

**Public Hearing on proposed changes to Employee handbook:** In keeping with what has been agreed to by the Police Union you will find those changes to three sections in the draft personnel plan amendments. Some employees feel strongly about this and want to discuss it. This incorporates the changes proposed to expand health care coverage to those working between 30 and 35 hours in keeping with ACA mandates. The changes are on pages 19 and 20 for earned time and pages 32-35 for Health Insurance and 457 plans. Which I will address as follows:

**Health Insurance Plans:** I propose the Board of Selectmen consider the following:

1. The Town starts to reimburse employees for 85% of the HMO instead of 85% of either the HMO or the PPO. Studies have shown involving employees more in the cost decisions will have more long term benefit to the Town than changing the percent of reimbursement.
2. I recommend the Town remain with Health Trust. The difference between School Care and Health Trust are nearly the same when comparing similar plans. The tipping factor would be the loss of the rebate to both employees and employers if we do change. That loss alone would offset the School Care savings when compared to the current plan (which the Health Trust indicates is likely to come in lower, this being a guaranteed maximum).
3. The town increases the RX copay from the current level changing the HMO plan, and continues to offer the PPO. There are indications that this will encourage people to use generics and less expensive medications which have been tested to produce similar medical results, reducing the trend lines in the future.

**Earned Time:** I strongly encourage the Board of Selectmen to reject the proposed changes to the Earned Time. The situation with most town employees (other than Fire) is different than that of the police where shifts are usually covered. In fact for those employees who use their time rather than cashing it, there will be no cost savings to the town while the employees will lose what had been several days of vacation. This is a serious morale issue with some employees who view the Selectmen taking away something they value without any savings to the town. I agree with these employee's concerns. If the Board feels it must do something with Earned time, the Town would save money by reducing the annual buyout to 40% (50% for fire) while leaving the accrual rate the same.

**457 Plans:** I encourage the Board to adopt this amendment to limit the number of 457 options, while grandfathering the two or three employees who are not in the state plan.

**Action Items:**

**Tax Deeded Land.** The Town took a house with acreage for back taxes on Beauty Hill Road. Total back taxes are about \$24,000 on a home worth over \$200,000. The former owner has been served eviction notice, but we have not proceeded with the eviction as we had encouraged him to explore various options to regain the property. He has a repurchase right for 3 years. The son of an abutter has offered to subdivide off and purchase a lot next to his parents that would more than pay the back taxes to allow the former owner to redeem the land. He will have to work out the details with the former owner regarding his right of first refusal/P&S/or similar agreement with the former owner. As the current

owner the Town would have to authorize him to proceed with the subdivision. This would also give the son of the abutter a better quality deed than a tax deed. I believe this is a good solution for everyone as my position is we are only trying to get our back taxes and expenses, not a large premium because of the former owner's difficulties. ***Will the Board authorize the son of the abutter to proceed with a subdivision of the tax deeded lot with the understanding we will not proceed with evicting the current owner or selling to someone else during a reasonable time for the subdivision to occur? Will the board waive the 15% penalty (\$30,000) that would be added to the back taxes for the former owner to repurchase his home he lost?***

**Tax Deeded:** One of the properties we tax deeded on Beauty Hill Road is a vacant and uninhabitable mobile home (along with another uninhabited shack that is not much better. The land is where the value is, assessed at over \$200,000 as a waterfront lot over an acre in size. The same owner lost a second adjacent vacant lot of the same size and value. There are four junk vehicles (including one in the right of way that is smashed and in the way of the plows that have been there for several years. In addition there is additional metal junk. Code enforcement believes it meets the criteria of a junk yard and needs to be cleaned up. ***Will the Board authorize us to see what we can get selling the stuff off/paying to haul it off?***

**Tax Deeded 130 Small Road:** The town has owned a property taken for taxes at 130 Small Road for several years. It has a cottage on it that appears usable for seasonal use, a broken dock, what appears to be a small swim area, but is overall a good waterfront lot. I suggest the Board of Selectmen put it out for sealed bid. The Board of Selectmen would have authority to accept or reject all bids, but we would expect a good price for the lot. Because of the length of time the town has kept the lot the town gets 100% of the proceeds. ***Will the Town agree to do so?***

**Appointments:** ***I suggest the Board appoint George Schmalz to a three year ABC term and a 2 year ZBA alternate slot.***

**Ron St. Jean wrote:** The Barrington Library Trustees request that you appoint Sam Boduch as a trustee to replace Susan Gaudiello. Sam is a lifelong resident of Barrington, with significant family ties to the town and greater seacoast area. He attended 1st through 8th grades as a student in the Barrington School system; received his diploma from Dover High School; earned a Bachelor of Science in Management and Finance from Plymouth State University; and completed a Master's in Business Administration in Sustainability from Antioch University New England. He has worked as a systems administrator for a medium size manufacturer, a retirement specialist for a Fortune 500 investment firm, an education coordinator for a seacoast non-profit and most recently has begun launching a local food aggregation business. Sam has served as a trustee alternate for the past year, and has contributed a great deal to our discussions on diverse issues. The trustees welcome his perspective as a member of the next generation of volunteers to help shape our community.

**Tax Lien Researcher:** We put out a RFP for a tax lien researcher. We plan to go with the lowest overall proposal from a person who has the insurance and good references, Jane Sanders.

**Highway Garage:** The Board has the authority to decide whether the Town has to go to the Planning Board and comply with a full site review for the Highway Garage or to go as other governmental groups including the school and state seeking an advisory opinion (see RSA 674:54 at end of this report). I

recommend we save money and do the latter. ***Shall the Board of Selectmen vote to go before the Planning Board for the Highway Garage for an ADVISORY opinion under RSA 674:54 instead of all the additional requirements of a formal Site Review?***

**Highway Garage:** We are talking with various DPW departments around the state to look at facilities similar to what we wish to build. We anticipate a field trip. If one or two Selectmen wish to come as well, they are welcome to come. I will let you know when we have a tentative date and schedule.

**Solar:** Revision Energy has invited the Board of Selectmen and the public to their site Monday afternoon April 7. The facility address is 7 Commercial Drive, Brentwood, NH 03833 (about 1.4 miles south of the junction of 125 and 101 just off 125) They are the first building on the right hand side of the business park and have a large sign as well as solar panels visible from the street. I would suggest a start time of 2:00 at the site in Brentwood then going to Durham. I am posting this as a public meeting. ***Are there any questions?***

**I-Pad:** I received an I-Pad as a “door prize” after participating in a well research project with Marcia and several other town employees here at the Town Offices. I believe it should go to the Town, not me.

**FYI Barrington Power has invited the Board to go to see Rochester Truck solar installation.**

#### **Goals:**

I would suggest one or more could cluster around planning for the Town Hall, developing plans, examination of the Svenson property, etc.

I would suggest one or more could cluster around implementation of the current budget and warrant articles (which might include broad or specific goals that then impact departments including the Highway Garage construction, paving, general administration of the departments. Etc.).

#### **Information:**

**Electricity savings:** Doug Langdon’s review of the solar proposal has resulted in finding errors on our current electric bills that will save several thousand dollars.

**Public Hearing:** I have sent out notice for a public hearing April 14 to accept the Conservation Easement on Village Place.

**Property and Liability Insurance RFP:** One of the three private carriers expected to bid on the municipal property and liability insurance has withdrawn because they cannot be competitive on price. At this time I am expecting quotes from two other private carriers and the two risk pools (Health Trust and PRIMEX).

**Hickory Lane:** I reviewed the paving schedule for Hickory Lane and got back to Mr. Graves . It is in year 8. I believe the reason it is that distant is twofold; it would require a lot of money to fix right and it is a dead end road with only 5 homes. I believe the engineering plan developed by Dubois and King was to prioritize busy roads and those in which a modest investment now would keep them from falling into

the category of needing major repairs. I would suggest the Board not move this road on the schedule as there are others who could ask the Board to deviate from their plan that are in the out years. I encourage the Board to stick to the engineer's recommendations.

**674:54 Governmental Land Uses. –**

I. In this section, "governmental use" means a use, construction, or development of land owned or occupied, or proposed to be owned or occupied, by the state, university system, the community college system of New Hampshire, or by a county, **town**, city, school district, or village district, or any of their agents, for any public purpose which is statutorily or traditionally governmental in nature.

II. The state, university system, community college system of New Hampshire, county, **town**, city, school district, or village district **shall give written notification to the governing body and planning board, if such exists, of a municipality of any proposed governmental use of property within its jurisdiction, which constitutes a substantial change in use or a substantial new use.** Written notification shall contain plans, specifications, explanations of proposed changes available at the time, a statement of the governmental nature of the use as set forth in paragraph I, and a proposed construction schedule. Such notification shall be provided at least 60 days prior to the beginning of construction. Either the governing body or planning board of the municipality may conduct a public hearing relative to the proposed governmental use. Any such hearing shall be held within 30 days after receipt of notice by the governing body or planning board. A representative of the governmental entity which provided notice shall be available to present the plans, specifications, and construction schedule, and to provide explanations. The governing body or planning board may issue nonbinding written comments relative to conformity or nonconformity of the proposal with normally applicable land use regulations to the sponsor of the governmental use within 30 days after the hearing.