

Note: Draft minutes are subject to corrections, additions and deletions.

June 17, 2019

7:00 PM Public Meeting

PRESENT: Rick Griffin, Chairman  
Jim Waddell, Vice-chairman  
Rusty Bridle, Selectman  
Regina Barnes, Selectman  
Mary-Louise Woolsey, Selectman  
Frederick Welch, Town Manager

SALUTE TO THE FLAG

I. Public Comment

Phil Bean, Hampton & Milton Mills, NH: in 2014 was Chairman of the Board and Selectman Woolsey served with us on that board; she was decisive; hiring Jamie Sullivan; she knew what she was doing and she did a good job; important leadership decision in Hampton; his appointment was enthusiastically and unanimously supported by the entire BOS; decision was legal under NH Statute; in compliance with the personnel property by the Town of NH in 2014; the decision was in no way predicated upon any friendship; transition of Town Manager Welch and Assistant Town Manager Sullivan was bilateral, congenial, enthusiastic and was a purposeful execution by all parties involved; executed by the board with the best interest of the citizens and taxpayers of Hampton.

Carl McMorran: Aquarion; replacing pipe at the beach; 4<sup>th</sup> break on this pipe this year; one of 3 transmission pipes that serves Hampton Beach; alerts were sent out; automated phone calls; cut back on water use; challenging to work in the marsh; put pipe in to by-pass that section; expect to be in service by the end of the week; thanks to DPW; no impact on operations; no issues with water quality; easily support the beaches commands; putting more water in the tank at the beach; water safe and reliable.

Selectman Woolsey: appreciate the updates.

Mr. McMorran: brought some people in from our corporate office.

Selectman Barnes: proactive.

Selectman Bridle: did a great job.

Chairman Griffin: have not seen any change in the quality of the water; message looks like a junk mail; it was a benefit.

Mr. McMorran: it is a tool we have to get out to some people; thank you for coming tonight.

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Selectman Barnes: what former Selectman Bean said was true; I was not a Selectmen when that decision was made; in my short lived career as a Selectmen sometimes we find out the decisions we made are not the right ones; when I did not have an answer I could always go see Town Manager Welch and he had always had the answer; attended Assessing Seminar last week and spent the day with one of the Assessing clerks; do not have a full time Assessor anymore; things were not exactly right; Town Manager Welch oversees that department; he gives them guidance on how to get things organized; one of several departments that is part of the organization in the Town of Hampton that is failing; not Finance; have no problem with the Assistant Town Manager or the position; have a problem with losing Fred Welch; Town cannot afford to do that right now; Town needs someone overseeing the Assessing Dept.; Fred organized the Cemetery Committee; not saying someone else can do the job, but can someone step in right now and do the job, definitely not; losing Fred Welch would be a travesty; sustain Hampton; the only leader we have is Fred Welch; without him we have nothing.

## II. Announcements and Community Calendar

Selectman Waddell: tomorrow is Senior Citizen day at the beach, sponsored by Cornerstone and the Chamber of Commerce; registration at 11:30; barbecue.

Selectman Barnes: I do not work for the water company; people were upset that they could not watch the Selectmen's meeting from 2 weeks ago.

## III. Approval of Minutes

### 1. June 3, 2019 Public and Non-public Sessions

Selectman Woolsey MOTIONED to APPROVE the Public session and Non-public session minutes of June 3, 2019 SECONDED by Selectman Waddell.

VOTE: 5-0-0

## IV. Consent Agenda

1. Cemetery Deeds: James Tuttle & Linda Sage 11/1-1/2/A&B, Mary Myers 10/1-1/1/B
2. Conservation Commission Alternate Appointments: Gaye O'Malley, Deborah Wrobel
3. Dance Hall Permits: Wally's Pub, Victorian Inn & Pavilion
4. Entertainment Licenses: McGuirk's Ocean View, Victorian Inn & Pavilion
5. Heritage Committee Appointment: Ann Carnaby
6. Letter of No Objection: Service of Alcohol outside McGuirk's Ocean View
7. Limousine License: Robert Grande, Seacoast Executive
8. Police Patrolman Contract
9. Police Sergeants Contract
10. Pool Table Permit: Wally's Pub
11. Parade & Public Gathering Licenses: Smuttynose Dock Dogs 06/29-06/30, Smuttynose Kung Futto Music Festival 08/10, Smuttynose Rockfest Half Marathon & 5k 10/06
12. Road Closure Permit: Smuttynose Rockfest Half Marathon & 5k 10/06, Cranberry Lane 06/15
13. Use of Town Parking Lots; Smuttynose Rockfest Half Marathon & 5k 10/06
14. Utility Easement agreement Labrador Lane

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Selectman Barnes: would like to remove 3 and 4 as I would abstain.

Selectman Woolsey MOVED to APPROVE the Consent Agenda SECONDED by Selectman Barnes.

VOTE: 5-0-0

Selectman Waddell MOVED to APPROVE #3 and #4 of the Consent Agenda SECONDED by Selectman Woolsey.

VOTE: 4-0-1(Barnes)

## V. Appointments

1. Kristi Pulliam, Finance Director
  - a. Monthly Financials

Director Pulliam: May Financials; posted on the website; expenditure target 41.67%; months total income \$633,776; Motor Vehicles @ \$382,412; Interest on Taxes @ \$78,883; Building permits @ \$20,202; Departmental Income @ \$71,109; Parking Lots @ \$22,756; Real Estate Trust @ \$48,576. Expense 37.57% spent; Executive section @ 38.05%; Town Clerk @ 35.83%; Finance @ 39.77%; Assessing @ 29.55%; Tax Collector @ 37.35%; IT @ 33.65%; Legal @ 51.22%; Personnel Administration @ 44.43%; Planning Department @ 42.59%; Zoning @ 37.67%; General Government Buildings @ 47.34%; Cemetery @ 28.7%; Municipal Insurance @ 37.26%; Parking Administration @ 28.75%; Police @ 33.46%; Fire @ 39.42%; Building @ 37.17%; Public Works @ 34.51%; Welfare @ 30.87%; Recreation & Parks @ 35.97%; Library @ 42.52%; Conservation @ 37.23%. Recreation Fund balance @ \$262,766; Cable Fund balance @ \$244,903; Private Detail Fund balance @ \$225,651; EMS Fund balance @ \$327,457; Wastewater system development charge balance \$197,444.

Selectman Woolsey: wastewater development fee is toilet tax.

Selectman Barnes: would it be possible for you to bring the balances. Director Pulliam: audit is not complete; have preliminary balance for the unassigned fund balance is \$8,032,311; due to warrant that was voted on in March the \$591,273 will be coming out of the projected balance bringing the balance down to \$7,441,038.

Selectman Waddell: revenue slightly higher; most year's revenue goes up; is that something we should worry about. Director Pulliam: do not think so; still have a lot of things coming up; will do another projection in June.

Selectman Waddell: talking about the unassigned fund balance; not a cash balance, correct; accounting. Director Pulliam: right; treasurer would want to make that very clear; not a cash balance.

Selectman Bridle: many of those are one-time fees. Director Pulliam: yes; will help to level out section of the budget; been working on our website; hoping to launch this week; departments have updated their pages; Dylan has made this his project and worked hard on this; very excited; can change when we see what people like and do not like; IT did a great job.

Selectman Waddell: do you collect cookies. Director Pulliam: no, but can tell what people are clicking; website outsourced; not in-house.

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Selectman Waddell: privacy is important.

Director Pulliam: Channel 22 has been working on slide show; show program schedule for the current day; what is upcoming; fluctuates between time and seal on bottom right corner; meeting will still be full screen; informational slides.

Skip Webb, President

a. James House Annual update

Mr. Webb: remind Selectman periodically that the James House Association is merely a steward of the property for the Town of Hampton; if we decide not to continue, we offer it to the Historic Society, if they refuse/fail, automatically passes to Town with Selectmen deciding what to do with it; cannot sell, can't change use, can't rent pieces of it; run as a living history museum; free education to public; history of the James Family; history between 1702-1941; everything is good at the moment; trained people to take over the Presidency; no one wants to take it over; it is a full-time job; enjoy it; run as a living history museum; end of August should have siding and windows completed; cost \$56,000; bad news time to put new roof on; only have one quote \$26,000; applied for grant; need support from community; get Selectmen support to replace roof; need 2 more bids; still good for another year; pricing between Alaskan Cypress vs. Red Cedar; invite to opening day on Saturday; concert with 3 separate performers; tours start at 10:00AM; new exhibit on display; free lunch; clearing property; apple/pear orchard; looking for anyone interested in gardening; main historic garden at James House; intend to plant next year; looking for at least 5 to maintain; ground around building has settled; project to fill that area.

Selectman Bridle MOTIONED to support in going after grant SECONDED by Selectman Woolsey.

VOTE: 5-0-0

Selectman Woolsey: deserves a round of applause; look wonderful in costume.

Mr. Webb: serve into ME and MA; been on: Haverhill Public TV; radio stations; Public TV in Portsmouth.

Chairman Griffin: anyone interested in joining can get in touch with Kristina; thank Fred Welch's Department; Kristina and Rene from Recreation; missed meeting due to being in hospital.

2. Donna Rosa Burke

a. Parking at Sun Valley request

Ms. Burke: live in Sun Valley; here on behalf of elderly parents; parking is very restrictive; there is a Town parking lot; have hospice twice a week, meal deliveries and caregivers; parking is an issue; summertime special request to get visitors parking in the Town lot.

Town Manager Welch: how many cars? Ms. Burke: one car at a time.

Town Manager Welch: if board approves; suggest we give a parking permit through the Selectman's Office for the caregiver. Ms. Burke: there are three caregivers rotating.

Selectman Bridle: just swap it off between the three. Ms. Burke: could do that.

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Town Manager Welch: just one car at a time; be concerned due to the parking lot being far away. Ms. Burke: caregiver can walk that.

Town Manager Welch: concern with caregiver walking at night; bad weather, etc.; easy if the Selectmen gave exception; would notify PD; give one placard to go on vehicle and they can swap it; let them park on street in front of the house. Ms. Burke: want them to park in parking lot; no place to park in front of the house due to having meals delivered and VNA coming in.

Town Manager Welch: plenty of frontage for them to park. Ms. Burke: no there is not; they have to block neighbor's yard and mailboxes; and mailman will not deliver if blocking them.

Town Manager Welch: then you would need three parking permits. Ms. Burke: just need one, as one person at a time; meal delivery is only there for a short time, as is hospice.

Town Manager Welch: someone will need to come in and speak with Kristina; she will take care of it.

Selectman Waddell MOTIONED to APPROVE giving one placard for Parking at Sun Valley resident parking lot and return it at end of season SECONDED by Selectman Bridle.

VOTE: 4-0-1(Barnes)

b. Street light request at 75 Plymouth Street

Ms. Burke: lights are approximately every 75'; was security light; no light on Plymouth Street; concerning; really dark; Town parking lot there; traffic and people walking up and down the street; poles are there; 90% are full-timers.

Chairman Griffin: point out we are working on a default budget; no extra money at this time.

Town Manager Welch: look at neighborhood; have contract to change street lighting; contract would need to be amended; fund money out of DPW to amend; take census

Chairman Griffin: will take this under advisement

VI. Town Manager's Report

1. The temporary force main alongside of State Route 101 has been cleaned and in process of being removed. The new force mains are in operation and the old force mains across the marsh have been decommissioned and sealed off and made safe. Testing of Eel Creek will continue until the end of June to be sure that there is no further issues or problems with the waterway. The final testing report will be sent to the State in accordance with their latest directive. New sewer lines are working. Old lines decommissioned.
2. Work continues on the replacement of the Aquarian water main on State Route 101 from the Eel Creek Bridge, East Side, to Church Street. Please be watchful of workers in the roadway during this summer construction.
3. Drainage work on Park Avenue is scheduled to begin the first or second week of July. Please use alternate routes during construction.
4. Communication from Town Clerk concerning licensing your dog; avoid fines which take place on July 1<sup>st</sup>. Will not be able to get landfill permit if you have not licensed your dog.

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5. Problem at Ice Pond Dam; someone cut padlock off and put two additional slash boards on, which raised the water level above face of dam; was at maximum height; could be fined up to \$20,000; violation; destruction of public property. Please stop doing this.
6. Fire truck auction ride for Sacred Heart; great success; raised \$850; children had a great time.
7. Forwarded request regarding the Paramedic program, due to promotions and changes within the Fire Dept.; Chief would like to have the board authorize training 2 new paramedic's; \$22,967.32 for 1; cost for both \$45,934.64; have funding available in the Ambulance account.

Selectman Waddell MOTIONED to APPROVE the Training of 2 new Paramedic's with Funding coming from the Ambulance Account SECONDED by Selectman Bridle.

VOTE: 5-0-0

Selectman Woolsey MOTIONED to AMEND the Training MOTION to include signing a document stating Paramedic's would stay for 5-years. Failed.

Chairman Griffin: that is not legal. Town Manager Welch: No, it is not legal.

Selectman Woolsey: cannot do amendment; nervous paying all this money for training and then have them leave. Town Manager Welch: does happen occasionally; our Firefighters are very dedicated; had similar problem in PD, due to other Town's paying more; we pay good wage for our Firefighters and Paramedics; cannot indenture our firefighters.

Selectman Bridle: we have a very good record; only time it happened was when four firefighters were laid off.

Town Manager Welch: message from State regarding surplus land; a lot they wish to sell; could possibly be for school; notified our departments to look; some projects are large and some small; anyone interested come into office; could go on auction block if any Government unit is not interested; will help Town for property to go back to the tax rolls. Board had approved to rent a side-loader, which we have done and costs \$3,200 per week; vehicle in use. We have a letter from the State of NH and have curb ramps they are digging up on Route 1A; they now claim the sidewalks are theirs and not ours; 3.4 miles along northbound side of Ocean Boulevard and 2.5 miles along the south side.

Selectman Woolsey: I would like to see a lot of the land for sale go to Conservation. Town Manager Welch: Conservation has received the notice.

Selectman Woolsey: noticed a message about people not putting material in the sewer lines that will clog everything up; only should put in human waste and toilet paper; put announcement on Channel 22.

Town Manager Welch: paper towels/hand-wipes/baby wipes will eventually clog the sewer; have from time to time put an ad out.

Selectman Woolsey: the final subcontractor has finally been paid.

Selectman Barnes: second document we received from the State claiming the sidewalks.

Town Manager Welch: Yes, they have the deed to them. The State of NH has presented the Town of Hampton the Public Health Partner Award in recognition with your outstanding partnership with the NH Department of Health & Human Services, the Division of Public

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Health Services in responding to the 2018 Legionnaire's Disease outbreak in your community.

## VII. Old Business

### 1. Approval of submittal of CIP to CIP Committee

Town Manager Welch: 2000-2005 cumulative report by the departments; be allowed to present this to the CIP Committee and its membership can go over this and come back with recommendation to the Town.

Selectman Waddell MOTIONED to APPROVE the submittal of the CIP to CIP Committee SECONDED by Selectman Bridle.

VOTE: 5-0-0

### 2. Non-Union Employees Compensation changes

Town Manager Welch: included within annual budget an appropriation there to give non-union employees increases in wages for the coming year; memo devised by the Deputy Town Manager; focus on whether or not you want to go there, even though the money is there; move all non-union employees that are below the minimum salary level recommended up to at least halfway to the minimum level; take any remaining funds and evenly distribute the sum among the non-union employees; any non-union employees that exceed the maximum level recommend they be given a one-time merit bonus payment; gave a chart where it all stands; board said wanted to move toward the pay scale within steps; recommend if you are going to do that, do at least part of it this year.

Selectman Woolsey MOTIONED to NOT APPROVE any Non-Union Employees Wage Increases this year. No second.

Chairman Griffin: I am uncomfortable to do anything with this until we have Jamie here.

Selectman Barnes: we closed the Transfer Station on Sunday afternoons; saving about \$30,000; using the \$25,000 to increase the pay should be in the form of a warrant article; the way we do wages, I do not like, just blanking everyone at 1%-2% is ridiculous; I do like Jamie's idea of the bonuses, rather than giving someone a pay raise and they leave and someone is hired to fill the position and they are now getting that wage; due to default budget and CIP; we should not do anything with the \$25,000 as we might need it for something else.

Selectman Waddell: I think it is insane not to give raises; McDonald's is offering \$13 per hour plus tuition assistance; the market says the people are worth more money; our non-union people do just as good of a job as our union people and our union people received a wage, as they negotiate the raise; people should be rewarded for the job they have done; I agree Jamie should be in here to discuss.

Selectman Barnes: to clarify, I did not say no wage increase.

Selectman Bridle: I agree Jamie should come in; the market is hard; we are looking for people to work at DPW, looking for summer employees; cannot find them because the money is not there; need to look at it; we talked a long time ago about coming up to the MRI study.

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Chairman Griffin: we need to have a discussion before any motions are made; not something we can rush into; no in favor of making any changes until we speak with the person in charge of this project.

Selectman Waddell: put on the agenda for the next meeting.

Selectman Woolsey: last year had a long time department head retire and the replacement came in at the same salary; I think that is crazy; \$18,000 increase when the new replacement person was hired.

Chairman Griffin: we can discuss this in 2 weeks.

### 3. Parking for Deborah Couture, 13 F Street

Town Manager Welch: we analyzed this and is a provision within the zoning ordinance that says within the business seasonal zone if you are renting property you have to provide parking, however, the property in question has no parking; was erected before zoning, therefore, the zoning amendment is not effected.

Selectman Woolsey: should have found that information instead of having her dragged through the winter, expecting help in the spring.

Chairman Griffin: she was not told to expect help in the spring.

Selectman Bridle: we told her at that time it was only going to be through the winter and she would have to find something.

Chairman Griffin: every landholder at Hampton beach has this problem.

Selectman Bridle: could there be a warrant article that would require. Town Manager Welch: would have to be an amendment to the zoning ordinance; there is a precedent before the US Supreme Court; court ruled if you give enough years notice, all the properties that are not in compliance have to come in to compliance; the case I am thinking of was a 5-year notice; problem is there is no parking for them.

Selectman Bridle: it would be the responsibility of the property owner; whether they lease a spot, or whatever.

Chairman Griffin: if they do not have a spot, I do not know how they rent those places out.

Town Manager Welch: you have a motel in the business seasonal zone that has no parking.

Chairman Griffin: there was a time if it was residential, you had to have two parking spaces, but commercial you did not need any. Town Manager Welch: the only option would be to give her parking and after that, you would have to open it up to everyone who does not have parking for free.

Chairman Griffin: this is a priority; provide parking; we need to go after a business that is operating this way; if it means a warrant article then I am in favor.

Selectman Bridle: Right now, there is nothing we can do for her.

Town Manager Welch: no, unless you are willing to give the parking lots the Town owns to use for free, there is not much you can do.

### 4. Acceptance of Hampton Cemetery Association Trust Funds for \$167,826.09

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Town Manager Welch: the court has ordered that these funds be turned over to the Town and create a trust account, which would be under the BOS to take money to use for the purposes of maintaining the cemeteries.

Selectman Woolsey MOTIONED to APPROVE the Acceptance of Hampton Cemetery Association Trust Funds for \$167,826.09 in Trust Pursuant to NH RSA 31:19 to be known as the Hampton Cemetery Association Trust Fund for the purposes of establishing and maintaining town owned cemeteries in the Town of Hampton in accordance with the terms set forth in the stipulation for consent decree as approved by the Rockingham County Superior Court on May 14, 2019 in Docket #218-2019-CD-00313 and to place these funds into the custody of the Trustees of the Trust Fund with the funds to be invested in such a way that makes them accessible for necessary expenditures without penalty SECONDED by Selectman Barnes.

VOTE: 5-0-0

Selectman Woolsey: I asked Fred to pass out a list; concerns we are not taking care of a lot of side business; would like a detailed view of the Town Policy; still say the Deputy Manager position was put together in violation of the personnel policy; the position was never advertised and was never competitive; detailed review of the function of the Assessing Office; need to get rid of MRI and get a competent assessing official; what is the date of the meeting with the JOP.

Town Manager Welch: I had an email exchange with the department; illnesses prevented them from responding; was told something would be done quickly; within the week will have a response, cannot require them to come down here; they have the entire State to run; do not know they are going to have the time..

Selectman Woolsey: the new automobiles have the speed limit recommendations; how do we prepare for this, so how does the Town show it is 30 mph; burden on us as a Town to make sure we have the technology in place; participate in this. Town Manager Welch: the statute is specific all unposted roads are 35 mph; lowest you can go is 25 mph after an engineering study; or school zone is 20 mph; other than that the BOS can dictate what speed limits they desire on public roads and as long as it does not violate State law and they are dually posted.

Selectman Bridle: they should look for signs on the road.

Selectman Woolsey: discussion allowing salary employees to collect overtime; have a big problem with that; noted in 2018 the Police Chief was compensated for overtime; not proper.

Chairman Griffin: we are having a discussion at the next meeting and you can bring up your concerns.

Selectman Woolsey: Lafayette Trail, which is Route 1; State saying they will put signs; are we going to be responsible for some of that. Town Manager Welch: we are not responsible; does not change our street signs; does not change the name of the street; is a placard type situation where they put up a historical monument, poster, or sign; not sure if they can do it in Hampton, as it is a compact road, where they do not control it.

Chairman Griffin: we will have at our next meeting Jamie Sullivan to discuss the wages and other issues; MRI; clear the air.

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Selectman Barnes: sent out email regarding the trash committee, not response; first meeting held in the Police Station, next meeting is Monday, and will be held here and televised; parking lot update; have SAU at a meeting for policies; every time I go on the Hampton website it says it is not secure; discussion of current warrant articles and CIP.

Chairman Griffin: you are welcome to bring it up under old business every week; bring up discussion of warrant articles, do not have to have on the agenda; that is what old business is for; bring it up now.

Selectman Barnes: why can't I put it on the agenda, so people know about it ahead of time?

Chairman Griffin: Why does it have to be on the agenda, meeting is held at the discretion of the Chairman; we have put it on there and very little discussion about it; you are free to bring these things up under old business at any time.

Selectman Barnes: I will bring up what I want; we are meeting every other week and I still do not get the agenda until Friday; does not have anything to do with Kristina.

Chairman Griffin: yes; Kristina does the agenda; we talk about it and decide what will be in the meeting; and what should be brought up under old business; new business also; no one is telling you what you can/cannot bring up.

Selectman Barnes: would like the public have a chance to know what I am going to talk about before the meeting; some people would prefer the public not to know; EPA no plans to order clean-up at Coakley Landfill; another governmental organization that has failed us; representing a private company; HB495 establish commission on drinking water has passed; EPA has failed to act; want people to care and know, why I became a selectman; NH DES give them more of an excuse to do nothing; what happens in Concord directly effects the Town of Hampton; infrastructure; depreciation of assets; would like to see long-range plan; assets depreciated 52%; you cannot keep putting up big buildings and not worry about what is underneath; Assessing Department has had no leadership, Town Manager has been going down there; \$5.3M in elderly exemptions; hearing some applications are not filled out all the way; if we credit someone they need to deserve being credited; need to be audited; do renewal every 5 years; taxpayer money; valuation of the Town; Assessing Department should not be an outsource department.

Selectman Barnes willing to make a MOTIONED to no longer use MRI.

Chairman Griffin: we are going to discuss this next meeting; not fair to bad mouth people we have contracts with; save comments until next meeting.

Selectman Waddell: a lot being said here.

Chairman Griffin: I do not agree with Selectman Barnes for her to pick out departments that are in trouble or not working is ludicrous; both Selectmen Barnes & Woolsey voted to hire MRI and we are using the same company for our ability to do this wage study; many of the surrounding communities use MRI; we know the Selectmen are the Assessor's by law; almost every Town use outside assessing; we have the lowest filings of abatements since I have been sitting on this board; the person at MRI that we are using was the same tax assessor that we had; the BOS when they came up with these discussions about having a continuance of the Town Manager's contract; hard to hire a Town Manager; it seemed to work in everyone's mind in everyone's mind when Jamie was put up; felt he could learn

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from the experience; looking to make sure there is a continued smooth transition for the business of the Town of Hampton; unfair there have been so many of these public comments by different Selectmen, especially when they voted; flip flopping.

Selectman Waddell: a lot of anger here; do not know why; if somebody wants to say something about someone, then they need to bring proof in; cannot just make a statement that a department is not operating properly or someone is not doing their job; need to bring proof as to that aspect; and step up to the plate; statement by one of the select-board here that some of the Selectmen are in conflict of interest; need proof to back up why somebody is in conflict of interest; not in the board's best interest to go back and forth with a lot of anger and fighting with each other; a lot of things need to be done; a lot of things we have no control over and we should not be trying to get involved in; a lot things talked about are what the State Legislator and State Senators should be dealing with, not the BOS; I agree it affects the Town of Hampton and we should be concerned; board needs to start thinking about working cooperatively together and not make broad statements about people with no proof of what they are saying.

Chairman Griffin: I also feel, I have not heard from one department that they do not feel their department is working; never even heard Fred say anything bad about any department and I see no problem.

Selectman Woolsey: I was not given this policy.

Chairman Griffin: it will be brought up next week.

Selectman Woolsey: quiet; I was not given this policy; I have been educated on the personnel policy; she read from page 9 recruitment policy; we created a position out of thin air, I wasn't made aware..

Chairman Griffin: you voted for it; ignorance is not excuse; we will be talking about it next meeting; not talking about it anymore; Selectman Woolsey you are out of order; you can talk about it in 2 weeks.

Selectman Barnes: I said the department as a whole; I did not pick anyone out; things happen; some people cannot handle the position; I say what I feel; some people mistake anger for passion; some people mistake anger for disgust; I am disgusted about how I find out how things happen in this town from third parties on a continuous basis; gotten worse since Mrs. Woolsey has stated her concerns publicly; they are her concerns; I stated my concerns tonight publicly; how I think if we lose Fred Welch as the Town Manager it will be detrimental to this town; I 100% believe that; there are departments in this Town that need Fred Welch; they may not have told you, but they told me; and they told at least one more Selectman sitting at this table.

Chairman Griffin: do you have an idea, what could be an answer in your view. Selectman Barnes: no; I think it is something that the board needs to discuss; that is what I was trying to say at public comment.

Chairman Griffin: have your discussion that is why we are here.

Selectman Barnes: say Fred Welch leaves in 2-3 months; Jamie Sullivan is the Town Manager; who is going to be under Jamie Sullivan; I say promoting Kristi, but do we still need a Town Manager and an Assistant Town Manager.

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Chairman Griffin: I have a feeling that when the time comes those will be discussed; I do not feel in talking to anyone here at the board, that we are planning on having an Assistant Town Manager in the future; this was a one shot deal.

Selectman Barnes: what about Kristina. Chairman Griffin: it is not fair to discuss all these people in public.

Selectman Waddell: I would worry that we are discussing contracts right now; legal; if we are going to do this we should have Mark Gearreald here.

Selectman Barnes: we have inside counsel that does not want to talk to us about it; how does that work.

Chairman Griffin: totally against what is happening here; do not think it is fair to talk about people's positions; if we are going to talk about it they should be here, or it should be done in private; this is wrong; hate hearing people taking shots; people picking up what is wrong in every department; that is their view; this is a board; we have 5 people here making the decisions.

Selectman Barnes: independent people.

Selectman Woolsey MOTIONED to go back to the regular Selectman's Schedule, which is to meet every Monday night, all year long, except for National Holidays SECONDED by Selectman Barnes for discussion.

Selectman Woolsey: too much stuff piling up; lazy; elected to work; meet every Monday night.

Selectman Bridle: I think it is working fine the way it is. Mrs. Woolsey I listen to you respectfully, I expect you to everyone as well.

VOTE: 1-3-1(Barnes)

## VIII. New Business

### 1. Amendments to Insurance and Workers' Compensation Contract due to rate changes

Town Manager Welch: Primex sent communication to us for the 2 types of insurance coverage; Property and Liability is the first; they would like us to renew for a 3-year period; guarantee no more than 5% increase. Worker's Compensation would like us to amend the contract to 3 years; no larger increase than 6%. Since it would be an amendment the board needs to approve; cap on program; rate fluctuates.

Chairman Griffin: do you recommend approving it? Town Manager Welch: yes; Jamie and Finance also agree.

Selectman Waddell MOTIONED to APPROVE the Amendments to Insurance and Workers' Compensation Contract due to rate changes SECONDED by Selectman Barnes.

VOTE: 4-0-1(Woolsey)

### 2. No parking at the end of Cranberry Lane

Town Manager Welch: petition was brought in by the Conservation Commission; wetland at the end of the roadway; people parking; getting in buffer for wetlands; road breaking down.

Note: Draft minutes are subject to corrections, additions and deletions.

Chairman Griffin: how is this different than at the end of Winnacunnet Road; they are claiming that the stuff comes off a car goes into the wetlands. Town Manager Welch: if a car has a leak it would go into the ground.

Chairman Griffin: how is that different than anywhere in Hampton; including all along the marsh; people park almost at the beach at ends of road; land borders State Park or Harbor.

Town Manager Welch: they are in the buffer zone.

Chairman Griffin: all of Hampton is in the buffer zone; most of the condominiums are in the buffer zone; I have a parking lot that is in the buffer zone; everyone else does; how is this any different; are the people that live there asking this.

Town Manager Welch: no, this is the Conservation Commission.

Chairman Griffin: see no difference than Winnacunnet Road.

Selectman Waddell: have Conservation Commission come in to discuss.

Selectman Bridle: I agree with you Rick; very narrow street, so they have to pull completely off the pavement; concerns with breaking down pavement; no gray area between edge of the road and the wetlands; some of the ones on High Street, don't know why we allow parking there.

Chairman Griffin: it is everywhere, what is difference about this place; for us to move forward the Conservation Commission should come in to discuss.

Town Manager Welch: I will ask them if they would like to come in and talk to you.

Selectman Woolsey: I want to see the subjects that I have listed on our agenda; 14 items on the list.

Chairman Griffin: will we see what is on the agenda has been discussed; Jamie will be here; you can ask your questions then, agenda at my privilege.

Selectman Bridle: we have already addressed many of the items.

Selectman Barnes: someone called me today from Kings Highway complaining about a transformer that Unitil had put up there.

Town Manager Welch: have contacted Unitil and they said they will not take the transformer down; they want it taken down because it destroys their view and is noisy; not a transformer, it is an electrical switch with fuses; on a structure pole at corner of the street; they are going to petition the BOS at Town Meeting to order Unitil to take it down, which of course we cannot do; they have a lawful easement and requirement because they have a license to have the pole there; I looked at the pole and equipment; they have a right to have it there; nothing we can really do to order them to take it down; if they want to move it, they can do it on their own.

## IX. Closing Comments

## X. Adjournment

At 9:33 PM, the Selectmen adjourned the Public Session on MOTION of Selectman Waddell, SECONDED by Selectman Bridle, which passed unanimously (5-0).

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Rick Griffin, Chairman