

Town of Middleton
Board of Selectmen Meeting
December 13th, 2021

Approved By
Board of Selectmen


Called to order at 6:30pm.

BOS Members Present: Joseph Varga, Michael Boisvert, Lee Britton

Pledge Recited.

Signature Action:

Selectman Boisvert motions to accept minutes as written from November 22nd, 2021 as written.
Selectman Britton seconds. All in favor.

Public Comment:

Selectman Varga states public comment for 10 minutes is for anyone that is not planning on staying for the entire meeting.

No comment.

Old Business:

Selectman Varga states Department head meeting, we will be starting with Department heads first even though its not on the agenda because it was forgot to be put on, but it is the second Monday of the month and we will start with Highway.

Highway- D. Phillips states they have prepped all the plows, painted them and got them all ready for winter. Did all the fuel tanks and air tanks as well. Knocked all of the rust off to get all the longevity out of the trucks. Graveled all the pot holes and went over New Durham Rd a couple of times on the dirt part. Finished cleaning up around town hall, all the leaves and stuff, got all the bushes cut back so that it was ready for winter. All the plows wings and sanders are all ready to go. Took the bucket off of the loader and got that painted and ready because it was getting rusty. Went out and did some cold patching, a couple of spots on Woodland which is off of Silver St. and Sunrise to try to get that through the winter. We did get 4 loads of salt at 134 lbs. We have been out 6 times and just going to give you a quick run down so you kind of know what is going on. We went out November 26th, 2021, December 2nd, 2021, December 6th, 2021, December 8th, 2021, December 10th, 2021, and December 11th, 2021. I have a total of what we have been using for salt so out of the 6 times that we have gone out so far we

have used a total of 52 cubic yards or 78 tons. It's usually a 1 ½ ton to each cubic yard and that is why we buy it by the ton. When we put it on the trucks we measure it with the bucket on the loader and that's cubic yards. States he is trying to keep track of overtime hours, so overtime hours out of the 6 times we have been out, this is man hours, so a total of 40.5 hours of overtime so far and that is between the 3 guys. We did have the part time guy come on a little over 2 weeks ago and he has not gone out on overtime yet. The last couple of times we have been able to handle it with our full time employees taking care of the freezing rain and the little bit of snow that we have had. Selectman Varga asks 78 tons total for the 6 times, we are looking at about 13 tons a sand. D. Phillips responds he has it broken down we had 14 cubic yard once, 15 cubic yards, 3, 8. Selectman Varga responds so it depends on how much ice. D. Phillips responds yes exactly and you are probably going to see a bit more mix than salt this year, when I say mix we mix the sand 3 to 1, so 3 buckets of sand to 1 bucket of salt. So we are going to try to cut back because the salt is \$70.15 a ton this year as apposed to last year was \$50.75, so it went up almost \$20 a ton. We are going to watch how much we are using. States he only saw one basketball hoop beside the road and hopes that will get moved. B. Gagnon states there is a spot on Silver St just after you turn out of Nicola. D. Phillips states he fixed it today.

Town Clerk/Tax Collector- J. Guarino states tax bills are starting to go out today, all of them should be in the mail by Wednesday, its a lot of envelopes to stuff, they will be due January 17th, 2021. States she did forget to put in bulk stickers with the tax bills, my fault I take the blame, we will be doing another mailing with bulk stickers so everyone will get them.

Assessing- K. Boisvert states everythings good.

ACO- T. Jones states she doesn't have a list, but wants everyone to know that there will be a separate letter getting sent out for anybody that owns dogs just as a reminder separate from the tax bills just so that nobody has any confusion. States she is also writing a new letter to send in a month in advanced just like we do with the DMV records just to remind you that your rabies certificate is about to expire just as an added curtesy so that we can try to keep people compliant so I do not have to keep chasing everyone at the end of the year.

Recreation Committee- M. Knapp states all good, we had a great time on Saturday. The house lighting is going to be December 19th, 2021 from 5pm-7pm, we have about 18 houses on the list now and are looking for more houses. Can send me or Bonnie a message if you would like to enter.

Police Department- C. Cooper states for the month of November we had 40 investigations. 5 animal complaints, 2 citizen assists, 2 assist Fire/EMS, 6 mutual aide, 1 burglary, 1 civil standby, 1 conduct after an accident report, 1 criminal trespassing, 5 disturbances, 1 domestic disturbance, 2 motor vehicle lock out, 2 medicals, paperwork service, suspicious person, sex offender registration, 2 thefts, that's just to highlight some of the events from the month. States we had 6 arrests- 1 DWI a second offense, domestic

violence arrest that involved second degree aggravated assault and strangulation, 2 warrant arrests- 1 for electronic bench warrant for theft out of Rochester, warrant arrest for simple assault. For motor vehicle activity we had computer issues so was not able to generate all the stats, but we had at least 38 stops ranging from failure to display plates, speeding, yellow line, unregistered vehicle, uninspected vehicle, and there were 2 motor vehicle accidents.

Fire/EMS- M. Donovan-Laviolette states he is the acting Fire Chief as Jake Bourdeau has stepped down. Just give a run down of numbers of what I have right now for November. 11 Fire calls, this is just Fire side not EMS, 6 medical assists, 2 unpermitted burns, 1 odor investigation, 1 chimney fire- which was saved, and 1 assist other agency as well. EMS side 17 total calls I do not have the exact break down of how many we have actually transported, but I know we have transported a majority of them. Asks Andrea do you know off the top of your head how many. A. Bowden states she doesn't. M. Donovan-Laviolette states he thinks they covered every call, maybe one call was not covered that he saw, but everything else was covered. States the other thing is we did submit to Board of Selectmen a large order of items that we feel deemed necessary, the grand total of that order is \$11,929, this is well within our budget we still have plenty of our budget left on it, this includes mustang suits, ice water suits is what they are, this will allow us to go in for ice water rescue, proper life vests that we have been sorely lacking, helmets for everybody, and according to everybody the standards of what we need in order to have proper protection when we go into the water. That way we can make swift and efficient rescues instead of waiting on mutual aid to come, which makes sense since we have a lake in town. Included in this is a blow up boat, so what this boat is and I wish I had a picture, its not a boat with a motor its one that you can slide along the ice with a platform so if someone goes into hypothermia we can preform CPR on it on a stable platform as we drag it along the ice. We can also go and take people on that boat and bring it out to where it needs to be, so there is a stable platform instead of worrying about the ice breaking around you, you can actually lift up the patient and onto the boat and it blows up with a single SCBA bottle so we can attach an air pack basically to it when we get on scene and it will blow up and we can push it out onto the ice as needed. It also works during the summer time as well it can go into the water just the same. Everything else is basically the life jackets, the helmets that are necessary, and the boat that is necessary to get out there. We have plenty in our budget, I apologize, but I hate to spend this money last minute, this should have been done all throughout the year and it wasn't. Selectman Varga states he understands. M. Donovan-Laviolette states he's rectifying it and that's that. He is looking for the Boards approval on spending the money. Selectman Boisvert asks what the remainder of the budget is. M. Donovan-Laviolette states the remainder of the budget, he has a break down of exactly here, after the \$11,929, is \$19,403.20, after the outstanding bills that brings us down to \$10,803.87 left in our budget bottom line. Selectman Boisvert asks that's with the outstanding plus. M. Donovan-Laviolette answers that's with everything outstanding that we have known, there is no other surprises coming up, that is all the bills we have coming up that is including everything. Selectmen Varga asks if that is including. M. Donovan-Laviolette answers this is including what we are asking for as well like I said we do have plenty of money in the budget for that and I'm just looking for your approval so that we can get it ordered before. Selectman Boisvert have we crossed checked the numbers. Selectman Varga states he knows that there is plenty of money in the budget and was looking at it the other day. M. Donovan-Laviolette states so currently are budget sits at \$31,332.20 that's currently, and that is not including all of the stuff that is outstanding, I have tallied everything up from the outstanding bills and

everything else we have and including what we are asking for it drops out budget down to \$10,803.87 exactly. Selectman Varga states so the deal on this is we have to kind of move on this since it's the middle of December so they have to put their order in so that it can be charged for this year if we are going to allow this to go forward. I am looking for any discussion on this. Selectman Britton states he has no problem, but I asked you Chief for the actual line numbers that you were supposed to get back to me so that I could be prepared for it. M. Donovan-Laviolette states he apologizes. Selectman Britton states not a problem as long as you say you have the money that is fine with me. M. Donovan-Laviolette states we definitely have the money. G. Parks states we are picking up a lot of the pieces and figure out what needs to get done. Selectman Britton states that's fine as long as you've got the money. Selectman Boisvert asks when do you foresee getting all of the bills submitted for payment, the outstanding ones. M. Donovan-Laviolette answers the outstanding ones will be taken care of and rectified next week, or this week actually. So probably turned in next week, but no later than that so that everything else will be rectified. Selectman Britton states you do know that there is a lag time from when we get them to when they get cut and paid its Christmas week and vacations coming up. M. Donovan-Laviolette states that he is fully aware he can only do what he can do. Selectman Boisvert states we are not putting it on you we are just. Selectman Varga states we know you kind of got handed a. M. Donovan-Laviolette states no he gets it and everything should have been caught up and kept going but it is what it is and we are going to move forward and we are going to make it better moving forward from here on out. Selectman Britton makes a motion to expend money for the Fire Department. Selectman Boisvert states I'm ok with that. Selectman Varga states he has a motion. Selectman Boisvert states he will second pending all the numbers work out. All in favor. M. Donovan-Laviolette states thank you, the other thing that I have is the Santa ride, I'm going to bring it up now instead of being put on the agenda its nice and simple. States we were told in the past or there was a controversy about doing parades in the town I want to hear it from the Board of Selectmen right now to make sure that you guys approve of the Santa Ride and if that's the case we as a Fire Department should not have to go to you guys for approval of parades in the town that should be at the discretion of our Chief that you guys put in charge and as it always has been. Selectman Boisvert states that he believes the only reason it was brought to our attention and why there was even a discussion was because a resident complained the Board never disagreed with what you guys were doing. A resident complained and brought it to our attention, it had to be discussed at that point. M. Donovan-Laviolette states he just wants the boards blessing for this year if you will. Selectman Varga states just to step back a little and try to remember how the ordinance is written because there is an ordinance, I believe the Santa ride falls within the ordinance as a town wide ride for you to participate in the parade is a choice to go participate the problem that comes into if it is not a town wide parade technically the ordinance states that it is supposed to come before us and there is a way of doing that and having it a yearly thing I just don't remember all of the details and that is after I looked at the ordinance long after this. We do have an ordinance in town for parades believe it or not. M. Donovan-Laviolette asks do you know what ordinance. Selectman Varga states its called the special events ordinance that we have. I have no issue with the parade, none what so ever if I were able to make a motion I would go ahead and allow that continue over the years tradition for Easter and Christmas parade. Selectmen Boisvert states I see no issue with you volunteering your time to do the town parade. M. Donovan-Laviolette responds thank you, that's it for me. Selectman Boisvert makes a motion for volunteer parades to continue. Selectman Britton seconds. All in favor. J. Guarino states she has a question she knows that there was an issue last time with the parade that we weren't allowed to use town equipment unless we were on the clock. Selectman Varga states was that we said, I don't

remember that one. J. Guarino states yea. A. Bowden states she believes that was another Selectman that brought that up. J. Guarino states you remember Joe you said that it was in the minutes, said that it was something with insurance issues. T. Jones states it was something along the lines of being in the vehicles for insurance purposes and not being on the clock. Selectman Varga states he does not remember that conversation. You might be right. T. Jones states it all stemmed from the 4th of July parade. Selectman Varga states yea its all stemming from that one issue and I'm wondering if that is what that whole ordinance, town wide vs. not town wide thing is about. I would have to go look I do not remember. J. Guarino states she can pull the minutes tomorrow and see what was discussed, but there was an issue insurance wise that we weren't supposed to be using town equipment unless we were on the clock. Selectman Britton states I think you are all set for this year. J. Guarino states ok I just wanted to make sure there wasn't going to be an issue because we don't get paid for it we are just volunteer. Selectman Varga states its not an issue.

Old Business:

EMS Discussion- Selectman Varga states we got the EMS report back from the committee, thoughts? I don't want to be the one to start on this one. I can start on it. We have 3 decisions on the EMS report basically or I guess I should say 4, per diem, out sort it, police supplemental, or status quo. I will say currently status quo is working pretty well I believe we are down the last 3 months an awful lot. Cost per diem will run around rounded up \$160,000. Selectman Boisvert states and that will cover us from 6am-6pm. A. Bowden states that was the whole 24 hours day and on shift evenings and weekends. Selectman Varga states only per diem coverage was from 6am-6pm Monday through Friday. Outsourcing we only got one quote from Milton and it was for only 1 year contract quote. 7 days a week 24 hours a day was \$100,000. 6am-6pm 7 days a week was \$60,000. 6am-6pm 5 days a week was \$45,000. Police department if you have everyone certified I believe it is \$32,000 that's the \$3.87 per diem. And status quo which I talked about. So on the PD side if you were to do that there are somethings that go into it, we met last week to discuss stuff to make sure that we all understood. I'm going to break it down basically every 2 years there is 40 hours of CEU's that need to get covered, we have to determine how the PD EMT's are going to get their CEU's and currently Frisbie and Milton offer free ones every month that they can attend. Selectman Boisvert asks do you know what days those are. Selectman Varga states he does not he is just brain storming these are his notes real quick that I wrote down and doesn't know if they even talked about what days they were. They are normally at night though since its on volunteer basis. They have to be affiliated with the Fire Department carrying an EMT license in New Hampshire, talked about making sure that they are state EMT and national EMT there is some paperwork that needs to be done to become state registered and national registered that I got forwarded to the guys so that they can go ahead and do that. Selectman Boisvert asks what is the process to have the become affiliated with the Fire Department. Selectman Varga states basically the Fire Chief or EMS Captain signs off on it. Its apart of the paperwork that's required by the state. There is some Frisbie training, specific training that needs to be taken, and then they all have to get training on how to drive the ambulances and that can be done by any ambulance EMT/EMR certified person on the Department. Selectman Britton states he is not privy to anything or what took place at the meeting since he was not present. Asks if everything seems like it is going to work out. Selectman Varga states he believes it was a very

good conversation we figured out the points that we need to work on, Andrea sent out a follow up email to the PD so that they can start looking into it. I think it is feasible especially since some of them are receiving those funds it makes sense for us to move forward and use it, not to say other options are not available in there and may want to look at for long term. My personal thing on per diem is until the ambulance is able to cover the cost of per diem members I don't think it is a feasible thing the town it will end up raising the taxes that its going to cause. Selectman Boisvert asks what percentage of actual bills get paid, is there an amount. Selectman Varga states he was trying to pull up the funds tonight for the ambulance we are still listed on comstar. A. Bowden states you should still be getting the monthly reports. Selectman Varga states that he is getting the monthly reports but still haven't figured out exactly, there is a lot of stuff in those monthly reports. Outstanding and paid balances I haven't figured it out yet or understanding of how the reports work yet. Comstar ambulance fees are about \$10,000 for the year. A. Bowden states they have gone back and billed back to October 1st of last year, the problem that we are finding that is very unusual for municipality is and I don't know if its just happening recently, but a lot of our calls that we have gone on are self pay so if a person doesn't want to pay they don't pay. Selectman Varga states and that's where we are at I think historically our percentage of return has been 15-20%. A. Bowden states its more like 45%. M. Donovan-Laviolette I thought it was 45% on comstar. Selectman Varga states that is pretty much where we are at on this. M. Donovan-Laviolette states so conclusion being? Selectman Boisvert asks so if we were to farm it out do the PD continue to get paid or is that another additional cost on top of that, was that discussed. Selectman Varga answers if we were to farm it out the PD continued to get paid, that is a whole other discussion if we were to farm it out. Selectman Boisvert states he was just asking because it would all roll into the EMS pay and where would the funds be coming from. Selectman Varga states there wouldn't be any funds coming in at that point, if you are farming it out you get no funds. Selectman Boisvert asks so we would increase the police pay line to absorb that. Selectman Varga states that or we would have to see if we can retract the pay in any way I don't know the way that paperwork was signed, that would be a legal question I don't have an answer to that. Selectman Boisvert states if we per diemed it we would have the same question on the table. Selectman Varga states the same question would be on the table for PD because the per diem will be able to receive funds back at least. Selectman Boisvert asks with per diem staffing 2 people. Selectman Varga states yes. Selectman Boisvert asks can we staff one and utilize 1 officer, is that an option, was that discussed? Selectman Varga states that is not in this option. Selectman Boisvert states because then we don't lose anything on that end and have one on this end. Selectman Varga states that is not in this option but could be an option and have no problem with mix and match. Selectman Boisvert states he is just thinking out side of the box trying to put numbers together in my head. Selectman Varga states there is a lot of numbers running in your head. R. Tufts-Keegan speaks out stating she can speak to some of it why there was no mix and match, we were given a list of what the PD would do and what they wouldn't do and there was a lot of notes on there, so they were limited on what their abilities were. I just want to clarify Joe when you say outsource and not receive anything that is if we went full outsource versus day coverage and night coverage. Selectman Varga states correct. Selectman Britton states everyone has a lot invested in this as far as Fire Department, EMS and Police it could work if everyone wants to work together, if it came down to saving dollars and cents subbing out is a savings, but I don't think you want to do. Selectman Varga states no my scare is that subbing it out we would lose anyone that we currently have in the department, its only a year contract and once we lose it, it would be hard getting it back. After a year that means they can jack up their price to whatever they want because if you don't have the department to take it over. Selectman Britton states if

everyone can work together we can make it all work. Selectman Varga states the department itself has been making strides in the last few months, I've noticed that. They have been doing a lot of call coverage and I think and just a little bit extra to help them over the edge is what they need and then we will have a new Chief be coming in here soon, we have to get it posted and wait 10 days. Selectman Boisvert asks get it posted tomorrow. Selectman Varga states that would be a good time to post it. States and then we can go ahead and do our interviews and go from there since the new Chief may have their own decision on what they think what the department needs too. Selectman Britton asks should we table it until we have a new Chief. Selectman Varga states that maybe an option. Selectman Boisvert asks how many on call people do we have per day. Two? A. Bowden states currently zero. Once in a while we have someone during the day. Selectman Boisvert asks is that from 6 to 6. A. Bowden states its whatever they can do. There is no set anything right now. Selectman Boisvert states so if the PD is working until midnight are we still having 2 people cover while they are on, so then we are paying 3 people. A. Bowden states from 4 pm to 6am the next morning. Selectman Boisvert states so there is an over lap of police getting paid and 2 on call. A. Bowden states yes because we are staffing the ambulance in the evenings and always have. Selectman Boisvert states if we were to go the Police route would we cut it back to 1 on call so that we are not triple paying or would we still cover 2. Selectman Varga states his thought was to leave the Fire Department running their own and have the PD as extra just in case cause you never know. They are normally good at night, but sometimes we might have the freak time. Selectman Boisvert states he's just asking the questions. A. Bowden states rarely evenings are a problem. J. Guarino states we have at least 2 EMT's or EMR's 6 nights a week from 4pm to 6:30am. Selectman Boisvert asks how many does it take to run a call. Selectman Varga states you have to have 2. Selectman Boisvert states my whole question was and obviously I don't want to have to interfere or micromanage, but to hate to pay 3 people on call in a sense, but if we are going the police route we would have to cut one, one way or the other so we don't put that burden on EMS or that budget. M. Donovan-Laviolette states and he has not problem with that, but it should have been done. Selectman Boisvert states this all has to be discussed that's the only reason I am bringing it up. T. Donovan-Laviolette states she thinks it was two meetings ago when we sat here and discussing this issue and she knows there was a question of how many officers were licensed, there were people saying it wasn't on the website, do you have a definitive answer to that. Selectman Varga answers there are 2 nationally registered officers and 1 that is working on the state paperwork right now. There has been one that has been state certified the whole time. T. Donovan-Laviolette states so there is only 1 officer right now that can do the job. Selectman Varga states the other one will be taking the exam and doing the paperwork. T. Donovan-Laviolette because that is not what we were told that night, we were told ready to go. Selectman Varga states he was told that to. Selectman Boisvert states he wants to see the departments work together, but he doesn't want to over spend. A. Bowden speaks out stating if you didn't want to over spend than you shouldn't of been paying the Police officers since May to do a job that they haven't been doing. Selectman Boisvert states some of those decisions were made prior to some of us. T. Donovan-Laviolette interrupts stating but you carried it on so you should be responsible since you are sitting in the chair now. Selectman Varga states as he said the way the paperwork was filled out there is legal questions on if we can retract that, as for paying out of the EMS line that is the best line to pay that money out of the \$3.87 because you can use funds from the ambulance to reimburse that line. Ambulance revolving fund can be used to pay the EMS. If that line were to run into an issue you do have a back up fund, its kind of like the highway block grant, is a back up to the highway guys if they have a problem, Police detail fund is pretty limited pretty much can buy cruisers, pay for repairs and pay for

some fuel on vehicles. Its pretty limited on what we can do with the Police Detail fund unfortunately, I would love for it to be more wide open but it doesn't let me. Its just the way that it is written. The one that is written the most open is the Ambulance revolving fund, it can pay for Med supplies, EMS coverage, it can pay for anything with the ambulance, it's a pretty open written CFR. We are looking at trying to keep taxes level in town, if the PD is providing EMS it makes sense for it to come out of the EMS line, that's where it makes sense to me and that was a decision that was made back before. M. Donovan-Laviolette speaks out stating his only complaint is with no offense to PD at all right now we only have 1 active that can help us on scene EMS, but we have been paying that due for them, all 3 of them police officers ever since May, that's \$15,000 that have come out of that line so far. That drops our EMS budget right now after everything we are down to \$5,000, that's it for the year and that is not including this month. We are definitely going to be over in that budget period. Selectman Varga states and also in that budget came the \$24,000 to Milton. M. Donovan-Laviolette states yes and we are way the hell over. States that hasn't even come out of that has it. Selectman Varga states yes that came out last month. Selectman Britton states you just told us that you would have a surplus of \$10,000. M. Donovan-Laviolette states Fire side, they are two different budgets. Again I didn't see it come out last month at all, I didn't see the \$24,000. Selectman Varga states he knows that check was written last month. M. Donovan-Laviolette so that would explain I'm assuming shift pay because that is the biggest one that literally dropped down, I do see it now. So without paying PD out of that we would have had \$15,000 still in that line for shift pay, Because no offense to PD but is that shift pay line item that they are coming out of. Selectman Varga states yes. A. Bowden speaks out stating its like \$184.00 that each one of them are getting unless they have overtime than they also get overtime is what I got from the reports. C. Cooper speaks out stating in defense of the Police Department I think its aware to everyone that everyone should be aware that we were dealing with a former Fire Chief that did not want to cooperate and allow this to happen. So I am hearing a lot of gripes about PD this and PD that and the Board can attest I was ready to sign and do whatever we needed to do to make this happen and we were met with road blocks. Failure to email, failure to call back, failure to meet and get things done. We did more with Andrea here last week than what has happened throughout the entire year as far as progress moving forward. So I have a lot of fingers pointed at the PD, we were trying to push this thing forward to help, not to take anyone's position, we said that from the get go. But when we were met with road blocks by the person that would be the gate keeper to let us into this road what are we supposed to do. I can't hear you what did you say. R. Tufts-Keegan speaks out stating sounds like finger pointing we need to move forward and talk about. Selectman Varga states moving on I am going to take responsibility for the whole thing, it was my fault because I stepped back when the EMS committee was formed and I said I will not push forward anything until the EMS committee gets back to us. So if we were to push forward back in February and March like the original plan was all these questions would have been hashed out and a lot of these problems that we had would not been endured. That is on me 100%, back to the budget lines using the Ambulance Revolving Fund does not need to be budgeted. M. Donovan-Laviolette speaks out stating he doesn't even know how much is in the Ambulance fund. A. Bowden speaks out asking if it's been audited. Selectman Varga states it has been audited we just have not received the report yet. M. Donovan-Laviolette speaks out stating he is just stating the fact that we will be over budget for EMS. Selectman Varga states and that is fine, as I said Ambulance Revolving Fund can be used to pay that over budget item, so that's how that fund works. Block grants a little bit different and have to have a line item for it, the ARF has a little bit more that you can use it for. M. Donovan-Laviolette speaks out asking out of curiosity who has control over that fund. Who gets to

assign where or who gets the money. A. Bowden speaks out stating the Selectmen are. Selectman Varga states he's trying to remember how it states, I have the CRF for the warrant article on my desk. A. Bowden speaks out stating it was mainly set up with the thought of being able to purchase like the zole monitor that's like \$35,000, that is the initial intention for that revolving fund. Selectman Varga states when it was made it does say EMS pay. It was in there. So that's where my thoughts are. Selectman Britton asks how much is the total for PD EMS pay. Multiple people talking at once, a discussion was had about PD EMS amount for the year needing to add overtime to the total. Selectman Britton states this all comes down to money being taken from one budget line instead of the other, just create a new expenditure for that. We keep rehashing the story over and over again. T. Donovan-Laviolette speaks out stating its hard for the people to swallow we are paying people for something that we are not getting every hour. Selectman Britton states are they not getting it when they are showing up first to everything. T. Donovan-Laviolette states you have 1 officer that can go on calls and 2 other officers that are getting paid for every hour for things that they don't do that for me as a tax payer of the town is hard for me to swallow. Selectman Britton states if you really want to throw dollars and cents the cheapest route out is to farm it out, but we do we want to do that. T. Donovan-Laviolette as a budget committee member I think that you should just give it as a raise and then push it to the PD side, that's what should have been done in the beginning if it was about money. Selectman Varga states to me its about money and where we can get the money from, we can go ahead and push \$32,000 into the PD and raise taxes by \$32,000 or you can leave it where it is at and try to supplement if you go over budget through the revolving funds. Kind of like the same thing that I'm looking at for the PD where can I, I can look at using some of the department detail fund to pay for some of the stuff in the department, That's how we are looking at lowering the department lines, we have to look at the other revenues we have and use them, if we are getting in \$40,000 a year into the ambulance fund then, cause that's what it was the last few years, then whats using \$5,000 out of that for EMS pay and saving on taxes. T. Donovan-Laviolette states for me personally sitting on the budget committee I wouldn't have a problem if they are getting paid for the calls that they attend. That is 100%, heck I would even vote for more money, it's the fact that when they are not on EMS calls that they are getting paid that pay, I don't understand it and will never wrap my head around it. Selectman Varga states and your shift guys are getting the same pay. Multiple people talk over each other. Selectman Varga states they are getting paid \$5.40 an hour to sit at home and be on call. You have guys who are not taking shift pay that will show up to a scene and just get paid for the call and go home. T. Donovan-Laviolette speaks out stating but they don't have a sheet of things that they will not do if there is a motor vehicle accident they want to be a police officer, did you read that sheet. They also had a representative at the EMS committee and I wasn't able to be put onto that committee, but the Selectman and police officer in that committee refused to attend the meetings. C. Cooper speaks out stating we weren't going to continue going to something that already had its mind made up and was biased from the beginning. Selectman Varga states we are not going down this road, I am done, done we are going to hold off right now and I'm going with we should table it until we get a new Chief comes in and then we will hash it. Selectman Boisvert makes a motion to table the EMS discussion. Selectman Britton seconds. All in favor. Selectman Boisvert states he has more questions about the discussion. Selectman Varga states moving on to ARPA. R. Tufts-Keegan interrupts stating if there is comments about questions about the discussion and presentation would hope you would reach out to Scott for clarification.

ARPA- Selectman Varga states we have to decide what we want to do with out ARPA funds, we have some paperwork we need to fill out by the end of the month to say what we are looking for to spend it on. We are kind of limited on what we can spend it on especially in this town we do not have a lot of the infrastructure that it talks about. Selectman Boisvert states he is leaning towards opening up the broadband infrastructure to the roads that currently don't have that or update the infrastructure that we currently have and connecting the lake roads to easily access for plowing, maintenance, EMT/Fire response, police response. Selectman Varga states so we are talking about connecting the lake roads to see what it would take to connect Pinkham to Lakeshore, there is a little gate right now. Someone speaks out stating open the gate. Selectman Varga states we would have to see what would allow us to open the gate, the other aspect would be to see what we would need to do to in purchasing a right away property to connect Fox Rd. to Pinkham Rd. Selectman Britton states Fox to Shore. Selectman Varga states that is the infrastructure side that we are talking about for town, like I said I don't even know what that would take or if its even an option. Broadband is the thing that I think we need to look at is getting broadband to all in town. Selectman Boisvert states because there is people trying to get access and they are getting road blocks. Selectman Britton states that would eat up most of that money. Selectman Boisvert states that it could eat up all of it. Selectman Britton states he's still waiting to hear back from the other grant stuff. Selectman Boisvert that's that is a 50/50 split to contribute \$192,000 to that. We could potentially reach out to use it for certain roads and divvy it up with two separate contracts and utilize the 50/50 split on the grant for whatever ARPA doesn't cover. Selectman Varga states he will open it to public comment to get thoughts from the public. So ARPA discussion. R. Tufts-Keegan first question, when you say open it up to broadband I'm not sure what that means. Selectman Boisvert states there is a lot of roads that do not get internet and service providers down their way. Selectman Britton states there are houses that don't have high speed internet or phone. R. Tufts-Keegan asks if it's because they don't have poles. Selectman Boisvert states correct. Selectman Varga states so for me to run cable to my house because it ends at the beginning of my road its \$35,000. There is other roads in town that people do not have access. It's the same thing and you are responsible for paying for the last spot. R. Tufts-Keegan states I just didn't understand that. States so I'm here to actually, I think Jill can actually help to, the planning board we are looking to do the capital improvement plan and we put in the budget I think \$25,000 for consultant to work on that and what not, so I think what Jill was looking at is if we could see if ARPA funds could cover that. J. Brown states she doesn't know if ARPA funds will cover it, I've done a lot of research on it, but that was a question I was going to have is if there is a way for ARPA, I know its one and done and not continual the ARPA, where the master plan is not continual. I don't know if there is a loophole where the master plan involves our infrastructure and our whole town if the ARPA funds can be used for that. There is no doubt the master plan really hasn't been done, it was don't in 2017, but really it was done in 2006. Every town does them 5 maybe 10 years, this is a big deal that can not be done by planning members alone. I have talked to other Selectmen in other towns they do hire other companies to come in and we have gotten a quote that's pretty good that takes our 190-page master plan down to 35 pages. Its very clear cut and Mackenzie has done a lot of research as well. I do think this is going to be an investment that when people hear that cost to do that, people are going to freak out. But a master plan needs to be done for our town, so if ARPA could help with that, that might be a way to better, otherwise we will need to take it out of another line item somewhere. R. Tufts-Keegan states we did put in for the budget for this coming year, the idea was if we could use ARPA funds that would be great and then we wouldn't have to use that monies from the tax payer. Selectman Varga states it wasn't in the budget I was given. R. Tufts-Keegan states no it was for

next year, its in there for planning boards budget. S. Pawnell states it wasn't in there originally. Selectman Varga states it was not in the budget proposal I was given. S. Pawnell states at the meeting it was amended, Mackenzie had said that that line and another line she needed to up. R. Tufts-Keegan states she thought she had put it in there. It was her understanding that it was initially in and then talked about a warrant article. Selectman Varga states he will have to touch base with Mackenzie. R. Tufts-Keegan states so the idea is if we can get the funds from ARPA if its available and we can use it, if its allowable then we wont have to burden the tax payer with it. But it has to get done so we are trying to find ways. Selectman Boisvert asks is the \$25,000 an estimate that you got from the company. R. Tufts-Keegan states no actually Mackenzie was supposed to be getting an invoice for it. J. Brown states its from a specific company, they actually work with Tuftonborough and have worked with some other towns, so yes she is working on getting a specific piece of paper for you guys, a document to show you and we want it itemized too, because the master plan has to be done at different intervals and stages. I think we were questioning to how we wait in March if our request was approved, that gets approved in March and you wouldn't get the budget funds until when. R. Tufts-Keegan responds after that. J. Brown states but we need to start working on the master plan now and start working with that company now, so there is a lot of things to it, but again I didn't know if ARPA will cover it or not. I have done extensive research, I have sent an email out and haven't gotten a response yet to an agency if that is something that you can utilize. R. Tufts-Keegan states the \$25,000 was a firm number, it wasn't going to be above that, at least that was what I was told at the meeting. Just throwing it out there if we can. Selectman Boisvert states its definitely something worth looking into, I have looked about 50 different towns on what they have used it for and how they have expended it and I have seen nothing along those lines, but I can look into it. J. Brown states unless it involves one thing that I saw, if it involves sewer. Like if we were doing something with our water. Selectman Boisvert states there is a whole ARPA thing right now that is just for sewer and water. J. Brown states right. Selectman Varga states if we were a town that had a lot of infrastructure or sewer or water, maybe we could put it in if we wanted to, or if we had tourism, but we don't have tourism in our town. J. Brown states she has it right here and I have read it, I didn't print it out, but I have read the whole original government bill and I don't think it is covered, but I would love to get another set of eyes on that because if we could get it covered by ARPA wouldn't that be great. Selectman Varga states we can definitely look into it. Selectman Britton states he agrees he has looked into it, it's more of a cement type bill. They want to see something that is done. J. Brown states impact from Covid is what they want. States she doesn't see how our town really fits aside from the broadband any of the criteria unless we are supporting our families that have had economical stress. I don't know how we really fit into this and you don't have to spend your ARPA funds. Selectman Boisvert states if you don't spend it then it just goes back, there is no penalty other than you lose it. Selectman Britton states that is a penalty in itself. Selectman Boisvert states well if you don't have a use for it then you don't have a demand for it. Selectman Varga states it would be nice to use it, we will look into the master plan right now, but the other thing to look into is broadband, I think that is the best option for the town. B. Gagnon asks what do we have for funds. Selectman Varga states for ARPA, we have gotten about \$96,000 or somewhere around that. Selectman Boisvert states and if we use it we should get about another \$96,000. R. Tufts-Keegan asks you only get what, or match what you use. Selectman Boisvert states no. Selectman Varga states we got selected for \$192,000 total that gets split up between two years, but you have 3-5 years to use it all. J. Brown states 2024. Selectman Varga states but you have to show, they want paperwork on what you are going to use it for, how your plan is going, all that stuff has to be done orderly. So it has to be kept proper to be able to use it. Selectman Britton states so

we don't have to actually spend it right now. Selectman Boisvert states we just have to send out proposal on what we are going to use it for and then we can keep the funds until we need them. J. Brown asks what training, what webinars and what you 3 have participated in to learn about the ARPA funds because it is pretty extensive. Selectman Varga states he has read it that is all. J. Brown states so no webinars because they have offered them. Selectman Boisvert states they have offered prior too, I have watched 2 of them, I did go onto the site and rewatched 2 of them, I have read the bill and read through it extensively. Like I said I have researched about 50 different towns, how they have spent it, how they have written it out to get the funds to make sure that they didn't have to pay it back out of town funds. I want to cover all the way around. We can spend the \$96,000 but if it isn't written right they are going to take it and then we are going to owe that out of town funds. J. Brown states right and who's responsible, do you have the Goferr website. Selectman Boisvert states we do. J. Brown states because we need to have that correct, so who utilizes that, do you use that for reporting on this. Selectman Boisvert states our Administrative Assistant was. Selectman Varga states he did not take the lead on ARPA so I haven't really don't anything with it. J. Brown states it is just pretty technical for the reporting to and we need to make sure we are as versed as possible on that. Selectman Boisvert states they send all of the information on reporting and how to report it properly so they send us pretty strict guidelines and pretty good layout on how to report it properly, they want to make sure that we can expend it correctly so they are protecting them and us. J. Brown states perfect. Selectman Varga states anything else. Moving on to New business.

New Business:

John Mullen, Sunrise Lake management study. J. Mullen states since late 2020 we have embarked on working on a Sunrise Lake water shed Management program which is fully funded by the state through grants and what it is, is to look at our lake and determine its condition. It offers suggestions to the community and that doesn't just mean the town, but residents on how to improve the lake. Right now the lake is in a designation that makes it for better words, imperil, its not unsafe but if you have noticed on the lake we have increase of cyanobacteria and so forth and so on. We didn't have one last year or the previous year, but long short of it. The study was started of January of 2021 and that included visits with residents, visits with by the team around the lake looking at various things that go on the lake in relation to input on water and surveys were done on septic's. The data is in a draft report. I have a draft here of the report it is still in need of some additional data. In this draft report it describes what they have found in terms of the condition of the lake, they have found what they think what they think may be causing some of the conditions of the lake and they recommendations on how to possibly correct those deficiencies or inputs to the lake that are harmful to the water quality. They also have suggestions on how to finance that, it includes private residents, communities, private associations and so forth and so on. So I sent out an email last week to the Board and various boards that we feel are kind of stack holders in this plan and those were the Board of Selectmen, Road agent, planning board, and I think I sent it to Code enforcement, but I probably didn't. There is going to be a virtual meeting with the team and we are going to want all those players in the town to join us on that virtual call. It is January 5th, 2022 and what they are going to do is go over the plan, its not finalized, and then later in the month produce a final copy of the plan. So this will be a virtual call and the memo that I sent out requesting those particular departments if they would want to do the virtual call in the morning, afternoon or the evening. Now the reason we are doing virtual is because we have quite a few people on the other side

of the call besides the town, we have regional planning we have DES and we have the consultants and the engineers and so on. So what I would like is a response as quick as we can on which times you prefer. Selectman Britton states morning. J. Mullen states ok morning is usually typically when I have participated in their meetings in the past. I will do a follow up memo to the other members for planning board and code enforcement. Why do we want them there? Some of the recommendations could affect the zoning and town regulations, so they should be involved in what is coming down and what their thoughts on there. Remember the plan is not mandatory or regulatory at all it is only a recommendation. The town can adopt some of the recommendations or adopt nothing. The cost to the town is zero right now. Some of the recommendations could include some costs, could include some increase in taxes, could increase the property owner expenses to make remedies and so on. So there is a lot of recommendations in here, some of them are a little farfetched, but they are out there. So I guess any of the boards if just one can be there it would be fine, to represent. We will have a representative from the associations around the lake, the team if they can provide someone. I will place a copy of this memo that I sent out on December 10th, 2021 which was really last week sometime in their mail box tomorrow. That is the only reason I wanted to speak today was because January 5th, 2022 is a virtual call on the management. Selectman Britton states it is already on his calendar. J. Brown asks if the report will be made available to the public and when about. J. Mullen states absolutely and I'm guessing around January sometime, we will do a, we will offer a public meeting for people to come and make a full presentation of the plan, its just to let the stock holders in the town that have participated. The Board has been aware of it and I have had many conversations with Dan on the plan and his thoughts on what to do and what not to do and what happens here and what happens there. I haven't talked to the new Code enforcement or the planning board for that matter of possible recommendations to local legislation. R. Tufts-Keegan if the town wants to adopt the recommendations does it need to be put into a town ordinance. J. Mullen states it depends on what it is. Selectman Varga states it depends on what it is. If its storm run off that is something we would have to talk to the road agent about storm run off, he's talking zoning and planning board needs to get involved. It all depends on what the recommendations we are looking at adopting is going to be. J. Mullen states you can adopt nothing, you can adopt some, I mean one of the things they recommended, one of the largest sources of contaminates of the lake is phosphorus, phosphorus comes a lot from septic's. No matter how good our septic is it comes from septic's. One of the recommendations is that one of the communities or areas have their individual septic systems. For example Sunrise Lake Estate has their water municipal, I am told Lakeshore area was going to originally offer municipal quote on quote water system. So in here suggest that, lets say Lakeshore Land Association would have their own septic system, and I said who is going to pay for that and who is going to manage it and in my mind its now feasible. Those are some of the suggestions. Other suggestions are updates regulations on septic systems, updating best man for practice on storm water drainage, culverts and ditches all that kind of stuff. Also education to public to residents around the lake for better storm water management on their own, slowing the water down. My property has a slight slope and when it rained the other day the water was, course was I have a paved driveway which is not the best either, but it just goes and takes contaminates into the lake. Things like that is what is going to be in here and there are going to be suggestions on if funds are required for public or private uses where they are and how to get them and who can help to get those. A lot of them are grants. When you were talking about ARPA I was thinking about storm water management, this town has pretty good storm water management believe it or not. There are some areas that we all need to work on, but for the most part it is pretty good. That is at least I was told by the team looking at the

town and where the water is coming from and where it is going. So that is a good thing. January 5th, 2021 we will go over the report, then later a final version will go out and then we will put out a notice for a public meeting. Then I guess those recommendations to the Board, the planning board and they can act on them or not act on them. It's a good plan for the lake to try to keep it and improve it, it's a final resource for the town, great asset for the town, 45% of the tax payers funds come from lake property. Selectman Varga states thanks John.

Employee contribution discussion- Selectman Boisvert states we are looking to discuss what their contribution towards health and dental and benefits would be if we are going to increase another contract just went through, but they don't determine what they contribute we do. I know we are around 9-10% through some in-depth research there are some towns that go up to 20% that require 20% contribution. See what anyone's thoughts are on that. Selectman Varga states we have cut 2 people from health funds and it looks like we only dropped around \$10,000 going into next year and we have cut somewhere in the neighborhood of \$50,000 that you would think would be there is not. Selectman Boisvert states the increase is just huge and it just goes up and up and up. So I was just looking at when does the town ask the employees to contribute back a little bit. Selectman Britton states he would hate to put it back on the tax payers but then when was the last time it was addressed employees contributing. Selectman Boisvert states that he has looked for the last increase and it has been some time. Through research the ballpark average is 15%-17%, like I said I have seen some around 20%-22% and that's on the high, high end. I have not seen any on what we are currently asking for contribution which lead me to even bring this discussion up, just seeing our cost growing yearly its something that has to be discussed at some point. Selectman Varga states it is one of those unfortunate things that I think based on the way it is going I don't think, we are footing a large, large sum. At some point we need to have a cost balance somewhere, I mean it doesn't mean theirs doesn't go up because it does. Its only going up a small percentage. Selectman Boisvert states when we carry 90% of the burden, the tax payers do. When I say we I am speaking for the towns people. Selectman Varga states we are going to hold for the 10 minutes on the discussions for this one. Selectman Varga states this is something that we need to think about and probably put into play for next budget.

Public Comment:

A Bowden asks if you have looking into the private market for private insurance carries like Anthem, all those have been a lot more competitive than Primex. Selectman Varga states this is through Healthtrust. A. Bowden states but it is apart of Primex. Selectman Varga states no its on its own. A. Bowden asks but it is a municipality type, I know there is other municipalities that are seeking out with private carriers because of the cost. Selectman Britton states his municipality that he came from negotiated every year and employee contributions were like 35%. A. Bowden states that is up to the employer and New Hampshire is a lot different than Massachusetts, there is only so many players in the game, but it is worth getting quotes for.

D. Phillips states his comment was what's fair is fair and some of the other towns to look into is maybe using it as a bargaining chip, its almost when you do property tax. They lower the tax, but raise your appraisal. What I'm saying in the long run, yes what is fair is fair if it goes up for you, than it should go up

for us, but what I am saying I was from a town that had a bargaining unit and yes we were paying 20 something that went up over a certain amount of years, but it was a bargaining chip that was put on the table and more money was put out. In the long run it balances out. So what I am saying is what's fair is fair.

R. Tufts-Keegan states would we look to say if we as a town say we cover an employee, but if you have any dependents, it would be on the employee. So for the company I work for if my husband can get insurance elsewhere he has to take it and I cant even cover him as a secondary. Selectman Varga states that his company there is a sur charge if your dependent can get insurance elsewhere. R. Tufts-Keegan states so there is options, I'm just saying because unfortunately this is where we are at.

M. Knapp asks how many employees would this actually affect. S. Pownell answers 8 employees. M. Knapp asks and the dollars difference would be. Selectman Boisvert states the figures would have to actually be put into the system for it to actually calculate for total savings. M. Knapp states so are we talking 10's of thousands or. Selectman Varga states no not 10's of thousands. I would have to figure it out. If we went up 5%, so I think we are like \$60,000 for healthcare for next year or somewhere around there. B. Gagnon asks what do they currently contribute now. Selectman Varga answers 9%-10%. So we are at \$158,000, that's where the \$60,000 comes out of. R. Tufts-Keegan asks is this something you are looking to do for next year or I'm just asking since we are close. Selectman Boisvert states potentially for this budget season that's why we needed to get it discussed. So if we decide yes then we will get it submitted and figure it out. Selectman Varga states we are looking at \$8,000-\$10,000 savings.

M. Knapp states she guesses she needs to ask another question if she can, of those paid employees, how many of them would it be a burden for them to pay more to contribute to their insurance with the raises that they are getting. Selectman Britton states considering inflation went up 6% this year. Selectman Varga states it's a domino effect its going to hurt them. M. Knapp states it also effects the tax payers and she's aware of that and we also have employees that have to be taken care of that as well. Selectman Varga states that is where he struggles with the point and he is trying to put himself in the employees position as well. Selectman Boisvert states he has had it happen to him numerous times. Selectman Varga states he has as well. Selectman Boisvert states it happens to everybody. D. Phillips states you have to do what is right for the town.

J. Brown asks and what happens next year. If you don't do something now does that mean next potentially these 8 employees could have a huge jump. Selectman Boisvert states if the cost continues to grow we cant as a town keep carrying the burden that is why we wanted to look at not going to the 20-25% but to gradually do this over the next 5 years to try to stabilize some of it because its just going to keep going up.

A. Bowden asks if it was looked at upping the deductible contributions and what are the deductibles now. Selectman Varga states he has not even looked at that. Selectman Britton states he thinks it is around \$4,000. A. Bowden states that is standard.

T. Donovan-Laviolette states she has a couple of things. At the budget meeting the other night we were told that the 2019 audit came back and that it was 100% on the penny for the estimated tax rate. Do you have the paperwork that the budget committee can have, I would just think that there is no way it would come back to the penny so I'm guessing there was some sort of amount that wouldn't affect the tax rate. But I cant imagine it didn't come in up or down. Selectman Varga states he has no idea what

you mean by estimated tax rate. T. Donovan-Laviolette states Andrea had asked if the tax rate. R. Tufts-Keegan states from our understanding the tax rate was estimated. So the audit states there was no affect to the estimated tax rate last year. Selectman Varga states the tax rate last year wasn't an estimated tax rate. A. Bowden states the audit for 2019 was done so it had to of been an estimated tax rate. Selectman Varga states the MS- 535 is all you need, that part was done. That's how it sets the tax rate. A. Bowden states we were told last year that the tax rate was estimated, so my question was with the audits being completed was there a change in the estimated tax rate. Selectman Varga states so the MS-535 was done last year by the auditor. That portion is what sets the tax rate. That audit was done. The entire town audit wasn't done for 2019 so there is a lot more that goes into the town one. A. Bowden states it was explained it was an estimated tax rate. Selectman Varga states it must have been a misunderstanding on my part. I have might have been the one that had said something like that. Some of this is something I have learned throughout the year on how it all works, I'm not going to lie. The MS-535 was done last year for the tax rate. It was done this year for 2020 for the tax rate. The 2020 audit is still being worked on. A. Bowden states so the 2020 audit has not been completed. Selectman Varga states its not been completed yet. A. Bowden states we were told it was. Selectman Boisvert asks who told you that. A. Bowden states wasn't that what you said at the budget meeting. Selectman Boisvert states no I said 2019 was completed. Selectman Varga states 2019 was completed and we are waiting for the report back. A. Bowden interrupts stating 2019 is done not 2020. Selectman Varga states correct 2020 is being worked on and I think there is somethings that she needs to come get, but she has the majority of the information for 2020 so we are hoping we have it before March. I have asked for it before then, but it did take a little bit longer to get 2019 done than anticipated but it did not affect the tax rate based on the MS-535.

T. Donovan-Laviolette states there is rumors that there is a petition to disband the budget committee is going around and I just wanted to make sure that last time we had an issue with people being asked to sign it in the municipal building and wanted to make sure that wasn't being done and I know at one of the last meetings it was asked to put a net out for a new police officer if one had resigned yet and my last question is, is there a reason Mr. Britton is filming me tonight. Selectman Britton states you are filming me aren't you, I'm filming everybody. T. Donovan-Laviolette states she's just wondering and you're not filming everybody its pointing at me. Selectman Britton states he is filming that way. Selectman Boisvert states is it audio. T. Donovan-Laviolette states no it is camera. Selectman Boisvert states he can't speak to that. Selectman Varga states we are looking to hire a police officer because one has not resigned yet, but has said he will be soon. T. Donovan-Laviolette states so that hasn't happened yet. Selectman Varga states he has not heard that it has happened yet, I know that it is going to be happening.

R. Tufts-Keegan states we aren't going to be hiring until that happens. Selectman Varga states correct we want to make sure we have someone we can hire when that does happen.

T. Jones states she just wanted to make sure that she understood, there was a question about a petition at the municipal building. So I can attest that that is not happening, I know nothing about that and I just looked at Janelle asking what she is talking about because I have not heard anybody, nothing like that goes on like that, not at my window that's for sure. S. Pavnell speaks out not at my window either. T. Jones states that we don't have discussions about things like that and have other things to do and don't get involved in things like that. Selectman Varga states that he doesn't know anything about any petition.

Selectmen Varga asks if we want to table the employee contribution until next meeting so we can all think about it. Selectman Boisvert asks where are you at Lee. Selectman Britton states when would it be for. Selectman Varga states it would be for this year, could try to change it up for 2023 again. B. Gagnon asks how long do you have to make a decision on it. Selectman Varga states I just signed the paperwork the other day for the cost of it. It is very hard it just comes across as your dependents, single, married, family plans and it tells us what their fees are, it doesn't tell us what we pay. B. Gagnon asks is there a deadline to submit. Selectman Varga states he already at to submit it. Selectman Boisvert states that doesn't submit the employee contribution part. Selectman Varga states what is set in stone right now is the cost that is budgeted for. R. Tufts-Keegan states so the total cost doesn't change its just want is coming from the employee that changes, so you could say June 1st effective your employee portion would be changing. Selectman Varga states we just can't change companies because we just signed the contract, but we can look private in 2023. R. Tufts-Keegan states so the number on the budget wont change. The number on the budget could change if we decided to change the employee contribution before March because if you upped the contribution the budget it is costing the town goes down because of the cost of the employee goes up. Selectman Britton makes a motion to table the employee contribution discussion. Selectman Boisvert states he abstains. Selectman Varga seconds. All in favor 2-1.

B. Gagnon asks have you looked into any other companies before signing the new contract. Selectman Varga states he didn't think about it. Selectman Boisvert states we didn't discuss it before this meeting and before it got put on the agenda. If we looked into it 3 months ago before we started we could have looked into it. Selectman Varga states it came across my desk to sign for Healthtrust for health care. B. Gagnon interrupts stating it should be on the list for something to be checked on. I know its hard but it should be one of those things when it's a possibility to look around, so look around. S. Pawnell states the 27th meeting, weren't you supposed to do something with that. Selectman Boisvert states because items have been tabled we cant cancel it. S. Pawnell states she wont be there anyway so its fine, the Selectman's wife will take the meeting minutes. Selectman Boisvert states he was supposed to discuss that with the other members. What are your thoughts on cancelling the December 27th, 2021 meeting. Selectman Varga states at the December 27th meeting we probably need to set the Board of Selectmen budget. R. Tufts-Keegan states so you are not going to have a proposed budget for our meeting next Monday, have you heard back from the requests you made from those department heads. Selectman Boisvert states we haven't gotten anything back from those departments. Selectman Varga states I actually haven't gotten anything from the department heads. R. Tufts-Keegan states so they haven't cut the \$10,000 each from their budgets, we are expecting it right. Selectman Boisvert states we haven't and we are hoping for it. We have asked them and if they can't, but they can try to. R. Tufts-Keegan states her question is she's not going to see an updated version. Selectman Varga states not right now.

Discussion between R. Tufts-Keegan, Selectman Boisvert and Selectman Varga was had about next budget meeting and when it is and if it was a public hearing.

R. Tufts-Keegan asks about warrant articles. Selectman Varga states he is working on those right now.

Discussion is had between Board members and R. Tufts-Keegan on proposed budget and when to have it in by as well as next Selectmen's meeting if they want to move it.

A Bowden asks Joe is there a day the department heads need to have the warrant articles in by. Selectman Varga states none of the departments have talked to me about wanting warrant articles,

accept the Fire Department I have talk to them about warrant articles and also working on grants, I have 2 warrant articles for Fire and working on grants for gear. A. Bowden states she didn't know if there was a time. Selectman Varga states we need them in time for the Budget committee having their meeting January 11th, 2022 the public hearing, but I have draft warrant articles written up for the Fire Department right now. PD didn't talk to me about a warrant article, I am making one for the planning board right now and then right now that is the only warrant articles that I know about. A. Bowden asks so are the Selectmen doing a warrant article to disband the budget committee. Selectman Boisvert states not that he knows of. Selectman Varga states he has no idea where that came from and that's the first I have heard of it. Selectman Boisvert asks Selectman Britton if he knows about a warrant article. Selectman Britton states no. Selectman Varga states so that's where we are at. T. Donovan-Laviolette interrupts stating you have until January to put one in. Multiple people talking over each other, un able to understand what is being said.

Selectman Boisvert makes a motion to adjourn. Selectman Britton seconds. All in favor.

Meeting adjourned at 8:15pm.

Respectfully Submitted,

Sierra Pawnell, Administrative Assistant

Kara Boisvert, Deputy Administrative Assistant