

Town of Farmington  
Board of Selectmen Public Meeting Minutes  
Monday, December 6, 2021  
Selectmen's Chambers

**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  
Scott Orlando, Police Captain  
Becky Dickie, Town Clerk  
Lisa Kimball, Finance Administrator  
Joe Puccia, resident

**1). Call to Order:**

Chairman Proulx called the meeting to order at 6:10 p.m.

**2). Pledge of Allegiance:**

All present stood for the Pledge of Allegiance.

**3). Public Input:**

Mr. Vachon asked if anybody noticed that the Christmas tree downtown was not lit up and asked to have the proper person notified.

Mr. Capello said he would take a look at it and then have it taken care of.

**4). Review of Minutes:**

November 15, 2021 – Public Session – No errors or omissions

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

November 22, 2021 – Public Session – No errors or omissions

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

**5). Capital Improvement Plan Committee Appointments:**

Mr. Capello said that 2 meetings ago the board requested that he put out a public notice to see if there were any residents interested in joining the committee before they made the appointments to the committee. He said they received responses from 2 residents that would like to be on the CIP Committee and asked if the board wanted to do their appointments tonight as well the School and Town representatives or wait one more week. We have to get the meetings going shortly he said.

Chairman Proulx asked if they had a compilation of all of the applications.

Mr. Capello said the appointments for the Town would be for himself and Rec. Dept. Director Erica Rogers and he received an e-mail from SAU Superintendent Ruth Ellen Vaughn saying that Tim Brown would be the School Board representative.

Chairman Proulx asked if they have all the fully outlined applications in order to make the appointments.

Mr. Capello said they don't because they have never done that in the past but he could get them.

Mr. Johnson said they do that for everything else and they should do it for this as well.

Chairman Proulx said she did not realize this wasn't done for this committee and agreed that they should do that.

Mr. Capello said he would get applications to the nominees and get them back to the board next week.

Mr. Johnson said that would not apply to the Selectmen's and School Board's reps. as they are appointed by their boards and they don't require applications from them.

Chairman Proulx said they still have to be approved by the Selectmen.

**6).Town Clerk/Tax Collector's Budget:**

Mr. Capello said Finance Administrator Lisa Kimball was available if the board had any questions for her. He said they were doing the budgets a little bit differently this year through shared drives where they all have access to them to make changes and it has worked out nicely to have multiple offices work on it at the same time and see the changes.

Chairman Proulx said this is the first pass through this budget and asked how the board wished to proceed.

Mr. Johnson asked for the number of elections coming up next year and how many were held this year.

Town Clerk Becky Dickie said there are 3 elections next year and there was 1 election this year and they always budget for one extra election in case something happens so 4 are budgeted for next year and last year they budgeted for 2 elections.

Chairman Proulx then asked Mrs. Dickie to go through her proposed budget and explain any changes. (2021 Expenditures are as of 12/02/21; 2022 numbers are the requested amounts).

Deputy Town Clerk – (2021- \$34,695 budgeted, \$31,997 spent); (2022- \$40,560)

Town Clerk/Tax collector – (2021-\$58,240 budgeted, \$57,347 spent); (2022- \$62,816). Mrs.

Dickie said the increases to these 2 lines are due salary increases.

Training – (2021- \$1,500 budgeted, \$1,030 spent); (2022: \$3,000). Mrs. Dickie said this line has gone up because Deputy TC Pat Sirrell will be attending the certification program which was not available the last 2 years because of COVID-19. She said Mrs. Sirrell must go to the conferences to get her certification and that she also has to go to keep her certification which leaves one person in the office, Clerk Jen Wolforth who lives near the conference venue so she put in \$50 for her so the whole office could attend the conference for the first 2 days. Then on Friday she and Ms. Wolforth would reopen the Town Clerk's office and Mrs. Sirrell would stay for the open forum with the various state agencies she said.

Mr. Johnson asked if this would require closing the Town Clerk's office for 2 days and on Friday

it would be open a half day.

Mrs. Dickie said it would require her office to be closed on Wednesday and Thursday and open for a half day on Friday.

Mr. Johnson said when the time comes there may be further discussion on this issue.

Repair/Rebind Old Books – (2021-\$2,000 budgeted, \$0 spent); (2022-\$5,100). Mrs. Dickie said they encumbered the \$2,000 budgeted for this year and what they have left to rebind are the very large old historic books. She said there is nothing there that is less than \$3,525 to do so the amount needed per year needs to go up to do one book per year. The \$2,000 per year has been the same over a long period of time and there were a lot of smaller books that were done.

These are huge with about 300 pages she said.

She said with the \$2,000 encumbered from this year, the \$5,100 is so they can get the extra \$1,525 to cover rebinding that 1 book for 2021 and do 1 book in 2022 and then it would drop down to \$1,325 the following year so they can do 1 book a year again.

Mr. Johnson asked how many books are left to do.

Mrs. Dickie said there are 11 or 12 books left.

Chairman Proulx asked if this item is the one they used to pay for through a state grant.

Mrs. Dickie said they have only done that once since she has been here but the grant is not offered every year for preservation purposes and is for different purposes each time. She said when she did it 3 or 4 years ago they received \$10,000 and 3 or 4 years prior to that they didn't get as much and then it was 3 or 4 years before that when they got a big chunk.

Mr. Johnson asked Mrs. Dickie to explain again how the \$5,100 will be broken up.

Mrs. Dickie said \$2,000 was encumbered for this year and the amount to do 1 book is \$3,525 so \$1,525 would go towards doing the 1 book early in the year and towards the end of the year \$3,525 would be for the next big book.

Mr. Vachon said they are budgeting for \$5,100 but because they are encumbering \$2,000 it's \$7,100.

Mrs. Dickie said that is correct and then next year they would drop it back down to \$3,525 so they can do 1 book a year.

Clerk – (2021- \$24,667 budgeted, \$19,972 spent); (2022-\$27,485) - Mrs. Dickie said Ms. Wolforth is now full time and her salary went up. She said there is a little bit of room in there for former Town Clerk Kathy Seaver who has been coming in part time to show her how to do the records retention and that project is almost complete so there is some in there to allow for that. She said Mrs. Seaver also came in when she and Mrs. Sirrell had to be out so Ms. Wolforth wasn't alone for the entire week.

Ballot Clerks – (2021-\$800 budgeted, \$250 spent); (2022-\$1,800) - Mrs. Dickie said this is up a little bit because this hasn't changed in a very long time and they get paid \$50 a day for an election which is typically a 12 hour day so she was going to see if they could do \$75 a day.

Mileage – (2021- \$400 budgeted, \$1,630 spent); (2022-\$3,200) – Mrs. Dickie said this is because

of going to the bank in Alton and for the last 2 years they have not traveled to tax collector or clerk workshops besides the conference itself which are a full day.

Supervisors of the Checklist- (2021-\$2,500 budgeted, \$1,000 spent); (2022-\$3,200) - Mrs. Dickie said this is due to the extra elections and the same with the printing of ballots (2021-\$1,500 budgeted, \$874.80 spent); (2022-\$3,200).

Election Meals – (2021-\$600 budgeted, \$299.75 spent); (2022-\$1,300) – She said it had been at \$300 for quite some time and she bumped it to \$325 because prices are going up everywhere.

Town Moderator – (2021-\$400 budgeted, \$100 spent); (2022-\$500) – Mrs. Dickie said they budget for 4 but for the state general election he had an assistant and she did not know if he is going to want to have one for the state general election this year so she put the extra in this line.

Registry/Recording – (2021- \$1,300 budgeted, \$839 spent); (2022-\$1,300) and Registry Research (2021-\$2,500 budgeted, \$1,836 spent); (2022-\$2,500) – She said she kept these two lines the same for next year and if it is down again this year then maybe they can drop it down next year. The number of things they had to research has gone down with things getting paid off she said.

Mrs. Dickie said the rest of the budget is everything that the Finance Administrator puts in (employee benefits and deductions).

Mr. Johnson asked if the wage adjustment (2021- budgeted \$3,506; 2022-\$4,152) is 2% or 3%. Mr. Capello said it represents a 3% increase. He asked if the board wanted to change it so he could make the change to all the budgets. He added that the union contract calls for a 2.5% wage increase.

Consensus of the board was to go with 2% increases.

Mr. Capello said he would argue that would be taking steps backward and within 3 years they would be looking at major increases again because they are not keeping up with anybody.

Chairman Proulx said this would be a cost of living increase and if wage adjustments still need to be made that would be a different conversation. We need to keep our eye on the ball as far as the salary rates themselves to stay competitive and it's a separate issue for me she said.

Mr. Dickie asked if the COLA is the inflation rate which is 6%.

Mr. Capello said yes but these increases are based on merit not cost of living.

Police Chief Jay Drury suggested that the board wait on the raises until they hear everyone's budget proposals and their arguments for why at this point in time they believe 2.5% or 3% may be appropriate. I would hate to have you make a decision without hearing all the other dept. heads' opinions on it he said.

Chairman Proulx said the Chief's comments were so noted and that she wouldn't mind waiting. Consensus of the board was to leave it the way it is for and discuss it again later.

Chairman Proulx then asked if there was anything the members wanted to tackle tonight that was so blatant they can't hold still.

Mr. Johnson said “Longevity” is spelled wrong. He said the TC office has 3 full time employees, no part time employees and one that could be considered as “on-call” and asked Mrs. Dickie if she expects the number of hours that would be needed for her would be minimal.

Mrs. Dickie said yes and the full time people are all 40 hours a week.

Mr. Johnson said would be 3 people- the Town Clerk, the Deputy Town Clerk and the clerk.

Mr. Dickie said that is correct.

Mr. Johnson asked if the office is open 40 hours a week.

Mrs. Dickie said the window is open 40 hours but they are often here more than that.

Mr. Staples asked if they salaried or hourly employees.

Mrs. Dickie said she is salaried and the other 2 are hourly.

Mr. Johnson asked for a list of all the Town employees, including the Fire Dept. per diem staff with their names, dept., hourly rate and whether they are full or part time employees.

**7). Police Dept. Budget:** (Expenditures are as of 12/01/21)

Animal Control - Mr. Vachon said currently the dept. does not have an animal control officer. Chief Drury said that is correct but they do have a budget for sheltering animals and they have to purchase dog tags and postage for all that entails so they increased the animal control supplies line (2021- \$600 budgeted, \$834 spent; 2022-\$900) that covers dog tags and postage. He said they kept the sheltering animals line the same (2021- \$1,000 budgeted, \$0 spent; 2022- \$1,000) and they have been very fortunate in the past few years that they have not had to shelter animals and the vets in town and surrounding communities as well as Pope Memorial in Dover charge the person that lost their animal first as opposed to coming to the dept. first. They have been very gracious to us and we haven’t spent out of that line in a long time however I feel keeping \$1,000 in that line is appropriate in case we ever have to shelter a horse or something like that would eat up our \$1,000 pretty quickly he said.

He said that is the only change in going from a total of \$1,600 to \$1,900 for animal control.

Police Dept. Salary- (2021-\$762,510 budgeted, \$652,028 spent; 2022- \$818,004) – Chief Drury said the amount requested covers them at being fully staffed and they also budgeted for a mid-line officer in this line so if they were to hire someone they have to put through the academy that line will drop \$4,000. We were trying to budget in a position of a starting officer but also for a position for someone that is a little higher on the pay scale so that line has \$4,000 in it in case we find someone with a couple of years experience he said.

He said the board could drop the line down to \$814,000 if they so desire and that would be a \$21 an Patrol Officer as opposed to what they had budgeted at \$23 an hour.

Mr. Johnson asked for the number of officers budgeted for in the salary line.

Chief Drury said that would cover 13 full time officers.

Police Officers Part Time – (2021-\$2,500 budgeted, \$1,755 spent; 2022-\$2,000) – Chief Drury said they only have 1 part time officer but he is very valuable to them. He said he assists them with the accident reconstruction and major events within the town and he is currently the Asst.

Commander on the Accident Reconstruction Team and does a good job in that role and they can bounce any questions off him on any crashes in town. That \$2,000 covers his salary and training for the year he said.

Mr. Johnson asked how often they utilize that.

Chief Drury said they had 3 callouts in the past couple months including one of their own on Rt. 11. He said it is not quite one a month but it is pretty close to that that he assists our agency as well as surrounding communities.

He said at past accident on Rt. 11 Somersworth and the Sherriff's Office sent officers to the scene, he was there and their part time officer reviewed the case and was able to do the downloads from the vehicles' "black boxes" which is one of his specialties. Even if he is out of town we can apply for a search warrant and he has the equipment to do the download at no cost to the Town and that equipment is very expensive to maintain and upgrade he said.

Mr. Johnson asked if the part time officer contracts with a number of agencies.

Chief Drury said he just works for us but for example if there is a bad crash in Barrington and he is available to assist with that then he goes to that. He said it is like when there was one on Rt. 11 in Farmington they utilized 2 members of the accident team to help us with our collision.

Mr. Johnson asked why we would be paying him to go to Barrington as an example.

Chief Drury said because if Barrington had someone on the team they would come to help us like they or other agencies did on our Rt. 11 crash. Just like the SWAT team we supply their training and expertise if a callout happens in another community and vice versa if we had one. He said the great thing about regionalization is we can draw on the assets of the other communities and gave the example of the new \$70,000 multi-faceted mapping system that the Sherriff's Office was able to obtain through a grant that can do accident scenes, indoor crime scenes and anything you want to map. He said they used it for a case involving a man that died outside of a building and the TAR team came and documented it for us.

Mr. Johnson asked if the Sherriff's Office and the State Police have their own accident reconstruction team.

Chief Drury said the Sherriff's Office is part of our regional team for Strafford County and the State Police does have a team. He said the reason the Strafford team was formed back in 2004 was because the state has a criteria they have to meet to come out and we don't have that criteria. If we have an area or a scene that needs to be documented we can call it, not necessarily that we're looking to charge someone we may just be looking to document it to find out what happened and be able to preserve that evidence for a later time. In the case of serious accidents the Town has an obligation to do an investigation to determine what happened not necessarily to determine fault but if there is fault to charge if appropriate he said.

Mr. Johnson asked what other towns do and if we are the only ones that do this.

Chief Drury said no and they are pretty much all with the county. He said Somersworth has one member on the team and plans to add 2 more, the Sherriff's Office has 1 member on the team,

Dover has their own complete team but they also support us and vice versa and Rochester used to have members but they don't have anyone at this point. It's been a very valuable tool to have to make sure we do a good job. If we had another part time officer this line would cover their firearms training, etc. he said.

Crossing Guards – (2021-\$1budgeted, \$0 spent; 2022-\$0) - Chief Drury said they have kept this line open but it could disappear as he doesn't foresee anything happening with it in the future.

Police Dept. Overtime – (2021-budgeted-\$37,000, \$34,746 spent; 2022-\$37,000) - Chief Drury said they are keeping this line the same and this is the amount needed to cover vacations, illness, special events, holidays and emergencies that may occur. He said most employees have 2 weeks' vacation and work up to 4 weeks with longevity, 11 holidays during the year, 1 sick day per month per employee and 2 personal days also part of the time that needs to be covered.

Holiday – (2021-\$27,043 budgeted, \$27,911 spent; 2022-\$30,416) – He said this line covers the officers' and the office manager's 11 holidays.

School Resource Officer/Grants – (2021-\$65,564 budgeted, \$53,306 spent; 2022-\$1)- Chief Drury said they decreased this line to \$1 as a placeholder to see what happens in the future.

Hiring of Officers – (2021-\$1,200 budgeted, \$752 spent; 2022-\$1,200) – He said this amount covers psychological testing, polygraph if needed, physical/medical costs and will cover for about 1.5 new hires if they need it. He said the psych test is \$125, a physical is about \$650 and a polygraph is \$300.

Training – (2021-\$5,000 budgeted, \$2,209 spent; 2022-\$5,000) – Chief Drury said they have been keeping all of these lines as consistent as they can and the training line will be the same. This covers the officer's Police 1 training which is online and training outside the police standards environment which can include executive supervisor, firearms, armor, SWAT, accident reconstruction, interviewing and interrogation courses. He said they have saved a lot of money by hosting classes in the Public Safety Building and getting free seats in classes.

Mileage – (2021-\$1,000 budgeted, \$99 spent; 2022-\$800) - He said COVID-19 is probably still going to impact that so he dropped this line down by \$200. He said they didn't spend very much out of it this year and he didn't anticipate spending very much out of it next year but he hoped to be in a better position to send some officers out by June and the mileage line pays them to attend training if they have to take their own vehicle and if they have to go to court.

Telephone – (2021-\$11,000 budgeted, \$12,602 spent; 2022-\$9,500) – Chief Drury said this line should drop down to the \$9,500 with the new system they had put in and it was up this year because they had 2 systems at one point as they were transitioning over to the new system.

Dispatch/Prosecution – (2021-\$ 10,000 budgeted, \$9,930 spent; 2022-\$10,000) – Chief Drury said this line has been consistent for a very long time and it pays for the fee for the dispatch center and the postage and paper for prosecution purposes.

Uniforms – (2021- \$5,500 budgeted, \$4,796 spent; 2022-\$5,500) - He said this line covers all



aspects of the officer's uniform - leather gear, boots, body armor, shirts and pants. He asked the board to keep in mind that the body armor is a 50/50 split between the feds and us and has to come out of this line.

Radio Maintenance- (2021-\$1,000 budgeted, \$388 spent; 2022-\$1,000) – He said this line covers radio repairs, batteries and repairs and recertification of the radar in the cruisers.

Mr. Staples asked didn't they just buy them new radios.

Chief Drury said yes but they haven't purchased them yet as the Sherriff has just signed the contract with Motorola and he is anticipating that process to roll forward but he is not spending any money until he sees something in writing. He said it is an approx. \$2.7 million deal to upgrade the radios and that it would take about 18 months to do that so he is in no rush to purchase the radios until they make sure it is going along the right path.

Mr. Capello asked if this \$1,000 also covers the repairs on the radios in the cruisers.

Chief Drury said that is correct and is for things like a broken antenna or replace the batteries.

Dues – (2021-\$425 budgeted, \$325 spent; 2022-\$425) – Chief Drury said this line covers the dues for the NH Assoc. of Chiefs of Police, FBI Leader and NH LEAP which is the office manager's dues. He said these are all very vital and it is great networking and the Assoc. of Chiefs has been a great resource for him to see how other Chiefs tackle problems as there are thousands of years of experience with the 234 chiefs in the state that you can bounce things off of.

Office Supplies – (2021-\$5,000 budgeted, \$4,587 spent; 2022-\$5,000) – He said this line was kept the same and it covers paper, postage, business cards, copies, law books, files and file maintenance and all the items needed to run central records.

Licensing/Maintenance Agreements – (2021-\$11,000 budgeted, \$2,062 spent; 2022-\$11,000) – Chief Drury said this line covers reoccurring debt for the Axon cameras, IMC Tri-tech payments, Metrocast (now bundled into the phone bill), service and maintenance agreements for copiers, fax machines, postage machine, website hosting and technician service for 1 hour a month. He said they have not spent a lot out of this line and the \$4,500 Axon bill is expected next week and he sent an inquiry to Tri-Tech because he has not seen a bill from them all year and is awaiting a response from them. He said this is another \$4,000 bill and he hopes they will get it to them soon instead of having to encumber the funds.

Fuel- (2021-\$12,000 budgeted, \$11,363 spent; 2022-\$12,000) - Chief Drury said the gasoline and fuel prices are going up so he went from \$11,000 to \$12,000 in this line.

Tires- (2021-\$2,500 budgeted, \$2,273 spent; 2022-\$700) – He said they have been running snow tires and all season tires and it is a good way to go because they get 6 months use from each type of tire and the tires last much longer than if they just ran all seasons and they also get inspected and re-balanced at each 6 month time frame. He said he dropped this line down to \$700 to cover one set of tires because he has at least another year's worth of tires in stock just in case something crazy happens.

Mr. Vachon asked if he checks the state bid when he buys tires.



Chief Drury said that buys the tires through the state bid.

Mr. Capello asked if this line is also used to pay for the switching over of the tires.

The Chief said that is correct.

Cruiser Maintenance – (2021-\$11,000 budgeted, \$15,811 spent; 2022-\$12,000) – Chief Drury said this line covers the maintenance for every vehicle in the agency's fleet and can be decreased with the purchase of a new vehicle and hopefully there will be a new vehicle coming next year. He said this covers all the mechanical costs and the purchase of fuel additives and cleaners and then corrected that the tire rotation is also paid for from this line not the tire line. Mr. Capello said this line was increased because the fleet is aging and the reason it was overspent was because the \$1,000 insurance deductible is paid from this line and they had 3 accidents this year and they have been awarded back and it is a matter of when they come in. Chief Drury said that none of the accidents were the officer's fault but they have to pay the deductible and then get reimbursed.

Supplies – (2021- \$5,000 budgeted, \$5,099 spent; 2022-\$5,000)- Chief Drury said this line covers all of the supplies that a Police Officer needs to do their job which includes but is not limited to bags, print powder, print kits, Tazer cartridges, OC spray, wear items that need replacement not covered in the uniform line, fax machine, ice melt/calcium chloride for the walkways, traffic vests, traffic cones, defibrillator batteries and pads, breath test machine materials, floor cleaner, mats and carpets for their side of the building and the sally ports.

New Equipment – (2021- \$5,000 budgeted, \$4,509 spent; 2022- \$5,000) – The Chief said he has estimates coming to do a lot of things for the dept. and he is also trying to prioritize what they need. He said he would like to keep this line the same because it includes new purchases for weapons, Tazers, printer, computers, body cameras, cruiser phones, evidence cameras if needed and an evidence refrigerator.

He said there is a built-in refrigerator in the evidence room and they have been able to keep it repaired but it is on the horizon that it may need to be replaced.

Mr. Capello noted that they bought that used.

Chief Drury said he is a little nervous about the cost to replace it and has prices coming in for that. He said he is still trying to determine what and how many things they need to replace and what they need to do.

He said they have taken the shotguns out of service because during training there were a lot of failures with them. He said they are 18 years old and have been rattling around in the cruisers for that amount of time and he is a little concerned about them because they had some more hiccups than he was comfortable with.

He said the Glock guns they carry are now 6.5 years old and they still have a lot of life left in them but they need to be thinking about maybe this year or next year of getting a professional going over of the wear items- the springs, firing pins and the magazines. He said their older Tazers are still working and they haven't had any concerns with them. He said he is watching

Tazer phase them out and they want us to buy the new expensive Tazer 7 which is almost double the cost of the current Tazers and they have enough supplies to keep going with them but it is an item to keep on the horizon.

Chief Drury said they need a digital evidence camera as their current one does not work and that would cost about \$700.

He said they currently carry a 45 caliber Gen 4 Glock 21 pistol and to service or replace them ranges from \$1,200 to \$3,500. He said he was looking to get them maintained by a professional so they can get another 6.5 years out of them. He said the Gen 5 is out but it is not a Police issue weapon and they would have to wait until the Gen 6 is available which would probably be in about 4 to 6 years. He said some other agencies are going back to the 9mm handgun but to do that is about \$5,000 with trade-ins, holsters and training that would have to go along with it. The Chief said their AR-15's still work fine but they should be cleaned. He said they budgeted for that in 2021 but couldn't accomplish it with the things they had to do and the spending freeze. He said a quote for that was \$1,603 which is a "hair" more than they budgeted for and they can do it this year or next year. The company that we went with said if we want to get rid of our shotguns they would give us a credit that would apply toward the AR-15's he said.

He said the secure evidence refrigerator had maintenance done to it and there is only 1 person in the area that can work on it. He estimated it would be about \$4,000 to replace it.

Chief Drury said normally they replace 4 computers a year and he would like to keep that rotation going even though they just bought 4 with a grant so they don't fall behind on that.

He said the server they talked about should be able to be done by the grant and the board would see the \$5,750 proposal in the weeks to come and that it would also cover the Fire Dept.

He said the booking room printer still works but it is 4 years old and would cost \$800 to replace.

The Axon cameras have a replacement plan and they are 2 years old and should be good for another 3 years and hopefully they will keep replacing them for us he said.

The Chief said this is why he would like to keep this line at \$5,000 and he would be happy to increase it so they could get more things on the list accomplished and he hoped to have more solid numbers for this line before they have to finalize the budget.

Grants- (2021-\$7,500 budgeted, \$2,765 spent; 2022-\$7,000) – He said this line covers their speed details and DWI grants and as previously mentioned the 50/50 split for the vest grant and they should not need another vest unless they hire someone who doesn't fit into one of the vests they have.

Court Time – (2021- \$3,500 budgeted, \$922; 2022-\$3,000) – Chief Drury said they split this line out from the overtime line a few years ago to keep better track of the overtime. He said when an officer attends court there is a 3 hour minimum and they didn't spend about \$2,000 out of this line because of COVID-19. He said court is picking up now and one of the good things about having an in-house Prosecutor is it helps track that line and they are not wasting an officer's time going to court when they're not needed.

Investigations – (2021-\$1,600 budgeted, \$1,199 spent; 2022-\$1,500) - He said this line covers major investigations, the TLO program which is used for research purposes, GPS system and hunter cameras.

Diversion – (2021- \$3,000 budgeted, \$1,132 spent; 2022-\$3,000) – Chief Drury said this line covers juvenile diversion when officers must attend court and the materials to provide this service. He said this was the grant they received last year and he was not changing the line. He said they have spent some money out of it and they could drop the line to \$2,000 with what they have remaining in it.

Mr. Capello said it is ultimately a “wash” as it is an in and out item.

Ammunition – (2021- \$3,900 budgeted, \$3,873 spent; 2022-\$3,900) – The Chief said this line covers ammunition, targets and supplies needed for the range. He said sometimes a little of it will come from the supplies line such as plywood and maintenance for the targets.

PD Building Maintenance – (2021-\$0 budgeted and spent; 2022-\$0) - He said this line is here but these expenses come out of the Town Administrator’s funds.

Equipment Maintenance – (2021-\$1,500, \$154 spent; 2022-\$1,500) – This line is for the professional services for the rifles, shotguns and pistols they talked about earlier or if they need to buy a part.

Misc. Expenses – (2021-\$500 budgeted, \$340 spent; 2022-\$500)- This line covers occasional and unusual purchases such as flowers and cards for sympathy purposes, Hay Day giveaway items and Jr. Police badges.

Wage Increases – (2021-\$9,097 budgeted; 2022-\$21,349) – The Chief said this is a separate line just to make it easier and he budgeted for a 3% increase. He said they are attempting to keep it at 2%-3% and they are grateful for the raises the board provided earlier in the year. I think the 3% would keep us from losing momentum with other surrounding towns he said.

Longevity – (2021- \$2,685 budgeted, \$2,335 spent; 2022-\$2,335) – This line is for the current employees and starts at 7 years and continues in 2 year increments for as long as the employee remains with the dept. He said that is a number they plug in based on who they have.

Chief Drury said the health, dental and other lines going down to retirement are all either percentages or fixed incomes depending on what they have for staffing. He said as they did for the salary line where they budgeted for a medium rate officer they budgeted for 2 people with family plans in the health insurance line and if they hired 2 people that were single that line would drop.

He said as the board could see with the bottom line they have been very frugal with their spending and their actual expenditures for 2021 were \$1.22 million of a \$1.57 million budget and they should be coming in at \$160,000 -\$180,000 under budget. He said a lot of that is because they were down officers and transitioning but they also do their very best to hold the bottom line for the taxpayers of the town and spend money as best they can.

Mr. Johnson asked how many children that have been helped with the diversion program.

Chief Drury said it was a small number this year and that Mr. Capello also sits on that.

Mr. Capello said they have had 3 kids in the program so far.

Mr. Johnson asked how much money they received from the program grant.

Mr. Capello said they got \$3,000 from the grant and if they don't spend it they don't bill it to the Sheriff's Dept.

Mr. Johnson said then there is no cost to the Town and that it's good for another year.

Chief Drury said it is good for 2 years from when it's approved which is a minimum of until June next year.

Mr. Johnson asked if the dept. is down one or two officers.

Chief Drury said they are down 2 at this minute.

Mr. Johnson then asked for a list of vehicles the dept. currently has. He asked if they are all inspected and operational with no limitations on them.

Chief Drury said yes and that the 2 Chargers are the oldest vehicles and they are mostly used as detail cars. He said they both have about 136,000 mileages on them and they are getting tired.

Mr. Capello asked the Chief to include the mileage for each vehicle and whether it is a front line car or secondary car when he does the vehicle list.

Mr. Johnson said some of their equipment is becoming obsolete and that they have been swapping stuff out of the cruisers since he started on this board and some of it is a minimum of 10 years old. He said the radios will be taken care of with the grant and asked what other equipment in the vehicles may be outdated.

Chief Drury said some of the control boxes and light bars are being replaced and the light bars on the Chargers are not going to be able to be reused. He said as they have purchased new cruisers they have updated them with new electronics and new control boxes for the light bars. He said he put a light bar on his car because eventually it will transition to a front line car and also purchased a cage to put in it so that car has been updated. He said other than the 2 Chargers there is one car that they bought used that has about 80,000 miles on it.

Mr. Johnson said the Chief recently mentioned that the Tazers were becoming obsolete.

Chief Drury said they are still selling them but they are not servicing them. He said the ones they have now are all good and they have batteries and parts for them and you can still buy the cartridges for them but they are going to have to start phasing in the new ones.

Mr. Johnson asked if all of the officers are qualified to use the Tazers.

Chief Drury said yes and that they just finished the firearms classes and did the defensive tactics 2 weeks ago so they have all of their training done for this year and in some cases for 2 years.

Chairman Proulx asked about the glove deal.

Chief Drury said he currently has 2 people that can carry the **Generated Low Output Voltage Emitter** and that he was one of the 3 people that went to the training. He said when asked they said they liked it and one of them had it for a month and still liked it so they purchased the glove. He said they got one and a half for free and it was an investment for the Town and he is

disappointed that it has not reached the goals that he had hoped for it.

He said he liked it because it is such a low observing tool for their toolbox and he is hoping now that some dynamics within the agency have changed that there will be more people interested in it. It did not take off as I had hoped he said.

Mr. Johnson asked if any other agency is using them.

Chief Drury said yes in the country but the state has been slow to react. He said he has spoken to Somersworth and to the Sherriff's Office about it and it's a great tool for corrections and in the jails. He said he sat in on a training session at the Sherriff's Office 6 or 8 months ago and they were very interested in it but he didn't know if they have purchased it.

Chairman Proulx said we were one of the first to use the body cameras too.

Chief Drury said the body cameras have been a great thing and it defended an officer's actions admirably and helped us out a few times. It shows the good that the officers are out there doing and if someone files a complaint they can look at it and prove or disprove the complaint and take appropriate action if needed.

Chairman Proulx said the Chief hasn't discarded the use of the glove and is trying to get personnel involved.

The Chief said that is correct and that he still likes the product and has carried it to a few events and he likes it because it looks like he is wearing a pair of gloves or has them in his pocket.

Mr. Johnson said when the prosecutor position was discussed they expected it to take 24 hours a week and asked if that is still the case.

Chief Drury said it takes at least 24 hours a week and there are weeks where it takes much more than that. He said they are still using Lt. Embrey for their IT and other tasks. He said it has evolved with juvenile prosecution helping out a bit to a full time position but the value is still there and he still likes having the position.

Mr. Johnson asked with the trouble they have getting people if it makes sense to have any officer with benefits of \$100,000 a year for something they were paying \$25,000 a year to accomplish and if it is economically feasible to continue to do so in the current manpower situation.

Chief Drury said that is something he is willing to discuss. He said one thing he likes about the value of the position is now someone who was a victim of a crime gets restitution and that wasn't happening in the past. He said Lt. Embrey will be giving him a report on what happened this year and he will provide the report to the board. My opinion is I think it's still valuable to the town he said.

Mr. Johnson asked if they farm that back out again for \$25,000 or \$50,000 if it is more valuable to keep Lt. Embrey in-house doing Police work within the town rather than doing prosecutorial duties and that would relieve some of their manpower situation. He asked the Chief to think about it and that he was not looking to make a change immediately. Three years ago it was different, manpower was easier and they were filling positions better and quicker and that is

not the case anymore he said.

He said he was concerned about the status of the firearms and asked if there is a maintenance plan currently in place.

Chief Drury said no and they have armorer right now and they have sent officers to the armorer's school so if there is a problem in most cases they can take care of it in-house. He said a few years ago they started sending them out to be professionally serviced and help to alleviate some of the liability and he would like to continue to do that.

Mr. Johnson asked how much they would charge for the service.

Chief Drury read from the quote that parts out of spec costing less than \$5 would be replaced as part of the inspection and parts costing more than \$5 will be billed separately and that it would be \$229 each for the AR-15's.

Mr. Vachon said all of the pieces he just named wouldn't come with the cost of the inspection and they should just change them all out.

Mr. Johnson said this something that has to be put in place and is not something they can sit on for 4 or 5 years and then do it all at once. So many of them have to be done every year and we should look at some certified armorers. All the small parts you mentioned they don't even look at them and just replace them it's not worth it he said.

He asked if any of the new equipment and weapons maintenance the Chief is considering could be covered under the American Rescue Plan funds.

Mr. Capello said he would have to go over it line by line with the Chief and see where they are.

Mr. Johnson said that would be a perfect use for that as it would offset any purchases they have to make and are not on-going costs. He said they could set a plan to incorporate the maintenance plan into the budget and he didn't want to get into a situation where everything has to be replaced at once like what happened with the Scott air packs for the Fire Dept.

Mr. Capello said he will be bringing the server the Chief is looking for to the board next week.

Mr. Johnson said they may have to look at coming up with a more firm policy on replacing so many vehicles per year or something of that nature so we're not stuck behind we have 12 vehicles and 10 of them are 20 years old. Since we have a lot of ARP funds that we can use this for it may be time to look at implementing those things he said.

Mr. Dickie asked if the Chief's budget was based on his current staffing or 15 officers.

Chief Drury said it is based on their current staff of 13 and keeping the one line open if an SRO happened and they would technically be 14 with that position.

Mr. Dickie asked if they were able to fill the other 2 open positions if these numbers would change.

Chief Drury said no as they are included in the salary and insurance lines and they are looking at a pretty much top dollar amount.

Mr. Johnson said we have 11 officers and the two openings would equal 13 officers.

Mr. Capello said when they did the budget they did it as they were fully staffed all year long at

the most it would cost us especially with the insurance because if they only budgeted for a single person and someone comes in needing a family plan that could be a significant hit.

Mr. Vachon asked if they have looked into any grants available for the Tazers.

Chief Drury said he has not seen any grants out there for that and if something comes up he would definitely go for it.

Mr. Vachon asked if the deep clean on the AR-15's includes an inspection.

Chief Drury said yes.

Mr. Vachon asked if there are any veterans on the force because they know how to deep clean M-16's and AR-15's.

Chief Drury said yes. He added that the business that he received a quote from is a veteran owned business and he lives in town.

Mr. Capello said the Chief would back on Jan. 3 and that's when his plan is to have the board review the budget and start cutting. He said next week the board would review the Fire Dept., Water/Wastewater Dept. and Recreation Dept. proposed budgets.

#### **8). Public Input:**

Dodge Cross Road resident Joe Puccia arrived at the meeting and said the lower paved section of the road is in horrible shape and that he has complained about it a couple of times and asked if they could remove it and grade it with all dirt. He said they are all going around the damaged sections of the road and now sections on the other side of the road are being damaged. He asked if they could just tear it up and make the whole thing dirt as the dirt section is great and it would be much easier.

Mr. Johnson he has never heard this type of complaint before.

Mr. Vachon said he drove it the other day and the dirt section is in mint condition and when you get down closer to Chestnut Hill Road it is junk with potholes and ruts. The dirt section is smoother than the paved section and I will second his comments on that he said.

Mr. Puccia said it is an aggravation to live on that street now because people are swerving over, your car is getting destroyed and everything is bouncing all over the place. He asked if they could tear out the damaged section and just put dirt on it and it will make all of us happier.

Chairman Proulx asked for the size of the damaged section.

Mr. Puccia said the damaged section is about 20 or 30 ft. long but it is getting worse.

Mr. Vachon said where it transitions from pavement to dirt is the worst part.

Mr. Puccia said last year he asked if they could pave the whole thing and he now gets that that is never going to happen. I never thought I would be fine with a dirt road but it would be nice to have one smooth road all dirt he said.

Mr. Johnson said it may be too late in the year to do that.

Mr. Capello said if this is something the board wants to do they can put it on the agenda to do in the spring.

Chairman Proulx said they should talk to DPW Director Gary Rogers and see what would need



to be done and what it would amount to.

Mr. Vachon said they need to find out what the base material is and a mode of attack for it. Consensus of the board was to have Mr. Capello include this item on the agenda at the end of winter as it is too late in the season to address the problem because of the frost in the ground. Chairman Proulx asked if there is anything they can do in the meantime.

Mr. Puccia said they could fill the holes. He asked if the skid steer could come in and rip it out and that would be better than what is there now because the material beneath it would be stable and smoother.

Mr. Vachon said the problem with starting that now would be what the underlying material is. He said if it's not good enough for a dirt road they would have to box cut it down to get the non-usable material out or otherwise it would be a horrible dirt road.

Chairman Proulx then asked to have Mr. Rogers look at it to see what the possibilities are to get them through until spring.

Mr. Capello said he already put a reminder on his Feb. calendar to revisit the issue and e-mailed Mr. Rogers asking him to visit the site and take a look at the problem.

#### **9). Planning Board Appointment:**

Mr. Capello said Roger Mains who recently moved to town from Middleton and who served on multiple boards in Middleton is looking to join our Planning Board.

Mr. Vachon asked if there are any open seats.

Mr. Capello said yes or at least for alternates.

Mr. Vachon said he believes they seated Jeremy Squires in the last open seat vacated by Ann Titus and then named the current 7 Planning Board members. He said Mr. Mains would have to be an alternate which he was fine with because they don't have any alternate members now. Chairman Proulx said alternates are not a bad thing to have so when someone is missing they could seat an alternate for that night.

Mr. Capello added or when a member has a conflict.

Mr. Vachon said because of Mr. Squires' line of work there are times when he is unavailable.

**Motion:** (Vachon, second Staples) to approve Roger Mains as an alternate to the Planning Board passed 4-0-1 (Johnson abstained).

#### **10). Bridge Funding Possibilities:**

Mr. Capello said this is a placeholder and this will come into play next week when he will bring the possible warrant articles to the board for discussion so they can start to figure out the funding. He said as they get closer to the end the board will want to see the whole picture to set the tax rate and that will be part of the whole picture on whether they will move funds from the undesignated fund balance or from taxation. He said he started working on the revenues today and the potential tax increases that are part of it and wanted to get that ball rolling.

Mr. Dickie said he noticed they took a speed hump out (at the Hornetown Road Bridge) and

that they cut in for a new speed hump.

Mr. Capello said S & S Paving was replacing the one they put in the wrong spot.

Mr. Dickie said he thought when the board discussed it they learned that it wasn't the residential vehicles that were causing the damage and that it was the commercial vehicles and based on that they were going to go back to the Home Depot type speed humps.

Mr. Capello said he didn't remember that part of the conversation.

Mr. Staples said they talked about going back to making them wider so they are not so sharp.

Mr. Dickie said they were going to keep the speed bumps to slow the commercial vehicles down but not affect the residential vehicles.

Mr. Staples said they talked about adding to the speed bumps that are already there so when the cars hit them it's not so hard because they were shutting the bridge down to commercial vehicles anyway.

Mr. Capello apologized and said he didn't remember it coming to that conclusion.

Chairman Proulx said they discussed it but she didn't know if they ever came to a consensus.

Mr. Dickie said they talked about extending them back out so there wouldn't be damage to the vehicles because it wasn't the residential vehicles causing the issue it was the commercial. He said they listened to the gentleman who said all the stuff in his trailer got damaged going over those bumps and they said they could extend them out to reduce the damage because it is more the oil trucks and that type of vehicle that are causing the damage.

Chairman Proulx said she recalled the discussion but she didn't know if they gave direction to do it and asked Mr. Capello to check on that.

Mr. Dickie said the board was going to look at doing it in the spring and if they are going to do it to extend it out. There is one done and we don't have to worry about it he said.

Mr. Capello said he would go back and look at the minutes from the meeting.

Mr. Staples asked when they are going to put that speed bump in and he heard that they cut out a big hole today.

Mr. Capello said if it's not in today it will be tomorrow.

Mr. Staples asked if they should have them make this one bigger so they don't have to pay to fix 2 of them.

Chairman Proulx said they would end up paying anyway if that's the case because right now they are replacing something that they didn't do correctly. She said she didn't remember the board giving that direction because that would be a change in what it is and right now they have to do it for nothing because where they put it wasn't right. If that was a direction there probably would have been a vote because they would be expending more money she said. She asked if the contractor was prepared to do that because they didn't put that out there if it's tomorrow.

Mr. Capello said no they are not.

Mr. Johnson asked if they could ask the contractor if they can make it lower and bigger and if

there is an additional cost Mr. Capello can authorized spending up to \$2,500.

Mr. Capello said the board just needs to tell him what they want for specs.

Mr. Dickie said to go by the original proposal.

Mr. Capello said the board shrunk down the original proposal to what is there now.

Mr. Dickie said the spec would be the original proposal they put forth which was 3 ft. by 3".

Mr. Staples said it was the same height just wider.

Mr. Vachon said the whole point in doing that was so people will slow down.

Mr. Dickie said they would still have the abrupt bump on the other side that will be there until spring so they are still not going to be able to fly over it. My truck bumps hard he said.

Chairman Proulx asked if it was not cut in properly because it shouldn't be like that.

Mr. Vachon said they did it that way specifically so people would have to slow down.

Chairman Proulx said she was trying to understand this and asked if that means Mr. Dickie was going too fast.

Mr. Vachon said he has a ¾ ton torsion spring suspension truck and has been over it a few times and it is not that bad.

Mr. Capello then asked for the board's pleasure.

Mr. Dickie asked him to call the contractor and ask if they can extend the bump.

Mr. Capello said he can do that but he wanted to make sure the full board was in agreement to do that.

Chairman Proulx said she was somewhat at a loss because this wasn't part of the discussion for tonight.

Mr. Dickie said he didn't realize they would be fixing it so quickly and all of a sudden here they are. He said he was bringing it up tonight because what they thought they were going to do in the spring is an opportunity to do now if possible. He then asked or should they leave it out and not put anything because they still have the hard one on the other side.

Mr. Johnson said to fill it and make it flat. It still has one he said.

Chairman Proulx said she is going to abstain from all of this because she is that fed up with it.

She said she is fed up with the fact that we can't slow down a little bit go over a couple of speed humps. I get that it's a big change for everybody but all we're trying to do is save the damn bridge and I just don't understand she said.

Mr. Capello asked the board to vote on this matter.

Chairman Proulx asked if they know what they want for dimensions.

Mr. Capello said most of them have said to pave it flat.

Mr. Johnson said the first question is if they want to do it flat or go with the original.

Chairman Proulx asked what the original specs were.

Mr. Capello said it was more of a speed hump like Mr. Vachon talked about.

Mr. Johnson said it was more of a speed table and was wider.

Chairman Proulx asked if it accomplishes the goal.

Mr. Dickie said yes because they still have the abrupt bump on the other side and the engineer told them it was the commercial vehicles that were causing the damage to the bridge not the residential vehicles.

Chairman Proulx said they know they are not going to be able to stop the commercial vehicles from going over it and they can't sit somebody (Police) up there for 24 hrs./7 days a week.

Mr. Johnson said it has improved and they not getting the traffic from the big trailers. He asked if the board wanted to go with the speed table, pave it flat or put the regular speed bump back.

Mr. Staples said based on the engineer saying he wasn't worried about the cars he would say to go with the wider one.

Mr. Johnson said that would provide an easier transition.

Mr. Dickie said that is what he would like to see. He said the engineer said the heavy vehicles going over at a high rate of speed are what is damaging the bridge.

Chairman Proulx said they heard contrary to that during the first decisions they made and that was why Mr. Vachon suggested going with something a little bit harsher.

Mr. Dickie said they all went that way because they thought the speed from every vehicle was causing the damage. He said he would like to keep the bumps there but have a smoother transition because the majority of the users are residential vehicles going over that bridge.

Mr. Johnson suggested they ask Mr. Capello to give the contractor a call in the morning and see if they can go with the original proposal as far as the depth with the matching height.

Mr. Vachon said they would still have guys flying over the hump once they find out it is smooth instead of taking that half a second to slow down and they can slow down on the bridge it's going to put more force against that other bump and damage the bridge even more. He said when you have 33,000 lbs. slamming on their brakes to slow down for the other hump that's a lot of momentum grabbing those wooden planks on that bridge vs. slowing down, creeping over the bump, creeping over the bridge and creeping over the other bump.

Chairman Proulx asked for the board's direction. She said they are trying to make things better but it seems like they are making it worse without them having the knowledge of exactly what they need to do. We're reacting instead of being proactive and it's making me feel very uncomfortable she said.

Mr. Vachon said he would like to see it replaced in kind with the same one they pulled out.

**Motion:** (Johnson, second Dickie) to replace it in kind and install what is installed on the opposite side;

**Discussion:** Chairman Proulx asked if he was saying to make it identical to what it was.

Mr. Johnson said yes. He said it doesn't happen often but Mr. Vachon changed his mind.

Mr. Capello apologized for making the board take a vote but this is too controversial an issue not to have an official vote.

Chairman Proulx said it needs to have a vote and if they find that's the way they want to go and they get some more information that's different. Bouncing back and forth is not doing anybody

any good she said.

**Vote:** The motion passed 3-2 (Proulx, Johnson, Vachon-aye; Staples, Dickie-opposed).

Chairman Proulx said if this is what they want to do they should plan for it and have it done.

She said right now they are going to do what they have to do but based on what Mr. Vachon said she would like to have more time to research that because what he said makes sense and she does not have that information in front of her tonight and there are some people she would like to talk to.

#### **11). COVID-19 Update:**

**a). Board Approvals for Funding** – Mr. Capello said there was no COVID-19 update tonight. He said at the last meeting the board wanted some information regarding the alarm system for the Town Clerk/Tax Collector's Office and he got that from Mrs. Dickie and Water/Wastewater Supervisor Chuck Tiffany provided the estimates to fence in the well tower on Bay Road. He said the alarm system is \$1,187 and the fence is \$24,848.

Mr. Johnson said that went up almost \$10,000. He said if the alarm gets approved and goes with the cellular to make sure the leased dial line gets canceled.

Mr. Capello said they would have to check to make sure it's not tied into the Fire panel first and if it's not dual purpose he will have it canceled.

**Motion:** (Johnson, second Vachon) to approve the upgrade of the alarm system for the Tax Collector/Town Clerk's Office in the amount of \$1,187 and to install fencing around the water tower in the amount of \$24,848 with the monies to come from the ARP grants passed 5-0.

#### **12). Town Administrator's Business:**

**a). Fire Pit at Lighted Walk** – Mr. Capello said the Rec. Dept. Director has requested to have a an enclosed fire in accordance with the Fire Chief's and the state rules at the Lighted Christmas Trail on Friday, Dec. 10 and Saturday, Dec. 11 to roast marshmallows and socialize with the attendees. He said this will be done in coordination with the Fire Dept. and will follow the Fire Chief's guidance on the state rules and the Chief is okay with the request.

Chairman Proulx asked who will supervise this.

Mr. Capello said it will be either the Director Erica Rogers or the Asst. Director Erica Dickie-Yelle and that he will also be there.

Mr. Dickie asked if it is a permanent or portable fire pit.

Mr. Capello said a portable fire pit will be used.

Mr. Vachon asked if it is a wood or propane fire pit.

Mr. Capello said it is fueled by wood.

Consensus of the board was to approve Mrs. Roger's request.

**b). Possible Warrant Article for Elderly Exemption** – Mr. Capello said in a memo from Assessing Clerk Kelly Heon she wrote that at the 2020 Town Meeting they did an elderly exemption to increase the married income limits (to \$60,000) and the single income limit stayed at \$30,000

and Mrs. Heon is recommending that the board increase the single income limits to stay in conjunction with the married limits because if there is a married couple and one of them passes away they lose the entire exemption based on what their assets were.

Mr. Johnson said they want to raise the \$30,000 single income limit to either \$35,000 or \$40,000 to stay within the same percentage range as the married income limits.

Mr. Capello said that is correct. He said if this is something the board wants to do he will add it to his list of warrant articles.

Mr. Johnson said although he was not eligible for this he would go with the \$40,000 single income limit.

Mr. Vachon noted he definitely meets the age requirement.

Mr. Johnson cautioned that age abuse is a thing.

Consensus of the board was to propose the single income limit be set at \$40,000.

Mr. Capello said he would bring the warrant article to the board for review next week.

**c). Kudos to Building Inspector** – Mr. Vachon said he liked the way Building Inspector Ron LeMere laid out the complaint event timeline in his reports to the board. He said everything is laid out step by step, it is easy to follow and he is keeping track of all these cases at the same time. He does his research and closes the case after he gets the information. I like it and it makes it very easy to read he said.

**d). Flatbed Quote** – Mr. Vachon said it was a pretty elaborate flat bed in the memo they received from Mr. Rogers for a truck they wanted to scrap. He said you don't need a bumper on it in NH and he didn't know why they would do that when it's not required. He said this is a truck they want to budget build back together so they're not riding 3 deep to get to a job site and now they have another truck they can utilize and they went all out and painted the whole truck and put a body on it. Not exactly what I had intended with all this fancy stuff it doesn't sound like a budget build to me but what do I know he said.

**e). Contractor Complaint** – Mr. Staples said an upset HVAC contractor told him that when Dennis Roseberry was the Building Inspector they could call and he would write the permit and he didn't have to come out. He said Mr. LeMere is more by the book and policies have changed but the contractors haven't been notified of the 2 inspections required.

Mr. Capello said the policies haven't changed.

Mr. Staples said everyone has to have 2 inspections now and stuff Mr. Roseberry never did.

Mr. Capello said he couldn't speak to that but he could tell him the policies haven't changed and if anything it's laid out more.

Mr. Staples said the contractors were unaware of it and they were upset that a few jobs had to be pushed back because the new Code Enforcement Officer was actually going by the book.

Mr. Vachon said it should be the same inspection as any in town and anybody pulling a HVAC permit for a furnace install should have inspections. So it's not something new to a HVAC contractor and they know in every other town they have to do that and they should know in

Farmington they have to do it he said.

Mr. Capello said he wasn't going to speak to what Mr. Roseberry did or didn't do without talking to him because somewhere in the middle is the truth.

Mr. Staples said the contractor was upset because now then can't do anything until they have a permit. He said if that has always been the policy he would let the contractor know.

Mr. Capello said that is the way it is supposed to be and it's always been the policy but he can't speak to what was always done. He said there is state law for building codes and he follows the building code for inspections. He said it would probably help if the contractor got the permit before they did the job so they could schedule it and get it ready so they weren't backed up on jobs.

Mr. Vachon asked how long it takes to get a permit.

Mr. Capello said it could be up to 30 days but they don't take 30 days. He said most of the HVAC contractors have the stuff installed, come down and pull the permit and then schedule the inspection rather than getting the permit first which is what they're supposed to do.

**13). Next Meeting:** Monday, December 13, 2021

**14). Non-Public Session A:**

**Motion:** (Johnson, second Vachon) to enter non-public session under RSA 91-A: 3 II (b, c) Hiring of a Public Employee, Reputation passed 5-0 by a roll call vote (Proulx, Johnson, Dickie, Staples, Vachon-aye) at 8:15 p.m.

**Motion:** (Johnson, second Dickie) to come out of non-public session passed 5-0 at 8:45 p.m.

**Motion:** (Johnson, second Staples) to offer Michael James a position as a Police Officer in the Farmington Police Dept. contingent upon successful completion of all background checks and employment requirements at a salary of \$20.50 an hour to start passed 5-0.

**15). Adjournment:**

**Motion:** (Johnson, second Vachon) to adjourn the meeting passed 5-0 at 8:46 p.m.

Respectively submitted

Kathleen Magoon, Recording Secretary

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Paula Proulx, Chairman

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Neil Johnson, Vice Chairman

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Ken Dickie

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Douglas Staples

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Gerry Vachon