

Advisory Budget Committee
Meeting Minutes
Thursday, January 21, 2016

The following members were present: Darwin Clogston, Dan Brady, Howard Hatch, Barb Dutile, Jon Hobbs, Chris Luurtsema and Dick Guy

Selectboard members: Bob Maccini, Tom Friel and Wayne Fortier

Town Manager: Glenn English

Finance Officer: Jo Lacaillade

Clerk: Karen Hyde

Others Present: Road Agent Stuart McDanolds, Chief Byron Charles, Office Manager Lucy Giesing, Sargeant Wallace Trott and Corporal Brandon Alling

Chris Luurtsema called the meeting to order at 6:01 pm.

All Committee members were in favor of voting on the 1-13-16 Meeting Minutes at the next meeting on January 27, 2016 after everyone had a chance to read them.

Howard Hatch commented that it had gotten back to him that someone on the Committee felt threatened by Howard's raising of his voice at the last meeting. He wanted to apologize for this as it was very hard for him to put something out there and not be heard. He raises his voice in order to be heard. He again apologized for raising his voice and it wasn't often that he raised his voice. He went on to say that if anyone felt threatened by his raising his voice, he would remove himself. TM English stated that he would also like to apologize for going over the line a few times, especially with Howard. He considered Howard a friend; they disagreed a lot, but they also agreed on some stuff. He stated that he would be as civil as he could. Chairman Luurtsema accepted Howard's apology for the Committee. He accepted TM English's apology as well. He went on to say that some of the topics discussed could be touchy and it's hard when they are dealing with small-town politics.

Chairman Luurtsema noted that the Committee would be looking at the Police and Highway Department budgets. The Police Department would do their presentation first. Chief Charles commented that there wasn't much change in the 2016 budget from last year to this year. Some stuff went up; some stuff went down. He would get into a little background as far as in past years, people wanted to know numbers. They had numbers and the numbers were pretty steady from last year to this year. Overall, they are still involved in a hiring process, which is one of their goals for 2016. With that being said, across the state and in other states, it is very hard

to hire quality people. They have been through four (4) different hiring processes and have come up with zero hired. This is not just in the Town of Haverhill, but throughout the state. Chief Charles also wanted to bring up something that is becoming more and more prevalent. They have talked about health insurance policies and offering the officers different incentives, such as beyond the 2% raise. Other police departments close to here are offering a \$10,000 sign-on bonus. Another police department north of Haverhill is going to have two openings soon and they are offering a \$5,000 sign-on bonus. He was telling the Board that the Police Department needs to remain competitive; he's not saying they have to come up with a \$10,000 sign-on bonus. He thinks everyone needs to be open-minded and they have to remain competitive with the other agencies. It is very difficult to keep people. Once they hire someone, that individual goes to the Academy. They go through the field-training program; they stay for the 3-year contract. If they lose that one officer, they would be losing close to \$200,000. An incentive is far less than \$200,000. The salaries are 2% across the board just like everyone else. It wasn't too long ago, they were able to bring the officers to the 50th percentile and some beyond the 50th percentile. They did a study themselves five or six years ago and a 2% raise every year across the board doesn't make it with everyone else. They added a percentage to that of 3% and it actually kept the officers in the ball park where they need to be. Howard asked how much it cost to train an officer including health insurance and training. Chief Charles stated that it was around \$61,500. Howard stated that \$10,000 sign-on was cheap to get an officer all trained and there shouldn't be any question. Chief Charles stated that he was just putting it out there because that is what they need to remain competitive about. Once they move on beyond the three years, the Haverhill officers are getting far more experience than other departments. They build very well-rounded officers here. When they lose that experience, it is irreplaceable and a price tag can't be placed on that. Chief Charles went on to say that \$10,000 and \$5,000 sign-on bonuses were cheap. Right now, Hanover isn't targeting anyone; they are targeting Haverhill's officers. It is specific when they put it out there that they are looking for trained officers. He went on to say that they need to look not just at what's in front of them today, but the years ahead and how they are going to retain their officers with quality pay and benefits. Chairman Luurtsema commented that the Committee approved a new officer last year, but the Police Department hadn't found one yet and was that the reason for the \$50,000 increase in salaries. Darwin Clogston asked what happened to the funds appropriated for the new officer and TM English stated that the Police Department budget had come in with a surplus in 2015 and that goes into the general fund balance to offset taxes. Dan Brady asked what the longevity of the existing force of officers. Chief Charles stated that they had a young police department and other than the Sergeant and himself, it was 10 years and under. Mr. Brady asked where the younger officers were in their 3-year contracts and Chief Charles stated they were here with us. TM English commented that there were no bonuses in this budget, but they were advising them that it may be necessary down the road. They haven't lost anybody, but they were having a

hard time filling positions. Chairman Luurtsema had a question about the health insurance. FO Lacaillade commented that they have to budget for a new officer coming on with a family plan. She also explained that some of the younger officers may change to a family plan and that has to be budgeted for as well. Dan Brady asked about the fund balance. TM English and FO Lacaillade explained that they wouldn't know that number until after the audit. Mr. Brady wanted to know how that fit into the whole municipal budget process. TM English explained that the unaudited number was approximately \$500,000 and they have used \$100,000, which is prudent, based on Selectboard policy to offset the budget. They would see that same \$100,000 to offset this year's taxes. They have to keep a reserve for emergencies. Jon Hobbs asked Chief Charles about the four rounds of hiring and if it was no applicants or ones not qualified. Chief Charles stated that it was a little bit of everything involved in every decision made. Some of them went quite a ways and then washed out and didn't make the process. There was one recently that was all for coming here and they then received a phone call that he had been hired by another PD. Mr. Brady asked Chief Charles if they used a universal hiring process or was it customized to Haverhill. Chief Charles stated that for every candidate, they used the same process. Darwin asked if they were looking at promoting from within for a detective and then hiring an officer. Chief Charles stated that was so. Chairman Luurtsema commented that getting young people to come to this area, especially the Woodsville area, is hard because there is nothing to do. Chris was not opposed, in the future, at looking at one-time sign-on bonuses with a contract. He stated that they have implemented the same methodology at Dartmouth for getting techs. Chris asked Chief Charles if the Police Department was going to pursue sign-on bonuses this year and Chief Charles stated not this year. He was just putting it out there to let the Committee know that that was what is happening and the difficulty in hiring people. One of the Police Department's goals is to hire that person, but they also need to take care of the people that they have. TM English commented that a bonus to a new person is like a slap in the face to the existing staff. It kind of upsets the pay scale; he would rather put the money into existing people. Barb Dutile commented that even with the bonuses, these other departments are having a hard time hiring. Howard commented that there was an advantage to not having to drive an hour to Hanover to work is a bonus in itself. Wayne Fortier asked Chief Charles if the Police Department was at the 81 percentile of median average for the salary of police officers in the county. Chief Charles stated that two years ago some of the patrol officers were when they got those raises. Every year, over a ten-year period, by getting 2% over that ten-year period, they are losing a percentage every year. If they continue at the rate they are going right now, in a five- or six-year period, they will be down 5 or 6% again. Chairman Fortier stated that he thought that they had made adjustments the last two years to get to the 81 percent across the board. Chief Charles stated that some of the officers were not at the 81 percent and by officers, he meant himself and Sergeant Trott, who were not at the 81 percent, but most of the officers were. Chris asked about the PD cruiser leases going down and wanted to know if leases were up

and Chief Charles stated that there were 2 that were done. Chris asked when they would be leasing again and TM English stated that it would be the next two years – one each year. Chris asked about the clothing line. Each officer will get new clothing each year if needed plus clothing for the new hire. TM English commented that he has trained his people over 20 years to not use the school methodology of “spend it”. A budget is only a plan. Hopefully, they will be a little over budget to account for emergencies. There has never been just a “spend it” attitude. Jon Hobbs made the motion to approve the Police Department budget of \$1,048,818; seconded by Barb Dutile. Mr. Brady asked about Dispatch and the formula that drives Haverhill’s contribution. TM English stated that it was the number of calls. The vote was taken and all approved.

The Highway Department budget was discussed next. Chris commented that a couple of things have happened since last year, namely the purchase of the International truck with the side wing for Mountain Lakes plowing. He asked Road Agent Stuart McDanolds how that was going. Stuart commented that there hadn’t been enough snow to put the side wing on. There is usually more snow this time of year and he could have then given them a better report. There have been a few minor issues with the truck and those were taken care of by the dealer. Stuart commented that sand usage is way down from last year. Right now, they are in very good shape with sand and salt. Chris commented that the HW Capital Outlay of \$150,000 was what was allocated last year with an additional \$150,000 for this year to be pushed out for service of the roads and asked what roads were going to be done. TM English stated there would be two (2) projects. Stuart, Wayne Fortier and TM English had met with the Highway Committee and they talked about the two projects. One project is a complete reconstruction of a section of Clark Pond Road. It is the part of the road that goes up to the golf course from Route 10 and the section of the hill after the Stoddard farm which is pretty much deteriorated. TM English believed that out of the \$300,000, he believed either \$150,000 or \$147,000 was allocated for that project. In their Committee discussion, Joe Maccini felt, and rightly so, that there were a lot of problems underneath in terms with drainage and they needed to go down deep, perhaps 4 or 5 feet and install quite a bit of drainage and that under drain was not included in that figure. Stuart received numbers on pipe, stone, and fabric and what it would take to add that drainage and it could be between \$20,000 and \$30,000. TM English is suggesting that they increase the cost of this project by \$30,000 and take \$30,000 away from the second project, which is an overlay on Brushwood Road. They would do less of that overlay and put more into the Clark Pond project and do it right. Another idea Joe had was to do some kind of shim on Lily Pond Road with the grader and grade in some hot asphalt just to bide some time until they can get to that project on the priority list, which will be a couple of years. The way to do that is to use tar money to make it viable. Jon commented that this was a different line item from what they had established last year where they set aside the \$150,000. He noticed that the \$150,000

was on the Warrant and thought there would be \$450,000. TM English stated that they would be raising an additional \$150,000 this year and that would be added to the reserve of \$150,000 from last year, which would be \$300,000. Howard commented that he and Joe Maccini had looked at Lily Pond Road and from Moody Road, there were only two short places shim would do any good at all and it would be a total waste to do more. He stated that they had used pretty primitive tools to find out about the water. Howard went on to say that there wasn't \$150,000 in last year's reserve. TM English stated that the trustee fees were being paid out of those funds. FO Lacaillade stated that the Warrant article specifically stated that the account was a reserve and there were not any options. Howard asked "you can't encumber it without putting it in a trust". FO Lacaillade stated that the voters voted to establish a capital reserve with that money and that is where it has to go.

Howard stated that they had spoken about \$100,000 going into tar added to the capital reserve. There are 50 miles of dirt roads and they haven't had any gravel for 20 or 30 years. He would like to see \$50,000 go to gravel and the Town stop making gravel, which eats up time. Other towns around come to Haverhill and buy gravel and don't be involved in making it. Again, this is just management of the department. When the first of May comes around and it's time to grade the roads, guys then want to take vacation. He suggests hiring a grader and operator, put Stuart's men out there and put that \$50,000 of gravel. He calculated 17½ loads of gravel per mile and if they did 2 miles a day, they would get almost all of it done. TM English stated that that was what he had done in this budget. Howard stated that he wanted to voice it because TM English would make more people in the whole town happy that something was being done with their roads. TM English stated that they had taken \$50,000 out of tar and put most of it into gravel material and some into Machine Hire. He then left a reserve of \$50,000 in tar to do crack sealing and to do the Lily Pond Road job. If they don't do the Lily Pond Road job, there is a little more money and they could do a little more gravel. Howard went on to say that he and Joe differed in thought some on Lily Pond Road. They went over Lily Pond Road and over the years, there were at least eight driveways with culverts that didn't meet Town specs and the water is running in the roads. The project on Lily Pond Road could be done in two months, but part of Lily Pond Road has to be brought back, trees have to come out and ditches put back where they belong. Howard said to get Clark Pond Road done and get the tarred part of Lily Pond done. They can't get all of the projects done at once. If they could get the driveway culverts done and get them seeded, that would be quite a project. TM English stated that that would be a Selectboard decision. If they went right from Clark Pond Road to Lily Pond, that would defeat the priority of the highway replacement plan. If the Board wanted to make that decision, it was fine. Howard commented that they were going to use half of the money on Clark Pond Road and Stuart said that was correct. Stuart went on to say that the paving on Brushwood Road hasn't been completed because they are only allotted \$100,000 a year and that does about 1.2 miles and that was about what was left on Brushwood Road. Howard

continued that this brings up another issue which was also another management issue. Howard said that TM English said that they can't put policemen out there to watch these trucks. They can't keep building roads and putting pavement down and then allow trucks weighing 20,000 or 30,000 pounds. If a road couldn't be built to take the trucks, the roads have to be restricted. Howard went on to say that there were management decisions. Howard asked Stuart if the budget was close to what Stuart wanted and could he tear his management skills. Stuart stated that to do what he and TM English had talked about was no problem, but to add the extra gravel to it would stress the department. That was why they were going to add more into machine hire so that if they have to hire trucks because the guys are out on vacation in the summer then they have to hire equipment in to get the job done. Howard asked Stuart if in the winter there were no vacations and Stuart said that was correct. Howard then went on to ask that in the summertime, the Highway Department was bending their work schedule around vacations and Stuart said that was right. Howard stated that since the Road Agent position has been appointed, they couldn't get along with their help. It has been a fight since Bob Maccini got done as Road Agent. Stuart responded that his help had to be treated with a certain amount of respect. If they are asked to be loyal in the winter, they have to have their time off in the summer. All of the load projects do come due in the summer, so they are constantly juggling to make sure there is enough help. Howard stated that there have been additional projects, such as the sewer line breaks and Railroad Park, put on the Highway Department when they should be doing maintenance of the roads. Stuart responded that the first year that they did a road project they tried to do it all in-house and found that it took so much out of the summer. They now bid them out and hire the road jobs done. Howard stated that as Road Agent, Stuart couldn't come in on a Sunday and do sanding and salting and restricting his men. Stuart stated that he does call his men in at 3:00 in the morning out of a sound sleep and ask them to give up their holidays and everything else. TM English stated that his experience with Road Agents has been while they are on the job, everybody hates them and when they retire, everyone loves them and hates the new guy. He has gone through this about four times and it is just the nature of the job. He agreed with Howard, in a way, that they have the ability to decide when people take vacations and it's not necessarily when they want to take vacation, but the work comes first. TM English also commented that the biggest increases in this budget over the years have been outside work, such as material and machine hire. The machine hire budget has gone way up over the years. Howard said he was looking at \$400,000 and they might look at ideas, such as getting a smaller truck. Bob Maccini commented that the Road Agent is really a superintendent and the relationship between a superintendent and his crew doesn't need to be adversarial. It should be a team effort. Stuart replied that as far as the garage goes, they can have a civil conversation and communicate well, but once the men go home and they are on their own time, it is up to them how they want to speak with him. As far as the work situation, Stuart feels that they can be called 24/7 and they will be there. If they

were that unhappy, they wouldn't. What people hear and what the reality is are two different things. Stuart went on to say that they are not always happy with him when he calls them at 3:00 or 4:00 in the morning, but that is the job they signed on for when they took the job. TM English stated that they didn't ask for much from these guys; they were well-paid and had all the equipment they needed and they had good vehicles. In his opinion, the crew shouldn't have any complaints. He went on to say that there has never been a refusal to come in and they do a good job for the most part. Howard then went on to say that there was a lot of money in vehicles at the Highway garage and he would like to see the Highway vehicles washed once in a while. Stuart stated that there were a lot of times they were washed and a half hour later, it didn't look like it had been done. Howard asked if they were washed in the garage and Stuart stated that they didn't have the luxury of drains in the building to use that much water inside. Howard then asked if they had wash bucket and Stuart said they had a perfectly fine hose and wash bucket. When it's like 18 degrees outside, they just hose them off to get the salt off and then put the trucks back inside. They really wait for a fine day to wash the trucks. Chris reiterated about the tar budget. He commented that what was normally budgeted for tar was \$100,000 and half of that (\$50,000) was going to go into gravel line item. TM English clarified that \$40,000 would go into gravel and \$10,000 into machine hire because they would have to hire some equipment to put the gravel out. Jon asked if they were going to budget \$50,000 in tar and it takes \$100,000 to tar 1.2 miles, were they talking about tarring less than a half a mile of road. TM English stated that the primary purpose of what was left in tar would be used to finish the crack sealing that was started last year. They spent about \$20,000 sealing a good portion of the roads. They would like to complete that and then the rest would go into small paving jobs that may occur. Jon commented that they weren't really doing anything with \$50,000 and TM English stated "band-aids". Jon then said that they were using \$300,000 and then removing \$50,000 from tar and it felt like 1 step forward and a ½ step back. It didn't make economical sense to him. He understands that they were shifting money within the budget to keep the budget flat, outside of the \$300,000. They just keep getting further and further behind. TM English responded that last year he had asked for a lot of money up front to get going on these capital repairs and the public did not want to take that course. They wanted to set up a reserve and put in a modest amount of \$150,000 every year and then after 2 or 3 years, use it to do some work and then keep that reserve going and save the money before they do the work. The only other way to do it is to bond it and nobody wanted to bond. FO Lacaillade commented that the Highway Department would not only be doing paving, they were also going to be doing a lot of work on the gravel roads. TM English stated that what was saving them was the crack sealing, which prolongs the life of the good and fair roads and buys more time so that if they do one or two major projects a year, they will get caught up. The crack sealing was very valuable. Jon commented that he understands the pay-as-you-go methodology, but what he is having a hard time getting is that \$50,000 is less than the price of

a new vehicle and they are using that to maintain the paved roads, not the specific projects that the \$300,000 is covering, he understands that. He is having a hard time with the \$50,000 really doing anything for them as far as maintaining the roads while they do the specific projects. Stuart stated that if they were to keep the present \$100,000, take the \$150,000 that was put aside for a road project, they could do a \$250,000 worth of paving in a year and over four (4) years, they have used up the entire \$1 million bond if they wanted to look at it that way. Everything was not a simple shim and overlay. TM English stated that the mentality, which came out of UNH and from engineers, was to keep the good roads good and the fair roads fair so that they don't lose ground. Chris stated that what Jon was trying to say was that \$50,000 wasn't enough to maintain what they currently have good and they were setting themselves up for a fall going forward. TM English didn't think so if they religiously followed the priorities. Jon then stated that there was some debate about what was to be done first and the study suggested that the good roads be done first so that they don't end up like Lily Pond Road. He understands that piece as well, but can \$50,000 keep the good roads good. It doesn't seem like much money to him. Stuart stated that they took and broke down the \$100,000 in tar so that they didn't want him to consider tar as a maintenance issue. They wanted to consider tar as a construction issue. This \$150,000 they put away and the next \$150,000 is allotted for construction. They are going to use some of that for construction and they will have a bigger piece of the pie for paving because pavement comes out of maintenance and gone to construction. Once the pavement is put into construction, there will be a bigger lump sum to accomplish more. Moving the tar to construction, the ability to do more paving is increased. TM English stated that if the Town is willing to put up \$150,000 each year and building up the reserves and going by the priorities, do crack sealing and overlay, they will be all right in time. The problem is that the gravel roads still need to be done and they haven't been getting their fair share of the money. Jon is not arguing any of that as there are more gravel roads than paved. TM English stated that people need to ride around and look. They will find that the roads are not deteriorating any worse than they were 20 years ago and they were really bad 20 years ago. Jon stated that that was not his suggestion. He personally doesn't feel that they are going to be able to keep the good roads with \$50,000. TM English stated that they can if they do another round of crack sealing and they can do that for under \$50,000. The crack sealing is going to preserve more asphalt that is savable. Howard asked if tarring had been outlawed and how come nobody does it any more. They are spending as much in crack sealing as tarring. TM English stated that if Howard thought that a sand seal that has a lot of alligatoring would work, he could give it a try. TM English went on to say that that was the way the state paves with these little sand seals that only last a couple of years. Stuart stated that what Howard was talking about was a hot tanker truck goes through and sprays down a sealer. Howard doesn't understand why they don't do that anymore. Bob Maccini commented that most people have gone to using crushed stone to back sand instead of sand. They are using the same product, but

whether they were getting the same effect, he didn't know. Howard commented that the roads that have the thin pavement on them seem to go to pieces since the sealing. He also went on to say that the weight on the roads has increased and no matter how much is appropriated, to handle the traffic, there needs to be weight restrictions. Stuart commented that typically the only time they restrict is in the spring. Other than that, any legal load can go anywhere in Town. Darwin wanted to harp on Lily Pond Road. He commented that it wasn't that long ago that Clark Pond Road had been done. TM English and Stuart replied that it was 10-15 years ago. Darwin then said that it hadn't been done right. Stuart said that he hadn't been involved in it. After having looked at what it's done to us, he would say that it wasn't done to the extent that it needed to be. Darwin then commented that there was \$100,000 in tar last year, but it wasn't all spent. Stuart stated that \$18,500 came out of the tar money for crack sealing. He bid out the job for roughly \$70,000 on French Pond Road to do the next chunk. They came in like \$66,000 so their math didn't work out for them so they didn't use the proper amount allotted. He pulled \$10,000 out of it because he was going to be over budget in road salt because they used more salt than anticipated. Darwin stated that they were asking people to set aside \$150,000 and on the other hand of the \$100,000, using some of it for salt. Stuart stated that it was a budget number and sometimes things have to change to make the budget correct. Darwin thought that maybe it shouldn't have come out of somewhere else if they were asking for money. Stuart commented that he left money in machine repair and maintenance that he didn't use and that went back into the general fund. Darwin stated that his point was they were trying to gain on the tar on the condition of the roads so they maybe should have spent all the money on the roads. He also had questions on the new truck. He asked when Stuart picked up the truck and Stuart responded four months ago. Darwin then asked how many miles Stuart had put on the truck and Stuart thought he was just about 4,000 miles. Darwin said that this had been brought up to him the other day and he asked Stuart if he thought he would park the new truck some of the time and drive a smaller pickup. Stuart replied that, at the garage, the new truck was considered the small truck. Darwin again asked if it wouldn't behoove the Highway Department to get a small pickup and Stuart responded that they had never had one in the past that he was aware of. Chris stated that 4,000 miles seemed like a lot to him. Stuart stated that when they are out plowing and put on 150-200 miles a day, it adds up. FO Lacaillade stated that he wasn't only using it for plowing; that was his truck. He uses it to do everything in Town and if he goes out of town, he uses his personal truck. TM English stated that Stuart needed a working vehicle that allows him to do work; a pickup is totally useless as a working vehicle. Darwin asked if Stuart does a driveway permit does he need the big truck to do that. TM English stated that he needs that truck most of the time and a small truck is not needed. If Stuart needs to go out of town, he takes his own truck and the Town pays him mileage on those rare occasions. Howard stated that they have always had a one ton, but they didn't have dual wheels on the back. Stuart stated that there are days when they could use a small vehicle to go checking but it

would be just creating another maintenance issue. Darwin said, "Forget it, it was a bad idea". Howard said no, it wasn't, because the cost per mile for running the other trucks just doesn't work. Dan Brady wanted to change the direction for a minute. He was looking at the worksheet; and at the bottom, it said -100.00% and FO Lacaillade stated that it was her formula and she would correct it. TM English said that number should be a 2.8% increase. Darwin asked about the part-time salaries line item and it was zero across the board. Last year, Darwin's sheet said \$6,958.40 in part time expenditures. TM English said that it was the year before. Stuart said that one year, they thought about bringing in a part-time person in the summer to offset but they didn't have time to hire. FO Lacaillade clarified that in 2014, there was a budget of \$5400 and they used \$130 of it. In 2015, there wasn't anything budgeted and they didn't use any. Chris asked what gravel roads they were going to tackle. TM English stated that there will be another piece on Lime Kiln Road. In addition to that, the additional gravel needs to go on everything they can get it on. Howard stated that the reconstruction will go away if they keep up with the gravel. There are 50 miles of gravel roads. Stuart explained about the crushing and buying of gravel. Howard told Stuart that if he were on the stick, he would be up French Pond to that pit and make a deal buying that stone. Howard then said he wasn't thinking of cutting this budget, he would like to increase some of the places, but he wanted to see it done "smart". Stuart stated that they were paying between \$4 and \$4.50 a yard to crush it. At Underhill's next year, they will be at \$3 a yard to purchase the base material for County Road. He bought the 3"- and he wanted to say that it was \$8.25 a yard. Technically, going into the smaller stuff, it would be around \$10 and would be saving \$3 a yard because they don't truck it either. Howard said it could have been 3" screened at the lower level; he didn't need crushed down that deep. All Howard was asking for was to be able to come to Stuart, TM English or the Board with an idea and have them take a look at stretching their dollars. Darwin commented that a bunch of ideas are floated out and the answer is "no". He thought maybe there should be something to a suggestion and not just an outright rejection. TM English commented that a lot of Howard's suggestions he agreed with and they didn't hear any rejection from him. He's open to any good suggestion. Darwin wanted to know what the \$7,500 in Highway Equipment was for. Stuart explained that it was for a culvert steamer. They currently have two quite antiquated steamers. There have been rumors over the years that they were not safe to operate. He brought it to the attention of the Selectboard office and they suggested that he talk to the insurance company. He called the insurance company and they asked him to send pictures. They asked Stuart, "You're still running those? You can't run those. They are obsolete and very dangerous." The \$7,500 would cover a complete unit to do culverts and to replace the two steamers that he has. It amounts to a fancy hot water pressure washer with some hose and a tank on a trailer. Darwin asked about the \$20,000 in HW Concrete. Stuart explained that the Jeffers Hill and Daniels Road bridges were in relatively decent shape, but when they were built, they used cinder blocks on each end for the retaining wall and they are failing. He got a preliminary bid from a concrete

guy and he suggested it would be about \$20,000 of excavation and concrete to put new retaining walls on the abutments. Chris asked Jon if he wanted to increase the tar budget. Jon's issue is that he doesn't know enough about it and, at some point, he will have to agree to disagree. He just thinks that with the tar roads that they've got, \$50,000 isn't enough. If he's wrong, he's wrong. Nobody is speaking up to the contrary that it isn't enough. TM English stated that this was a good budget and the tax rate was down 7 cents. He thinks this is the best plan for the Town right now. More money would be great and they could do a lot more work, but people can't afford it. Stuart told Jon that he would be doing \$247,000 worth of paving this year with \$30,000 for under drain for the road to shore it up. That brings the total up to approximately \$270,000-\$280,000 of road work this year. He still has his \$50,000 tar budget and \$50,000 more in his gravel budget. Technically, he said that he paved 3 times more than the original \$100,000. Jon commented that 2/3 of that was on two very specific projects and that only leaves 1/3 for the rest of the tar roads. He said that they would have to agree to disagree; it just doesn't make logical sense to him. He thought it was great that the tax rate was down 7 cents and he wasn't looking to predict what was going to happen in 2018, 2019 or 2020, but his fear is that they save 7 cents this year, but next year, they have to increase 14 cents because there isn't enough in the budget this year. TM English stated that if they put another \$50,000 in tar, it wouldn't make any difference. They would be putting tar over "crap" and they have done enough of that. A lot of the paving that they have done to make it look good hasn't paid off in the long run and he doesn't want to do any more of that. He wants to keep up with these projects and in five years, there will be something plus the gravel roads will be improved. Mr. Brady commented that there was a road committee and they have done their work and met with the Town Manager. Like Jon, he has no construction experience, but he thinks it is a low risk to move as outlined and see what the outcome is. He welcomes the news that the gravel roads will be addressed. He would lobby to put it to a vote and accept the recommendations of the Committee that was created. Jon reminded him that he didn't think the Committee had anything to do with construction. TM English stated that the Committee's input was very valuable on parts of the budget, such as the projects and the gravel roads. Stuart asked who suggested taking \$50,000 out of tar and putting it into gravel and Howard said that he did. Stuart then asked him if that wasn't input on the budget and Howard said that it was, but they weren't sure that they could do anything on the roads until they knew what was underneath them. Stuart stated that when they go to a budget hearing, they have to have a preliminary number and Joe Maccini was quite confident about the amount of water problem underneath the road. Joe suggested five feet deep and three rows of pipe, so 1,600 feet of pipe and three rows of it would be \$5,000. There would be 400 yards of crushed stone to create a pocket for the water to get into and road fabric over that. There is a good supported road with a new surface on top and then they would be back into repaving it. He had to present the Committee with a number that made sense. Howard asked if Stuart knew the history of the

road and Stuart said his understanding was that it was a State road and they tried to stretch the funds as far as they could to get as much paved as they could before the Town inherited it. TM English stated that that was a state job. The State paid 2/3 of the project and the Town paid 1/3. Howard said that the money was from Route 10 to the bridge. TM English again said that the State funded 2/3 of the whole project and the Town 1/3 of the whole project from one end to the other. Stuart said that he wasn't there when it was done, but he knows what there is presently and he knows it needs to be addressed. Barb Dutile made the motion to approve the Highway budget of \$836,731; seconded by Dan Brady and all approved. FO Lacaillade reminded Chris that the HW Capital Outlay budget was separate and needed to be voted on. Jon Hobbs made the motion to approve the HW Capital Outlay budget of \$300,000; seconded by Barb Dutile and all approved. Chris noted that he had received a request from a person on the Committee to reserve the time spent to less than three hours. After a couple of hours, people lose interest. He apologized for keeping people there for 3 hours at the last meeting. They then discussed the Woodsville Hwy. Reimbursement budget. TM English stated that this was State law and it reimburses the Haverhill taxpayers who live in Woodsville for supporting two Highway budgets. Barb Dutile made the motion to approve the Woodsville Hwy. Reimbursement budget; seconded by Dan Brady and all approved.

FO Lacaillade stated that Dick Guy had brought her in updated Airport figures. She handed out a new sheet with the updated Airport expenditures and revenues, which are now in balance. Howard wanted to know what the Selectboard thought about some of the things that didn't seem to have been thought through and if they would continue to be self-sustaining. Bob Maccini stated that he was on the Selectboard five years ago and was also on the Airport Commission and felt comfortable with what was going on. They weren't renting the house at the time and hoped that they now followed Life Safety Codes. TM English stated that the house was structurally okay. Wayne Fortier commented that there had been quite a bit of work done on the house in the last few years. Wayne also commented that since he has been on the Selectboard, the Airport Commission has been self-sustaining. He doesn't have a fear that it wouldn't continue to be that way. They have an energetic group and are fiscally responsible. Howard commented that the history of the Airport wasn't accurate. Wayne thought that that could be discussed, but they didn't have a Selectboard rep right now and there would be a change in structure after Town Meeting. There was only one change made to the AP Maint., Repair, Imp. line item, which would be reduced by \$3,000 to \$6,550, making the total budget \$84,244. Darwin asked Dick if he had checked on the chimney at the Airport house and Dick said that he had spoken with Dennis and it was okay. They would look into repairing it next year. Dick had no reason to question what he was told. Howard then brought up the Taxiway Paving. Dick told Howard that he was talking about two different things: the aprons and the Taxiway. Howard said that the Minutes of the 6/29/15 Selectboard said the Taxiway. Dick said they were talking about the two topics at the same time and didn't understand Howard's point,

but they were trying to get the same paving company to do both jobs. One job was going to be paid for by the users and the other job that the Airport was going to have to pay for which was the aprons. He hoped that this clarified things for Howard. Mr. Brady asked Dick if the last three items (Taxiway Paving, SWPP Grant and the Beacon) were going to be moving ahead. Dick stated that he didn't know if the Beacon was going to happen, but they were budgeting so that it could happen. There is more to it than just saying they are going to do it and put it in the budget. They have to make sure there are no objections from the neighbors and it was impossible for him to tell them what might come up to not make that happen. Dick was sure that the SWPP Grant was going to happen. Dan Brady made the motion to approve the Airport budget of \$84,244; seconded by Barb Dutile. Howard Hatch asked to amend the motion to remove the \$25,000 for the Beacon; seconded by Darwin Clogston. Darwin commented that he had been to a few Airport meetings and although he didn't necessarily agree with everything that happened there, he wanted to commend the Airport for spending what they have and he means that in a good sense. He felt that some of the other Committees in the budget could take a hint from the Airport Commission. Dick commented that he doesn't have a personal opinion on the beacon and wouldn't feel badly if it didn't get approved. There really wasn't much discussion about it at the last Airport meeting. Mr. Brady struck him as reasonable only because how could this conversation move forward if this line item isn't provisionally provided. If it's not going to be implemented so it's not going to cost the Town or the Federal government any money but if they don't put it in the line budget and suddenly an issue comes up and says that they really should pursue this and get it done, they have cut off the opportunity to do that. He sees a contradiction and regardless of when it came on the budget, he would think that it's odd that the Commissioner would now say that they haven't given it a lot of thought. Dick stated that he was just an individual and that the Commission had voted it. Mr. Brady responded that that carried some weight. Howard said that he wished they had a little more information from either Dick or the guys that are appointed. He went on to say that it isn't the Commission bringing these things up to spend money. Dick said that they voted. Howard said right, but the guy that is promoting them is making a job for himself. He comes to the Airport meetings and Mr. Goodrich proposes all of his things at the end and he is pushing it all the time and Howard thinks he is pushing it more and more. Jon asked what the logic was behind the Beacon and was it necessary. Dick commented that it was a \$1200 item for them if it happens. He would say that if they did decide to do it, there needed more of a community discussion than it has been. Even though TM English said it was the Airport Commission's decision, Dick felt that the neighbors should be brought into the discussion. Barb suggested a Public Hearing. Dick wanted it on record that it should be a community discussion. Howard then made the motion to withdraw his last motion; seconded by Barb Dutile. Chris stated that there was a motion to withdraw the amended motion and seconded by Mrs. Dutile. They were now back to the original motion with the \$84,244 budget, with the contingency that there is an expectation

that the Airport Commission will have an open hearing with the community to discuss the beacon. All voted in favor of the original motion with Dick Guy abstaining.

The meeting was adjourned by Chairman Luurtsema at 8:05 pm and all agreed.

Minutes transcribed by Karen Hyde