

Wolfeboro Board of Selectmen
Public Meeting Minutes-Unapproved
March 6, 2019

Members present: Chairman Linda Murray, Dave Bowers, Paul O'Brien and Dave Senecal

Members absent: Brad Harriman

Staff present: Acting Town Manager Jim Pineo, Police Chief Dean Rondeau, Planning Director Matt Sullivan, Public Works Director Dave Ford and Recording Secretary Michele Chamberlain

Chairman Murray opened the meeting at 6:30 PM.

Chairman Murray read the following statement:

The Board of Selectmen held a meeting on February 25 at 8:30 am. The purpose for that meeting was for the Board to inform the public of Ms. Merrow's termination, which was effective on February 22. While it was not necessary to convene a Board meeting to make this announcement, we took the step of posting a meeting. Unfortunately, the posting at the Town Hall, Library and on the website did not occur in time to allow the requisite 24 hours' notice (Sundays do not count). As Board Chair, I take responsibility for this notice error. However, it was not necessary for the Board to hold a meeting to announce the termination, which was decided at a properly noticed non-public session on Friday, February 20.

During the untimely posted February 25 meeting, the Board did discuss and vote on whether to hire a firm to do the Town Manager's search. As the meeting was not timely noticed, the Board will disregard the vote taken on February 25 and consider the issue at the next Board meeting (tonight).

Prior to her termination, Ms. Merrow was placed on a paid administrative leave. During the period that she was on paid leave, the Board attempted to work out an amicable resolution. Those efforts were unsuccessful. Ultimately, the Board exercised its right under Ms. Merrow's employment agreement to terminate her employment for cause. Under the terms of her employment agreement, Ms. Merrow will receive a severance payment of \$27,980.46, which represents three (3) months' salary. The Town's portion of her benefit expenses is \$8,172.00 for a total cost to the Town of \$36,153.10. The Board will soon begin the process of recruiting a new Town Manager. Fire Chief Pineo will continue to serve as Acting Town Manager in the interim.

Becky Merrow was employed as Wolfeboro Town Manager under the terms of an Employment Agreement dated April 10, 2018. The Employment Agreement is a public record and is available for review upon request.

In addition to defining her duties, compensation, benefits, and other terms of employment, the Employment Agreement provided a process by which Ms. Merrow's employment could be terminated. Section 3 of the Employment Agreement provided that Ms. Merrow could be terminated by a majority of the Board of Selectmen for just cause. The Employment Agreement

further provided that before the Board could decide whether or not to terminate her employment for cause, it first had to provide her with written notice of the reasons for the proposed termination and the opportunity to have a hearing before the Board of Selectmen.

On January 16, 2019 the Board, meeting in non-public session, voted to provide Ms. Merrow with written notice of its intent to terminate her employment. By letter dated January 18, 2019, the Board identified 7 reasons for its proposed action. Ms. Merrow was also notified of her right to request a non-public hearing before the Board before final action was taken on the proposed termination.

RSA 91-A:5 (IV) (Right to Know Law) exempts certain employee personnel records from the public's general right to inspect government documents. Documents related to employee job performance, including the reasons for a proposed termination, fall within the scope of this exemption. This exemption is intended to protect the privacy interests and reputations of public employees. To the extent that it could release these records, the Town, as a matter of policy and practice, does not speak publicly about the job performance of any Town employee or the reasons that an employee was subject to disciplinary action or termination.

In deciding not to make public its reasons for her termination, the Board extended Ms. Merrow the same courtesies and protections that it extends to all of its employees and that any employee, working for any employer, could reasonably hope for and expect. That said, Ms. Merrow has the absolute right to make the Board's January 18, 2019 letter public and disclose the Board's reasons for her termination.

Under her Employment Agreement, Ms. Merrow had the right to request a hearing before the Board of Selectmen to explain why she should not be terminated. In conducting this type of hearing, the Board of Selectmen is acting in its capacity as Ms. Merrow's employer, not as an impartial tribunal. The Board was well aware of its reasons for terminating her employment and the evidence supporting those reasons. Ms. Merrow was not denied access to any information that she requested in preparation for that hearing. After initially requesting a hearing, Ms. Merrow ultimately decided that she would not appear unless the hearing was conducted in a manner suitable for a court of law, and not a meeting with your employer.

The Board's responsibility is to select and employ a Town Manager who can meet the needs and expectations of the Town's elected officials, employees and citizens. The Board is confident that Ms. Merrow's departure will not prevent highly qualified candidates from seeking employment in our community.

Non-Public Session RSA 91-A:3, II

Chairman Murray stated a non-public session is needed to discuss personnel and litigation.

Consideration of Minutes

Chairman Murray asked for approval from the Board of the February 12, 2019 Regular Meeting Minutes.

It was moved by Paul O'Brien and seconded by Dave Senecal to accept the minutes of February 12, 2019 as amended. Dave Bowers abstained. Members voted and being none opposed, the motion passed.

Chairman Murray asked for approval from the Board of the February 18, 2019 Regular Meeting Minutes.

It was moved by Dave Bowers and seconded by Dave Senecal to accept the minutes of February 18, 2019 as written. Linda Murray abstained. Members voted and being none opposed, the motion passed.

Chairman Murray asked for approval from the Board of the February 20, 2019 Regular Meeting Minutes.

It was moved by Dave Bowers and seconded by Paul O'Brien to accept the minutes of February 20, 2019 as amended. Members voted and being none opposed, the motion passed.

Chairman Murray asked for approval from the Board of the February 25, 2019 Regular Meeting Minutes.

It was moved by Paul O'Brien and seconded by Dave Senecal to accept the minutes of February 25, 2019 as written. Members voted and being none opposed, the motion passed.

Public Hearings

A. Temporary Outdoor Event Permit Application

i. Hospital and Community Aid Association, Inc. to hold the 82nd Annual Hospital & Community Aid Street Fair on August 2-3, 2019 from 10:00 AM-10:00 PM at Monument Field.

Sarah Silk, Representative of the Hospital and Community Aid Association, addressed the Board. She stated this is our usual fair and we are hoping for better weather this year. We continue to sell donated items to purchase equipment for patient care for Huggins Hospital and to also help the community. Food is also sold. There is a traffic plan on file and the contact person is Jane Wass. We will be submitting the updated insurance certificate prior to the event.

Chairman Murray opened the public hearing.

Chairman Murray closed the public hearing.

Chairman Murray reminded Ms. Silk that police officers were needed.

Ms. Silk stated she would talk to the Police Chief.

It was moved by Dave Senecal and seconded by Paul O'Brien to approved the Temporary Outdoor Event Permit for the Hospital and Community Aid Association, Inc. to hold the 82nd

Annual Hospital & Community Aid Street Fair on August 2-3, 2019 from 10:00 AM-10:00 PM at Monument Field. Members voted and being none opposed, the motion passed.

B. Application for Permit to Serve and Offer Sale Alcohol Beverages in Town Buildings for the Great Hall

i. Lakes Region Newcomers Club for a permit of consumption of beer and wine at the Line Dancing Event on June 13, 2019 from 6:00 PM – 8:00 PM pursuant to Town Code, Chapter 5.

Chairman Murray read the notice as follows:

The Wolfeboro Board of Selectmen will hold a Public Hearing on Wednesday, March 6, 2019 at 6:35 PM at the Wolfeboro Town Hall Great Hall, 84 South Main Street, Wolfeboro, New Hampshire to discuss the application of Lakes Region Newcomers Club for a permit consumption of beer and wine at the Line Dancing Event on June 13, 2019 from 6:00 PM – 8:00 PM at the Great Hall, pursuant to Town Code, Chapter 5, Alcoholic Beverages.

Donna Settino, Representative of the Lakers Region Newcomers Club, addressed the Board. She stated we have approximately 500 members around the lake. We are here to ask to use the Great Hall for a Line Dancing Event on June 13th from 6:00 PM to 8:00 PM. We would like to be able to have a byob. We have done this in the past and would like to do it again.

Chairman Murray opened the public hearing.

Chairman Murray closed the public hearing.

It was moved by Dave Senecal and seconded by Paul O'Brien to approve the Lakes Region Newcomers Club for a permit of consumption of beer and wine at the Line Dancing Event on June 13, 2019 from 6:00 PM – 8:00 PM pursuant to Town Code, Chapter 5. Members voted and being none opposed, the motion passed.

Ms. Settion invited the Board members to attend the event.

Bulk Vote

- A. Weekly Manifests**
 - i. February 15, 2019**
 - ii. March 1, 2019**

B. Raffle Permit - Hospital & Community Aid Assn., Inc.

It was moved by Dave Senecal and seconded by Paul O'Brien to approve the Bulk Vote. Members voted and being none opposed, the motion passed.

Appointments

- i. Wolfeboro Conservation Commission Nancy Byrd-alternate**

Chairman Murray stated a letter was received from the Conservation Commission requesting the appointment of Nancy Byrd as an alternate for the term of one year.

It was moved by Dave Bowers and seconded by Dave Senecal to approve the appointment of Nancy Byrd as an alternate to the Wolfeboro Conservation Commission for a one year term. Members voted and being none opposed, the motion passed.

Town Manager Search

A. Discussion: Who should do the search, Board or a search firm?

Chairman Murray stated she received an email from Dave Owen and he gave her a name of four different possible consultants to do a search. Only one of the four names was still in business and they did Maine and Rhode Island. There was nothing listed for New Hampshire.

Mr. Senecal stated we have discussed this in the past a little bit and he felt the Board should conduct the search themselves.

Mr. O'Brien stated he felt they should use the same format that they have in the past by asking for essays and challenge questions. We posted the ad in many places including social media. He stated he was comfortable with the Board using the same approach and felt it would lead to a positive outcome.

Chairman Murray agreed. She stated she pulled out the essay questions and challenge questions that they used before. She looked at the contract that was used with MRI for a suggestion on timeframe. She felt they could follow the format that they used last time. She stated Mr. Owen felt that MRI has really dominated the State of New Hampshire as the firm used to conduct searches. When Mr. Owen was hired the Town used the Local Government Center to conduct the search. When we did the search with MRI we felt there was some information that they had that they did not release to the Board. She stated because of this she does not feel comfortable using them again.

Mr. O'Brien agreed.

Mr. Bowers stated time is of the essence and if this does not produce satisfactory results for the Town and Board of Selectmen then we can reinvestigate in MRI or another company. He felt the Board should try on their own first to conduct a search for a town manager.

It was moved by Dave Bowers and seconded by Paul O'Brien for the Board of Selectmen to conduct a search for a town manager and if it does not work out then they will reconsider the matter at a later date. Members voted and being none opposed, the motion passed.

B. Discussion: Town Manager's advertisement

Chairman Murray stated Mr. Bowers and her have provided the Board with four different examples. The main difference is the formatting up at the top. The wording on all four examples is the same.

Dave Senecal liked the format on example #1.

Paul O'Brien agreed.

Chairman Murray stated Mr. Harriman called her and said he liked example #2.

Chairman Murray liked example #2 because of the space.

Dave Bowers stated he had no preference.

Chairman Murray stated we will do example #1 with a space in between the heading.

The Board agreed.

Chairman Murray asked about the Board's opinion on the content.

Mr. O'Brien stated there are three things we want in a town manager. We need a leader and a manager. We run four profit and loss operations. We have a Water Department, a Sewer Department, an Electric Department and Abenaki. These are complicated businesses. We did a 600 page budget this year. We have a full time Police Department, a full time Fire Department and a full time Sewer Department. It is a complicated operation. We put out about 8,000 bills a month and we collect about the same. We tend to get a good audit review at the end of the year. We need a manager that can dive into this. The third thing we need is someone who has background experience in scaling operations.

Mr. O'Brien stated we need leadership, management, and experience. He would like to test people in these three categories.

Chairman Murray stated these are good points. She felt this could be used in the ideal candidate profile challenge statement. It is there but better wording could be used to incorporate some of Mr. O'Brien's suggestions.

Chairman Murray stated she is still working on the last bolded section. She did get an email address which will be townmanagersearch@wolfeboronh.us.

Chairman Murray asked the Board if they were okay with the contact being just through the Chair.

Mr. Senecal stated that is fine.

Chairman Murray asked the Board where they would like to place the ad. She gave the following costs: Boston Globe - 1 Sunday \$3,189.00, 2 Sundays \$4,581.00 / Union Leader – Thursday \$403.70 Sunday - \$503.40 / Granite State News \$200.00.

Chairman Murray stated we need to get it on Facebook.

Mr. O'Brien stated on some type of social media.

Chairman Murray stated we have some Facebook pages.

Mr. O'Brien asked people to repost the ad after seeing it on Facebook.

Chairman Murray stated the Parks and Recreation Department, the Police Department, the Fire Department and the Electric Department all have Facebook pages.

Chairman Murray questioned the Board about where the ad should be located.

Mr. Bowers felt they should authorize 3 ads for the Granite State News and 2 ads for the Union Leader. He suggested that they be able to cancel the advertisements if they find a candidate and to have the advertisement in the first section of the paper.

Chairman Murray asked if the ads placed in the Union Leader should be on a Thursday (busy day) or Sunday.

Mr. Bowers suggested authorizing 2 Thursdays in the Union Leader and see how the first Thursday goes. He felt the Union Leader should be used because it reaches more people than the Granite State News.

Chairman Murray stated it should be put on our Town website.

Mr. Senecal stated it should be placed in the Granite State News.

Chairman Murray stated it will be placed 3 weeks in the Granite State News and 3 weeks in the Union Leader on Thursday and after two weeks if there is no reply then we will decide if we should put the 3rd week in. We will put the ad on all the Town Facebook Pages and on the Town Website.

Mr. Bowers suggested sending the statement that Chairman Murray read tonight to the Union Leader.

Anne Blodget suggested using LinkedIn.

Sarah Silk suggested putting the ad in City Magazine (The Municipal's Magazine).

Mr. O'Brien suggested putting the advertisement in the Concord Monitor and the Wolfeboro Chamber of Commerce website.

Chairman Murray stated they will get the prices for Concord Monitor and City Magazine.

Chairman Murray questioned if there was a website or publication for town managers.

Mr. Pineo stated we have not been able to get that information isolated but if you send it to the NH Municipal Association or get it to Amy Muccio to give to NH Municipal Association then they will post the advertisement on their site. Ms. Muccio can put it on the Town website along with the job description.

Mr. Bowers suggested that the Board authorize placing an ad in the Concord Monitor if the price was okay.

Mr. Bowers stated there will be a select committee of citizens just like last time.

C. Discussion: Candidates profile and challenge statement

Chairman Murray asked for 2 members of the Board to continue working on the Candidates profile and challenge statement. She asked to have an updated form.

Mr. Senecal and Mr. O'Brien offered to do this.

D. Discussion: Review timeline and assign members

Chairman Murray stated she reviewed the timeline they used with MRI. There are about 9 steps. The first step is advertisement which was for one month. While we are doing that we can work on our Candidates profile. It will take about 20 days to read the resumes. She can set up an automatic reply for the received resumes. We will use the Candidates profile and challenge statement to evaluate the resumes. All members would have access to the resumes. Each Board Member will send a list of their priorities of the candidates they would like to send essay questions to. Then the Board would review the list and make the decision on the candidates. The candidates would have 10 days to answer the essays. Then we would review the essays which would probably take about 15 days. We would then start a web search to find out any information that we can find. After we have our top 2 candidates we would then conduct telephone interviews. This would take about 10 days and then we would have our semi-finalist interviews. Last time we had two panels. The first panel had 4 residents and 2 Department Heads. The second panel had 4 residents and 2 staff members. The interview panels would probably take 1 – 2 days. The Board would conduct interviews with the last 2 candidates and pick 1 candidate. It will probably take 10 days to negotiate an employment agreement and then the employee would need to notify their employer with two weeks to a month to get someone. This timeframe takes about 120 days.

The Board agreed with the timeframe.

Chairman Murray questioned if they should get the advertisements in next week.

Mr. O'Brien stated time is of the essence.

Mr. O'Brien stated he looked at comparable salary ranges. Chairman Murray undertook this last year. He spoke with people at the NH Municipal Association for Town Manager/Town Administrator salaries. They stopped receiving salaries from Town Administrators in 2017. The information that the chairman has is now current. They stopped collecting this information because they only had 31 towns in our whole State reporting in. Mr. O'Brien asked the Budget Committee Chairman to help with the salary ranges. It appears at this time that the information Chairman Murray received last year might be the plan of record on where we should go with salaries.

Chairman Murray stated she added another 2% percent to the spreadsheet.

Mr. Bowers stated next Thursday the papers will probably have all the election results so the readers should be higher than normal. It will be a good time to place the advertisement. He suggested if they put the ad in the Concord Monitor to do it on Thursday as well.

Chairman Murray stated she would speak with Ms. Muccio tomorrow to get things completed.

New Business

A. Hawkers and Peddlers Permits

Chairman Murray stated the first three spots are filled with returning vendors. Spot #1 is Hotdog Bob. Spot #2 (South Main Street) is Hotdog Bob. Spot #3 (RR Avenue) is DeVyllder's Farm. Spot #4 (In front of Cate Park) is the spot that is opened. It requires that no vendor shall be within 100 feet of an existing business offering for sale any like items offered by set establishment.

There are three people asking for the spot: Little Jimmy's Italian Ice, Full Moon Farm (Jennifer French) and Zee's Traveling Silver Show.

Chairman Murray stated Little Jimmy's Italian Ice is from Alton. Our regulations say that it should be given to a Wolfeboro resident first. Jennifer French would like to sell flowers and she has provided us with a State of NH Hawker's and Peddlers license and a check. Zee Hayford would like to sell silver jewelry. She has provided a check but not a license.

Jennifer French addressed the Board. She stated her and her husband have owned Full Moon Farm for the last 20 years. They have expanded their local flower operation and they would like to sell fresh market bouquets. The flowers would be grown in Wolfeboro and sold in Wolfeboro.

Chairman Murray stated the ordinance requires an issued license prior to the Board issuing a permit.

Dave Senecal stated Ms. French has supplied all the information that is required.

It was moved by Dave Senecal and seconded by Chairman Murray to approve Jennifer French (Full Moon Farm) for a Hawkers and Peddlers Permit for Spot #4. Members voted and being none opposed, the motion passed.

B. Libby Museum proposed event application

Mr. Pineo stated he spoke with Mr. Harriman and Ms. Albee last week and they are beginning to see an interest in events at the Libby Museum. As a result they put together a temporary event permit. The permit identifies some various locations. The problem that we have is there is some concern with parking and holding events on the lake side and crossing that roadway. They are looking for the Board's guidance.

Chairman Murray stated we already have a temporary outdoor events permit form. She felt the Libby should be added. She stated there are a lot more people asking about weddings so she felt the Board should establish a policy for weddings in Town Parks.

Mr. Bowers stated we have been doing these applicants one by one for many years and it does not seem like we are overwhelmed so he suggested we continue unless it becomes a problem.

Mr. O'Brien agreed with Mr. Bowers. He stated if there is an issue then we will need to fix it. He asked the speed limit by the Libby Museum. He felt speed on the road and parking could be an issue.

Chairman Murray stated they should go through the temporary outdoor event permit process.

Mr. O'Brien agreed.

Mr. Pineo stated the Director suggested having parking on Lang Pond Road. He stated there are a lot of risks moving forward with this.

Mr. O'Brien stated it is a very busy area.

Chairman Murray stated the number of guests could be an issue.

The Board agreed it should go through the temporary outdoor event permit process.

It was moved by Chairman Murray and seconded by Dave Bowers to send wedding requests through the special event application and that we add the Libby Museum underneath Parks and Recreation to that form that is sent to Department heads. Members voted and being none opposed, the motion passed.

Mr. Pineo stated it was suggested that there be a \$5 donation per person for use of the facilities.

The Board stated this was not done anywhere else and did not want to implement the suggestion.

C. Libby Museum Grant

Chairman Murray stated she looked at Article 30 in the Town Report (Libby Museum Feasibility Study) and the warrant article authorized the Selectmen to accept the monies from a private foundation. We do not need to hold a public hearing. We need to write a letter to the foundation asking for the money. She suggested giving permission to the Town Manager to do.

The Board agreed.

D. Proposed Sewer Extension & Drainage

Dave Ford, Public Works Director, addressed the Board. He reviewed the memo that he sent to the Board answering questions/concerns about the Clark Road sewer extension and drainage. (See attachment)

Mr. O'Brien questioned if this would be spent in 2020 or 2019.

Mr. Ford stated the permitting would be spent in 2019 approximately \$10,000.00. He would like to set a budget of a minimum of \$50,000.00 per year.

Chairman Murray thanked Mr. Ford for the memo explaining everything. She wanted to make sure the bmp's for the Partridge Road stayed in this year.

E. Proposed Sewer Ordinance Amendments

Matt Sullivan, Planning Director, addressed the Board. He stated although these modifications came to the Board because of the Clark Road Sewer Extension project these modifications are really a reflection of the fact that we are recognizing that the ordinance may not be practical for all applications within the Town of Wolfeboro. We are making some modifications that are intended to make this ordinance more practical. He explained NH RSA 147:8 Toilets; Drains. We are proposing that two sections of the ordinance be amended. The first section is Section 126-6 Use of public sewers. We are modifying the distance from 300 feet of the property line to 100 feet of the primary structure. We are giving a notice period of 45 days to one year. We also added in the language in the event that a property's individual sewage disposal system is found to be in failure or to be negatively impacting environmental conditions, the Town may require immediate connection to the sewer system regardless of proximity to the public sewer system. We are opposing to add a new section to the ordinance Section 126-16 Privately Funded Sewer Line Extensions. The proposed language will be added: If a sewer line, after a vote of the Board of Selectmen, is extended and the costs thereof are to be paid for with private funds, then the following requirements shall apply and the following waivers shall be available. He would recommend these amendments and schedule a public hearing for March 20th.

It was moved by Paul O'Brien and seconded by Dave Senecal to schedule a Public Hearing of the Board of Selectmen for March 20th, 2019 at 6:30 PM in the Great Hall at Wolfeboro Town Hall to consider and vote on amendments to the Town of Wolfeboro Sewer Ordinance related to section 126-6, Use of Public Sewers, and to add section 126-16, Privately Funded Sewer Line Extensions. Members voted and being none opposed, the motion passed.

F. Monthly Expenditure and Revenue Reports – Finance

Mr. Pineo stated this is the end of January report from Finance Director, Deb Zabkar. Expenses at this point of the year should not exceed 8.00%. The expended-to-date totals as of the end of January 2019 are as follows:

General Fund: 9.285%
Water Fund: 13.988%
Electric Fund: 4.491%
Sewer Fund: 10.815%
Pop Whalen Fund: 12.399%

Overall expended-to-date: 7.983%

Executive: 12.182%
Technology: 35.208%
Communications: 9.932%
Abenaki: 13.524%
Economic Development: 22.960%
Debt Service: 32.954%
Water Distribution: 11.386%
Water Treatment Plant: 21.685%
Wastewater Treatment Plant: 11.808%
Pop Whalen Fund: 12.399%

Mr. Pineo stated we receive multiple bills as we start the new year.

Chairman Murray thanked Mr. Pineo for finding out that the health insurance percentage had two months in it. She stated she usually finds the January report useless because of the activity that happens in January with some columns showing zeros.

Mr. O'Brien stated he felt they were starting the year off higher in some spots. He stated the Town has super department heads and we need to ask them to keep their eyes on things. One of the things the Budget Committee mentioned was the overhead allocations was a big number and it was growing like crazy. He suggested looking at the Technology overhead.

Old Business

None

Other Business

Chairman Murray reminded everyone that voting will take place on March 12th from 8:00 AM to 7:00 PM at the Great Hall.

Town Manager's Report

Mr. Pineo stated Cindy Scott, Library Director wanted the public to know that the library will be closed for two weeks starting March 22 through April 6 so the new roof structure can be installed over the entire building. They will be re-opening Monday, April 8th at 9:00 AM.

The Finance Director has tendered her resignation. Her last day will be March 15th. The advertisement is out and the closing date will be March 22nd. We are hoping to have someone by May 6th.

The Fire Department took delivery today of their replacement pumper tanker which was authorized back in May.

There have been some errors in the Voter's Guide that was published in the Granite State News. Some of the errors were data entry and formatting issues. There will be an amendment in the Granite State News to show the corrections. He wanted to assure the voters that the ballot is correct. There is an updated Voter's Guide on the Town website which is correct. He read a few of the errors with the corrections.

A longtime employee, Jim Champagne passed away on March 3rd at the age of 69. He was employed by the Town of Wolfeboro from 1979 to 2009 as the chief mechanic. Services will be at All Saints Episcopal Church on March 23rd at 1:00 PM.

Committee Reports

Mr. O'Brien stated he attended Candidate's Night and a swearing in of a new police officer. We have a lot of wonderful and knowledgeable candidates running for the various offices. We had food truck races in Wolfeboro. The average viewership of each episode is 1.2 million. He stated on the Town website there will be some cellphone maps trying to map out our cellphone speeds. He

shared this information with Senator Shaheen's office. This 5G world is coming and we need to make sure Wolfeboro is heard.

Mr. Senecal stated he attended the Pancake Breakfast at Abenaki.

Chairman Murray attended the Pancake Breakfast at Abenaki. She brought her grandchildren to ski at Abenaki during school vacation and they had a wonderful time. It is a wonderful place for beginner skiers. She attended the Candidate's Forum and she felt the format was very good this year. She attended a Cyanobacteria Committee Meeting.

Mr. Bowers attended a Library Trustees Meetings. Mike Babylon missed the filing deadline. It is not a contested position. He wrote a letter to the Granite State News last week. Mr. Babylon would like your vote and the library trustees would like the citizens to vote for him.

Questions from the Press

None

Public Input

Limited to 3 Minutes per resident, not to exceed 15 minutes in total

Suzanne Ryan, Resident of Wolfeboro, addressed the Board. She stated the Board received an email on March 5th from Claude Roessiger.

Chairman Murray stated they received the email.

Ms. Ryan asked that the email be entered into the minutes.

Chairman Murray stated it will be added to the minutes.

Ms. Ryan stated the email explained his request for an independent group to be appointed outside of the arrangements that the Board had last year. She feels the process is broken. She felt it could be helped by the Board appointing a blue ribbon commission to facilitate this search and recommendation. Within this Town there is a pool of men and women who have a phenomenal background in business, management and all the characteristics Mr. O'Brien was asking for as well. The Town owned assets are worth approximately \$97 million dollars. The Town assessed value is at 1.2 Billion dollars. The Debt is at approximately 20 million and the pension/employee benefit is at 12 million dollars. We vote to raise taxes to run the Town close to 30 – 40 million dollars a year. Wolfeboro is a municipal corporation. It needs to be run and managed as a corporation. A blue ribbon panel would be a good idea. She stated she did not ask this for herself although she has been a Board of Selectmen member she felt she was not equipped with a business background which is needed. She felt that some of the other Board members did not have this background either.

Mr. Bowers stated he disagreed.

Ms. Ryan stated she disagreed with him.

Mr. Bowers stated she could continue to complain.

Ms. Ryan stated she would like a blue ribbon commission outside of the Board of Selectmen. It should not be with employees or department heads. It needs to be someone totally independent.

Mr. Bowers stated he loved Ms. Ryan and Mr. Roessiger dearly but both of them complain. He stated he has been a resident for 40 years and he has contributed to the Town. He stated Mr. Roessiger has never been to a Budget Committee meeting.

Ms. Ryan stated she is not talking about Mr. Roessiger. She is here for herself. She stated she is not complaining tonight.

Mr. Bowers stated he has international business experience and connections.

Ms. Ryan stated he is taking what she said personally and he should not.

Mr. Bowers stated Mr. O'Brien was an executive worldwide. There are at least two business people on the Board. Mr. Senecal and Mr. Harriman have worked for the Town of Ossipee and know a lot about construction. Ms. Murray has an immaculate knowledge of all the RSA's. He felt the Board members all gave to the Town. He asked that they think positively about the Town, donate to the Town in time or money and think positive about the Town instead of thinking everything the Board of Selectmen do could be done better. The letter stated the Board is incompetent to pick a new manager. It is a direct violation of the State law. We can't say more things because we are trying to protect an employee. If they would like to hear the other side of things then they should contact the previous town manager to hear from her the seven reasons. The Board of Selectmen are not going to harm her by giving that information. We wish Ms. Merrow the best and he would like everyone to think positively. He stated Ms. Ryan is very smart and he likes her a lot but he hopes she could think positively.

Ms. Ryan stated she felt a blue ribbon commission was a positive step. She stated Mr. Bowers has chosen to take it as a negative. Mr. O'Brien has a great background and she hopes he could lead with it.

Mary Pinkham-Langer, Resident of 12 Camp School Road, addressed the Board. She stated the following:

1. Abatement application has been filed with the town. She presumed that the assessor reviews and recommends action to you without your full review of the abatement request.
2. The details that I have come across/uncovered are of a major concern pertaining to the uniformity, consistency, accuracy, methodology, and proportionality of assessments. Has absolutely nothing to do with the data entry work.
3. It started with curiosity pertaining to the \$8,000,000 sale property Map 266 Lot 004. After looking at that property, I randomly sampled an additional 17 properties for comparison. Very small sample with many discrepancies.
4. You have been given a full copy of the reasons for the abatement plus copies of photos that I submitted from Google Earth. I would sincerely appreciate a full review of the submitted information by the Board.

5. Basis of the Avitar CAMA system is the cost approach. To properly utilize the cost approach, you appraise and include all improvements to the land to establish a replacement cost for all components less depreciation. All generators appear to be flat rated and assessed for \$6,000. Avitar system is enabled to value them on a square foot basis per Loren Martin, President of Avitar – that is how they do it, based on square footage of the house and quality. The sale property has 14,155 GLA, my house has 1,916 GLA. Both assessed for \$6,000 generator. Common sense (and actual costs) both indicate that this is improper methodology.
 6. The new house next to this Map 259 Lot 085 has a generator and is 38KW – ours is 8 KW. A 38 KW starts at \$13,000+ and 8KW at \$3,200 plus electrical switch component, installation and gas/fuel installation costs.
 7. Out of the 17 properties sampled, significant items were noted and not assessed. Elevator, large breakwater, paving, etc.
 8. Paving – another item “flat rated”. Costs estimates were obtained on-line for average paving costs. The sale property has 20,848 square feet of newer paving assessed at 2 large @\$3,000 - \$6,000. On low end of costs, this would be at \$2.46 = \$50,000 driveway. 5 times the size of our driveway and only assessed for \$3,600 more.
 9. The new house next to the sale property – assessed for a large paving @ \$3,000. It is not asphalt, it is brick/concrete pavers – at low end estimate 5,316 square feet @ \$15.00 = \$79,000. Assessed for \$600 more than our old worn cracked driveway that needs weeding.
 10. One high end \$3,000,000 property appears to have either blue stone or asphalt... not even assessed for a driveway. This property has been visited at least 3 times. Driveway has been there since 2011.
 11. One residential property assessed at \$1.50 per square foot for paving. Not consistent with other residential flat rate. Looked a couple of commercial to see how they are treated. Assessed at \$1.50 sq. foot. One property is not assessed for the paving. Another had the parking lot redone recently. Nothing noted or adjusted.
 12. Rocky Shore – new house. Driveway begun September of 2017 completed before 4/1/18. 7,261 sq. ft. part pavers, and part asphalt assessed at \$2,000. Lake Wentworth – new house 33,300 sq. ft. = 76 acre 0 2.389 ft. long driveway. Paving work started in October 2016. Was there on 5/4/18. Should have been assessed for April 1, 2018.
 13. Not included in packet, Hopewell point – sale property. Visited by assessors in 2015, 2016 and Feb. 2018 and Nov. 2018. Sketch is not representative of actual building. Visited 4 times. Why was it not measured/re-sketch/corrected?
- No consideration for cost, size, quality, type of components that add market value – inconsistent and improper application of the cost approach. In Mass appraisal the land residual technique typically relied upon due to few sales of vacant land. The result is a skewed sales analysis 2 to 4 year old homes indicated to be in “average” condition for age. They should be excellent/good. Building depreciation adjustment is driven by this coding. The “average quality” non-waterfront property in Wolfeboro that has paving or a generator are disproportionately assessed as compared to the luxurious/excellent waterfront properties.

Chairman Murray stated they would hand over the information to the assessor and get her the information that she requested.

Sarah Silk, Hazardous Waste, addressed the Board. She stated they held the second pilot program for medicine collections on February 16th. We collected a lot of stuff. We have collections in June and August in Wolfeboro. We have a collection in September in Alton. We have a survey asking

about dropping one of the collections because of the costs. The police department would like to continue with all the collections. She thanked the public.

Chairman Murray stated the Police Department has a collection box for controlled substance which can be used all year long.

Chief Rondeau stated they support Ms. Silk's collections. They do not want to see any collection dates cancelled. If we don't continue with these collections then the substances could end up on the streets or in the water.

Ms. Silk stated the box in the lobby at the Police Station is very helpful.

John Thurston, resident of Wolfeboro, addressed the Board. He stated he would like to give his support to the Board of Selectmen. He stated they are dedicated to the Town of Wolfeboro by all accounts and all systems of Town government by providing excellent service to residents through department leadership and exceptional employees. The inedible becomes truth and benign because we are going to need you and you will need us. Let's show everyone that Wolfeboro is support strong.

It was moved by Dave Bowers and seconded by Paul O'Brien to enter into non-public session under RSA 91:3 II to discuss personnel and litigation. Roll call vote, Chairman Murray – yes, Dave Senecal – yes, Dave Bowers - yes and Paul O'Brien – yes. Being none opposed, the motion passed.

The Board re-entered public session at 9:38 PM.

Chairman Murray moved the Wolfeboro Board of Selectmen to seal the minutes of the March 6, 2019 non-public meeting. Paul O'Brien seconded. Roll call vote, Chairman Murray – yes, Dave Senecal – yes, Dave Bowers – yes and Paul O'Brien – yes. Being none opposed, the motion passed.

It was moved by Dave Senecal and seconded by Dave Bowers to adjourn at 9:40 PM. Members voted and being none opposed, the motion passed.

Respectfully Submitted,
Michele Chamberlain