: to exempt all Town and school vehicles.

Mr. Dickie and Mr. Staples accepted the amendment.

Mr. Vachon said they need to do something for the bridges but he didn't agree with posting it

and waiving the Town's vehicles. He said "what's good for the goose is good for the gander" and asked if it was to "do as I say, not as I do" and that he didn't agree with it. We should be held to the same standards as any other contractor in the town he said.

Vote: The motion passed 4-1 (Vachon opposed).

6). Police Dept. Possible Recruitment Tool:

Mr. Capello said every dept. is having a difficult time recruiting and we are down 2 officers soon to be 3. He said he believes this is Capt. Orlando's idea of thinking outside the box to try to recruit some people.

Chairman Proulx asked if by chance on Oct. 31 they free up the SRO if that officer would come back into the fold as one of their regular officers and that would fill one of those positions.

Chief Drury said that is correct. He said Capt. Orlando came up with an idea for an incentive to existing officers in the Town of Farmington if they recruited a certified officer they could receive a week of comp time and a \$500 bonus.

Mr. Vachon asked how long they would have to capture the new officer for.

Chief Drury said a certified officer is held to a one year contract.

Mr. Dickie asked if this is something they would have to use within the first year or after they reach a certain certification and how that would work.

Chief Drury said the bonus would be for our current Farmington officer not the recruit.

Some board members said they thought these were new hire bonuses.

Chief Drury said the board could make it to both people if they wanted to.

Mr. Johnson asked how much they save by not training an officer.

The Chief said they save quite a bit.

Mr. Capello said he attended a conference where it was said if you take an officer with no training it's about an \$80,000 investment for the academy, outfitting, FTO, etc.

Chairman Proulx said they would have to look at what it would cost just to get them through the academy at that point because no matter what they do you still have to outfit them and provide them with the hardware.

Chief Drury said the cost for the academy is about \$30,000. He said if they are able to get a certified officer there would probably be a one month FTO program where a non-certified is a minimum of 8 weeks. He said the certified officer is good to be out on the road after that one month training and the biggest expense is for the vest because they aren't uni-fit and they have a grant for that so he would plan on at least \$1,500 to outfit a certified officer.

Mr. Johnson said the cost of the program could be offset by reducing the training budget.

The Chief said that is correct. He said there is a hiring line in his budget that pays for things that can't be waived (psych tests, background checks, etc.) and is another possibility of where it could be reduced a little bit.

Mr. Capello asked the Chief if he is allowed to use their psych evaluations, etc. if he recruits someone from another dept. or if they have to do their own.

Chief Drury said they can use theirs as long as it was done fairly recently. He said the psych test is not expensive and is about \$135 for the one they have been using his whole career.

Chairman Proulx asked for the cost of the 40 hours of comp time. She said they would be allowing that officer to take that time off but somebody has to replace him and asked if the Chief ran that number to figure out what that would be comparable to.

Chief Drury said the worst case scenario if they had to pay overtime for the whole 40 hours...

Mr. Johnson said its \$21 for a new hire so it would be \$840 and with overtime it would be \$1,260. He said if you were talking about a seasoned officer making the recommendation it would probably be about \$2,000.

The Chief said he would absorb most of it by moving the schedule around like a vacation request. He said they do their best not to deny a vacation but during emergencies it does happen.

Mr. Johnson said he would like to put a time limit on the use of the 40 hours comp time of within one year unless the needs of the dept. override it.

Mr. Vachon asked if they get comp time now.

Chief Drury said yes.

Mr. Vachon asked how much of it can they bank.

Chief Drury said he is flexible but they try to keep it less than 80 hours.

Mr. Capello suggested that the new officer has to be employed by the Town of Farmington for at least 6 months before the \$500 bonus is paid out.

Chairman Proulx asked if the Police Dept. has a 6 month probation period like the rest of the Town has.

Mr. Capello said the Police Dept. has a one year probationary period.

Chief Drury said it is a one year contract and it is frowned upon for the Police Chief to try to recruit officers.

Mr. Johnson asked the Chief how he felt about 6 months.

The Chief said he could do 6 months retention and that is reasonable.

Chief Drury said they mentioned it for the recruit as well and he would entertain that as an incentive to come to us.

Mr. Johnson asked if they have gotten any "bites" since they increased the salary for new hires.

Chief Drury said they have not had any bites since then.

Mr. Capello said a lot of depts. in NH are doing bonuses some as high as \$10,000 and he didn't think it would be a bad idea to do both.

Chief Drury said for the recruit coming over it would be nice for them to get a week off because they start off with nothing in the vacation bank so he would be fine with using the same 6 month retention period if they could get 40 hours of comp time and the \$500 incentive after a year of service.

Mr. Johnson said he was okay with that based on the amount of savings they would see by

hiring a certified officer. If it sweetens the pot a little we'll get a few people to apply he said.

Mr. Staples asked if the dept. has any officers that haven't been here a year yet.

Chief Drury said there is one officer who has not been here for a year yet.

Mr. Staples asked if this would "ruffle any feathers" or upset any of the officers.

Chief Drury said his hope is this will incentivize them to reach out to other people and there is another agency in Strafford County that is offering days off for people they recruited and this may be the wave of the future.

Motion: (Johnson, second Vachon) to offer incentives for the referring officer who is a current employee in the amount of \$500 payable after six months of successful completion of the new hire and 40 hours of comp time to be used within one year and for the new hire a \$500 sign-on bonus after one year of service and 40 hours of comp time after six months;

Discussion: Mr. Capello said the 40 hours of comp time is good for a year but from the date of hire because if somebody was hired in December they would only have 1 month to use it.

Chief Drury said they would have 365 days to use it as opposed to a calendar year.

Vote: The motion passed 5-0.

New Cruiser- Chief Drury said with the lead time to order new cruisers seeming to be infinite he would like to discuss the fact that they need a new cruiser. He said he has a quote from Irwin of \$34,909 for a cruiser outfitted the way they always get them and it then goes down to Adamson Industries to be completely outfitted which usually runs another \$10,000 or \$12,000. He said he wanted permission to order a new cruiser now because they won't be able to take possession of it until probably in January for a Ford.

He said he has been in e-mail contact with Dodge and he can't get a price from them and he doesn't think they have their prices out for their 2022's yet. He said he found out he wouldn't be able to order one until January and take possession of it in April or May and then it takes another month to outfit them after that.

The Chief said they are running pretty much all Fords as their front line cruisers and they have a couple of Chargers left over from the old days. This new car would replace a Charger that would go to Code Enforcement if so desired he said.

He said they would not pay for the cruiser until they take possession of it and they have the money between their accounts payable and receivables so it's no impact to the taxpayers and they'll just be saving for the outfitting money part of it and any shortfall and the Finance Administrator is working on those numbers now. It is my anticipation that when we take possession of it we will have all the money he said.

Mr. Johnson asked if this would be coming out of the detail fund.

Chief Drury said yes.

Mr. Johnson said the Selectmen were not the agents to expend for that account.

Mr. Capello said the Chief is and it's a revolving fund set up...

Mr. Johnson asked then why does it go to Town Meeting for approval every year.

Mr. Capello said they changed it 2 years ago to a revolving fund instead of a Special Revenue Fund.

Chairman Proulx said they need to make sure that money is there as she definitely didn't want to have any shortfalls if they order something.

Mr. Johnson said they are shutting factories down so he didn't think they would have it in January.

Chief Drury said Irwin has been very good to work with and if there's a problem they always have a clause where they could get out of it if they were short on the money and once they were able to purchase a cruiser left over from another town's order at a cheaper price.

He said he had no problem entertaining a Dodge but they are all outfitted for Fords and the officers like everything in the same place and he hesitates to switch that.

Mr. Vachon asked how many cruisers they have and how many are Explorers.

Chief Drury said they have 2 Explorers, two 2017 Taurus sedans and 2 Dodge Chargers. He said the Chargers passed inspection but they both have over 130,000 miles on them and they're tired so they have set them to working details staying in town.

Mr. Johnson asked if this vehicle would be a SUV.

Chief Drury said it is an Explorer which is an SUV and if Ford made a sedan he would buy it.

Mr. Vachon asked if that price is state pricing or Irwin pricing.

Chief Drury said that is a state bid and they also come pre-wired and pre-drilled which makes it easier for the outfitter and saves us a little bit on that end.

Mr. Vachon asked if it was 4 wheel drive or all wheel drive.

Chief Drury said they are all wheel drive.

Mr. Vachon asked if the current Explorers are all wheel drive and how the tires hold up on those.

Chief Drury said he uses all season tires in the summer and swaps them for snow tires in the winter and that way he can stretch the tires much longer and it's worked quite well.

Mr. Vachon asked if they are chewing up tires because of the all wheel drive all summer.

Chief Drury said not that he has noticed and the snow tires are going into their third season and are still in very good shape. He said each tire is labeled with vehicle they belong to and they try to match them to their old and new vehicles. He said he will be making a tire order for next year and he should be dropping the tire line down because he is getting the summer tires for next year from this year's budget. We should be set to next winter when I'll probably have to order some snow tires but I think we'll still be in good shape he said.

Motion: (Johnson, second Staples) to authorize the Chief to place an order for a replacement cruiser in the amount of \$34,909;

Discussion: Mr. Dickie said that is just for the vehicle and asked about the upgrades they will need to go for.

Mr. Johnson said he prefers to wait and see at this point.

The Chief said he has always been happy with Adamson Industries and they were the low bidder last time but it may be something the board would want him to get bids on.

Mr. Johnson said they haven't done it in a few years and every 2 or 3 years is a good time to do it and they could also get a closer look at what is left in the detail fund.

Vote: The motion passed 5-0.

7). Open Bids:

Mr. Capello said they received 2 bids for Merlin Road property and 3 bids for the former appliance store property.

Mr. Staples said he would abstain from voting on both bids.

Chairman Proulx read the following bids aloud:

Merlin Road bids –Donald and Dawn Barker of 24 Merlin Road bid \$15,100; Alfred Philbrick of Philbrick Construction LLC bid \$10,000

Motion: (Johnson, second Vachon) to accept the bid from Don and Dawn Barker in the amount of \$15,100 for the parcel on Merlin Road passed 4-0-1 (Staples abstained).

346 Main Street bids – Seacoast Overhead Door owner George Smith bid \$20,000; Doug Staples bid \$25,000 and Jeffrey Brownell bid \$27,000

Motion: (Johnson, second Vachon) to award the bid for 346 Main Street, popularly known as the old appliance place to Jeffery Brownell in the amount of \$27,000 passed 4-0-1 (Staples abstained).

8). COVID-19 Update:

a). Possible Uses of Funds – Mr. Capello said he is still working on getting prices but the board has some quotes in their packets and he is looking for guidance from the Board of Selectmen. Chairman Proulx asked what kind of guidance he would like where he hasn't got it all together yet.

Mr. Capello said they have quotes on the shed (Rec. Center) and the windows (senior center) and they will get 3 bids and they have a max price if that is something the board chooses to do. He said they have the list of quotes from Water/Sewer Dept. Supervisor Chuck Tiffany for the things needed for his depts. and if there are things in there the board chooses to they will go through the bid process but this gives them some ideas for some numbers.

He said he was still working on getting quotes on furnaces for the Municipal Office Building and the Rec. Center.

Mr. Johnson asked how much money is available.

Mr. Capello said \$365,000 is available this year and they would receive a total of \$730,000. He said they got more than they anticipated and the board will have to hold another public hearing next year because they said up to \$700,000 and they ended up with \$730,000.

Chairman Proulx said they've looked at this from different directions and that he recommended they do more of the smaller things to get them accomplished and to save the second part. She

asked if these are the smaller things he is looking at and if there are other things out there and the whole picture isn't here yet.

Mr. Capello said the other things he is thinking of would be much bigger projects like the heating systems here and at the Rec. Center and replacement of the band screen at the sewer treatment plant. He said these projects are projects that were brought to the board in the past but the money was removed from the budget for whatever reasons like the shed at the Rec. Center and the fencing at the water tower. The windows at the court house were not brought to the board because they didn't have control of the court house until this year he said.

Mr. Johnson said he didn't think there was anything small coming up and it's mostly big expenses like the potential new well. He suggested they go with the small items and they don't have to spend it all this year. My calculation is we would be spending about \$100,000 based on what we've got so far and that would still leave over \$600,000 for some of the bigger stuff and we could discuss if we want to get the stuff at the Water/Sewer Depts. moving now he said.

Mr. Dickie asked if Mr. Johnson's number included the backhoe.

Mr. Johnson said no and that would be a major item and he would delay it until they have a discussion about that too.

Chairman Proulx said they may be able to get a decent deal on one right now.

Mr. Vachon said they saw the price for a brand new backhoe (\$114,250) and he told them they would be surprised.

Mr. Johnson asked if he needs it and how long it would sit in the yard unused. He said they have one they've been sharing for years and now they want to have two. If it's going to be sitting in the yard four and a half days a week you're not getting my vote he said.

Mr. Capello suggested that because this would be a large purchase to put it off and track the need for it and how many times things are delayed or put off so they would have some numbers to help them decide what they want to do.

Mr. Vachon said he would like some information on the old one and if it has high hours and is worn out and tired then replace it not buy another one.

Chairman Proulx said they could replace it with a new one and if there is still some life left in it have Mr. Tiffany use the old one where it wouldn't be used as often.

Mr. Johnson said he has a lot of questions before they spend \$115,000.

Mr. Vachon asked if they just did some work to repack the pistons on the rear of the backhoe.

Mr. Capello said he is correct because they sent the wrong one and they had to return it and get the right one.

Chairman Proulx said it might be worth looking at where it is on the Capital Improvement Plan.

Mr. Dickie suggested they do everything except for the backhoe.

Mr. Johnson said that was what he was leaning towards and they know they need a fence around the water tower and it needs to be painted. He said if there is a need for the air compressor with a jackhammer and it is being shared between depts. he didn't have a problem

with that and the same thing for the plate compactor. He said he was okay with everything on the Water Dept. list except for the backhoe and it comes out to around \$50,000 for those 5 items.

Mr. Vachon said the issue with item #2 (utility trailer to tow tractor and bobcat 14,000 GVWR-\$4,900) is depending on the tow vehicle because if you have a tow vehicle that's rated for over 12,001 lbs. you need a Class A license to haul that trailer. He asked how many of the guys there have a Class A. A couple of the guys at the Highway Dept. do but this is the Water Dept. he said. Mr. Capello said he did not know but that 2 of staff are going for their Class A license.

Mr. Vachon said that 14,000 GVWR will overload a standard one ton truck and he didn't know if they have any F450's or F550's.

Mr. Capello said the Water Dept. has a one ton truck and a pickup. He then recalled that Mr. Tiffany has a Class A license because they may be asking him to plow this winter.

Mr. Vachon said it is something to look into to keep the guys safe and legal.

Mr. Capello said Mr. Tiffany texted him that he a 250 there and a 350 at the Sewer Dept.

Mr. Vachon said his question is what are they rated to tow. He (Mr. Tiffany) needs to look it up and make sure it's rated for that weight he said.

Mr. Johnson asked to have Mr. Tiffany confirm this. He then asked why the Sewer Dept. needs a new ditch pump.

Mr. Capello said Mr. Tiffany wants some backups because of the age of the existing pumps. He said now that the board has approved this they will get the 3 bids needed and he wanted to give the board some numbers knowing if push comes to shove this is the low bid.

Mr. Vachon asked him to scratch the used rental unit quoted for the air compressor because they don't need to be buying somebody else's headache and to buy a new one. He said the top unit on the quote is for a new one but the third line down says rental air compressor with approx. 1300 to 1500 hours.

Mr. Capello said the new one listed would be \$18,900.

Mr. Vachon said this might be a quick quote and Mr. Tiffany might get state pricing if he shops around.

Mr. Johnson said Sewer Dept. item #5 says spare wasting pumps and that one spare is enough.

Mr. Capello said Mr. Tiffany was looking at this based on the age of the existing pumps and eventually they are going to have to be replaced.

Chairman Proulx asked him to make sure this is what they want to do and this is short money for what could be a major fix.

Mr. Johnson said the replacement of the shed at Fernald Park is \$11,800.

Mr. Vachon asked what is wrong with the existing shed.

Mr. Capello said it is rotted and you can see the ground through the floor and see through the walls and the roof.

Mr. Vachon asked if it is salvageable.

Mr. Capello said no and it would cost more to repair it and now that there are activities there they want to go a little bigger for more storage.

Mr. Johnson said the windows for the courthouse were quoted at \$4,985 for Pella windows with a lifetime warranty and that is something that is necessary.

Mr. Capello said they have received 2 quotes on the windows and Lowe's was the cheapest.

Mr. Vachon asked if the windows there have stained glass borders.

Mr. Capello said those are at the very top and won't be touched and are separate from the windows to be replaced.

Mr. Johnson said the total expenditure would be \$95,869.

Mr. Capello asked if they wanted to increase the number for the new compressor knowing it will go out to bid and they will get the best price they can.

Mr. Johnson said this is not a motion and they are just telling him what to get bids for. If we keep it under \$100,000 it still leaves us plenty of money for this year and if they don't spend they could add it to one of the bigger projects.

Mr. Capello said they may think of more projects during budget season and they would have access to those funds. He said they have already received the \$365,000 but unfortunately none of it can be used on the bridge.

Mr. Johnson said he thought it could be used for the water pipe at the Cocheco Road Bridge that is dented and in need of repairs. He said it was included in Mr. Bicja's report and asked to have someone look into it.

Mr. Capello said the Town would have to do any incidental repairs that go along with replacing that pipe.

Mr. Johnson asked if that means they can't repair that pipe without replacing the bridge and it's a 12" water main that it is an integral part of the bridge.

Mr. Capello said the ban screen for the Sewer Dept. is a different discussion and it comes in under the depreciation fund and what they want to do with that fund which has almost \$300,000 in it. He said they will never have enough in the fund during their lifetimes for when it comes time for the treatment plant to be replaced.

He said this would be a good use for the fund because it is a piece of equipment that depreciates over time and needs to be replaced and it's not cheap to replace.

Mr. Johnson advised them to remember that the \$300,000 didn't all come from the rate payers.

Mr. Capello said he would ask the Finance Administrator to find out how much came from the rate payers and how much came from the tax payers so the board can decide how to do this.

Chairman Proulx asked him to also check on the intent of that fund and the legally allowed uses of those funds.

Mr. Capello said it would need to be done by a warrant article at Town Meeting and he didn't think it would be hard to get it approved especially if some of the funds could be used for the bridges. He suggested the board take up this discussion before they get into budget season.

9). Town Administrator's Business:

a). Repost Bunker Street- Mr. Capello said the man that bid on the Bunker Street property backed out after he saw the property and the Town has no recourse so he needs to repost the request for bids and asked if they wanted to keep the minimum bid at \$60,000 or change it. He said this was the only bid received at \$68,000 and after he saw the building he said it wasn't worth that and offered to pay \$40,000 for it.

Mr. Johnson said the guy made a legal bid and now he is reneging on it and they do have legal recourse they could take court because it's a legal bid. He said the other recourse is to prohibit him after running it through legal counsel from bidding on any other Town sales.

Mr. Capello said he talked to the Town Attorney about this and they would need to discuss it in non-public session.

Mr. Johnson asked to table further discussion on this matter until they get legal advice.

Motion: (Vachon, second Staples) to table 29 Bunker Street until we get legal advice passed 5-0.

b). Repost Merlin Street – Addressed in agenda item #7

c). Review and Update Town Policies – Chairman Proulx asked if the board saw anything in the Annual Wage Review Policy or the Temporary Alternative Duty Policy that would prevent them from okaying them tonight.

Mr. Dickie said they just changed the title of the Merit Adjustment Policy and they board had said they want a separate policy specifically for merit increases.

Mr. Capello said he changed the title to Annual Wage Review and has not yet developed the merit increases policy.

Chairman Proulx noted that it still has "Merit Adjustment" under the top line.

Mr. Capello said he didn't catch that and they could set that aside for now or accept it with that amendment.

Motion: (Johnson, second Dickie) to accept the rewritten policy for the Annual Wage Review as amended and to accept the Temporary Alternative Duty Policy passed 5-0.

d). MS-1 – Mr. Capello said all the numbers on the form are correct and the Town's value went up by about \$5 million to roughly \$660 million. Selectmen then signed the form.

e). New Staff Member- Mr. Capello said the new Executive Assistant started work today and joked that he asked her if she is coming back tomorrow.

f). Insurance Rebate- Mr. Johnson said Mr. Capello forgot that there is \$100,000 coming back from Primex.

Mr. Capello said he sent out notice to the board and the Town has received the money.

Mr. Johnson asked why they getting back so much money.

Mr. Capello said that was the way their actuaries did it and maybe they will also receive something from Health Trust too.

g). Drain Cover- Mr. Dickie said the water drain cover at the intersection of Lincoln and Main

Streets has sunk in and if there is on-coming traffic you can't go around it and the only way to avoid is to go up onto the sidewalk.

Mr. Capello said he would speak to Mr. Tiffany about having the company that installed them take care of it.

h). Tire Removal- Mr. Vachon asked if they got a price on tire removal at the Transfer Station. Mr. Capello said no and he would speak to Mr. Spencer about it.

i). Transfer Station Footprint- Mr. Staples asked if documents regarding the landfill/Transfer Station have been located.

Mr. Capello said they were located but they are as thick as a book and impractical to try to copy and invited him to come in to the office to review them or he could have copies of just the footprint made for the board.

Mr. Johnson suggested that he find out if an electronic copy of the information is available from the firm that developed the documents and if so to send that to the board members.

Chairman Proulx said this will be a topic of conversation at some point and asked to have the copies of the footprint made for the board.

j). Communications Breakdown -Mr. Vachon said in regards to the Sherriff/SRO matter that fact that 2 boards in town with a population of 7,500 people can't communicate drives him nuts and he just doesn't get it. He said both boards are out for the better of the town but yet they don't communicate.

Mr. Capello said it's not due to lack of attempts by this board.

Mr. Vachon said if they wanted to do that (go with the Sherriff's Dept.) they should have just said so.

Chairman Proulx said it is smart to see what your options are but then just shook her head.

Mr. Johnson noted they tried to steal our officer as part of that deal.

Mr. Vachon said its one team, one fight and he didn't know why they can't communicate and he wanted to voice his opinion.

10). Non-Public Session A:

Motion: (Johnson, second Vachon) to enter non-public session under RSA 91-A: 3 II (c) Reputation passed 5-0 by a roll call vote (Proulx, Johnson, Dickie, Staples, Vachon-aye) at 8 p.m.

Motion: (Johnson, second Vachon) to come out of non-public session passed 5-0 at 8:17 p.m.

Motion: (Johnson, second Vachon) to tax deed Tax Map U05, Lot 50 at 7 Lincoln Street pending legal review and sign off within 30 days or until further vote of this board passed 5-0.

Motion: (Johnson, second Vachon) to tax deed Tax Map R49-Lot 022-MH-019, 49.19 Beaver Pond Road and Tax Map U06, Lot 061 at 22 Gray Ave passed 5-0.

11). Non-Public Session B:

Motion: (Johnson, second Staples) to enter non-public session under RSA 91-A: 3 II (I)

Consideration of Legal Advice passed 5-0 by a roll call vote (Proulx, Johnson, Dickie, Staples, Vachon-aye) at 8:22 p.m.

Motion: (Johnson, second Staples) to come out of non-public session passed 5-0 at 8:24 p.m.

Consensus of the board was to repost the request for bids for the Bunker Street property with a minimum bid of \$60,000.

Mr. Johnson suggested they look into requiring a non-refundable deposit with the acceptance of any bid.

12). Next Meeting: Monday, September 20, 2021

12). Adjournment:

Motion: (Vachon, second Staples) to adjourn the meeting passed 5-0 at 8:25 p.m.

Respectively submitted

Kathleen Magoon

Recording secretary

Paula Proulx, Chairman

Neil Johnson, Vice Chairman

Ken Dickie

Doug Staples

Gerry Vachon