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**MINUTES OF THE
BOARD OF SELECTMEN**

March 30, 2009

6 The Board of Selectmen held an interview session on Monday March 30, 2009 at Salem Town
7 Hall, 33 Geremonty Drive, Salem, NH.

8
9 **PRESENT:** Chairman Arthur E. Barnes, Vice-Chairman Michael J. Lyons, Secretary Elizabeth
10 A. Roth, Selectman Everett P. McBride, Selectman Patrick Hargreaves and Town Manager Mr.
11 J. Sistare.

12
13 **CALL TO ORDER**

14 Chairman Barnes declared the interview session open at 6:30 p.m., beginning with the interview
15 of the candidates for the full time Council on Aging vacancies.

16
17 **Council on Aging**

18 The first candidate to be interviewed was Linda A. Cignoni who made a statement of why she
19 would like to continue to serve on the council. The Board had no questions for Ms. Cignoni.

20
21 The next candidate to be interviewed was Gerri Beck who made a statement of why she would
22 like to continue to serve on the council. The Board had no questions for Ms. Beck.

23
24 **Conservation Commission**

25 The Board interviewed for two regular members and one alternate member on the Conservation
26 Commission. The current incumbents have reapplied and their terms will end in April.

27
28 Joan M. Blondin, an existing regular member of the Commission made a statement on why she
29 wished to continue serving. Members of the Board asked Ms. Blondin about the Lawrence Road
30 project and recovery of World's End Pond, and there was a brief discussion on these.

31
32 Tom Campbell, a member of the Commission in the past, made a statement on why he wished to
33 serve and about his experience. Responding to questions from members of the Board, Mr.
34 Campbell explained how he would endeavor to educate residents about what they can do on
35 conservation land.

36 Bill Dumont, an existing regular member of the Commission made a statement on why he
37 wished to continue serving and about his experience.

38
39 Chairman Barnes asked Mr. Sistare a procedural question regarding the vacancies.

40
41 Patrick McDougall, a current alternate member of the commission made a statement on why he
42 wished to continue to serve. He also spoke about his interest in the Hawkins Farm.

43
44 **MOTION:** by Selectman Hargreaves

45 ***Move to appoint Gerri Beck and Linda Cignoni as full time members of the Council on Aging***
46 ***with terms to expire in April 2012***

1 **SECOND:** Selectman McBride

2 **VOTE:** 5-0-0

3 **The motion carried unanimously.**

4

5 **MOTION:** by Selectman McBride

6 *Move to appoint Joan Blondin and William Dumont as full time members of the Conservation*
7 *Commission with terms to expire in April 2012.*

8 **SECOND:** Selectman Hargreaves

9 **VOTE:** 5-0-0

10 **The motion carried unanimously.**

11

12 There followed a discussion on the procedure relating to alternate members.

13

14 **MOTION:** by Selectman Hargreaves

15 *Move to appoint Tom Campbell as an alternate member of the Conservation Commission with*
16 *a term to expire in April 2012.*

17 **SECOND:** Selectman Roth

18 **VOTE:** 3-1-1 (Chairman Barnes abstained and Selectman McBride voted against the motion)

19 **The motion carried.**

20

21 The Board moved to the Knightly Room for their regular meeting.

22

23 Chairman Barnes began by reconvening the meeting at 7:10. He joined the Board in the Pledge
24 of Allegiance, and introduced the Board and town staff.

25

26 **1. Chairman Comments**

27 Chairman Barnes began by opening the public hearing. He then announced the following
28 appointments:

- 29 ○ Linda Cignoni and Gerri Beck to the Council on Aging
- 30 ○ Joan Blondin and William Dumont to the Conservation Commission as full time
31 members
- 32 ○ Tom Campbell to the Conservation Commission as an alternate member

33 The terms of all the positions will end in April 2012.

34 Chairman Barnes reported there will be a position opening up shortly for another alternate
35 member on the Conservation Commission and there will be a call for applicants in the near
36 future.

37

38 Chairman Barnes distributed the appointments of Board of Selectmen members to the various
39 Committees and announced these.

40

41 **2. Meeting Minutes**

42 **MOTION:** by Selectman Roth

43 *Move to accept the minutes of the Salem Board of Selectmen pre-Town Meeting preparation*
44 *meeting on February 7, 2009*

45 **SECOND:** Selectman Lyons

46 **VOTE:** 5-0-0

1 **The motion carried unanimously.**

2

3 **MOTION:** by Selectman Roth

4 *Move to accept the minutes of the Board of Selectmen pre-Town Meeting preparation meeting*
5 *on March 14, 2009*

6 **SECOND:** Selectman McBride

7 **VOTE:** 5-0-0

8 **The motion carried unanimously.**

9

10 **MOTION:** by Selectman Roth

11 *Move to accept the minutes of the Board of Selectmen Interview Session on March 16, 2009*

12 **SECOND:** Selectman Lyons

13 **VOTE:** 5-0-0

14 **The motion carried unanimously.**

15

16 **MOTION:** by Selectman Roth

17 *Move to accept the minutes of the Board of Selectmen Regular meeting on March 16, 2009*

18 **SECOND:** Selectman McBride

19 **VOTE:** 5-0-0

20 **The motion carried unanimously.**

21

22 **MOTION:** by Selectman Roth

23 *Move to accept the minutes of the Board of Selectmen Special meeting to set Charter*
24 *Commission election on March 24, 2009*

25 **SECOND:** Selectman McBride

26 **VOTE:** 5-0-0

27 **The motion carried unanimously.**

28

29 **3. Accept Donation from Rotary Club for Fishing Derby**

30 Chairman Barnes re-opened the public hearing and handed over to Mr. Sistare who introduced
31 Messrs C Dillon and P Rayno. Mr. Dillon briefly spoke about the fishing derby event which is
32 scheduled for April 18, 2009 and yielded to Mr. Rayno. Mr. Rayno, representing the Salem
33 Rotary Club who is sponsoring the event, spoke briefly about the Rotary Club and said it was his
34 pleasure to present the town with a check on behalf of the Rotary Club to cover the expenses of
35 the event as well as volunteers to assist with it.

36

37 Selectman Lyons requested Mr. Dillon update the upcoming events voice message for the
38 Recreation department's phone to mention the event.

39

40 **MOTION:** by Selectman Roth

41 *Motion pursuant to RSA 31:95(b) that the Town of Salem Board of Selectmen does hereby*
42 *accept a donation from the Greater Salem Rotary Club in the amount of \$1,000 to be used*
43 *toward operating expenses for the Annual Fishing Derby conducted by the Salem Recreation*
44 *Department.*

45 **SECOND:** Selectman McBride

46 **VOTE:** 5-0-0

1 **The motion carried unanimously.**

2
3 **3. Board of Selectmen Goal Setting Session**

4 Chairman Barnes introduced the goal setting session. Mr. Sistare reviewed the Board of
5 Selectmen 2008 goals, providing information on the progress made on each one.

- 6
7
- 8 • Roads/bridges – the Board achieved part of their goal for this
 - 9 • Drainage/flooding – there was a warrant for continuing the flood mitigation program
10 and the start of developing an impact fee to assess on development for flood
11 prevention
 - 12 • Funding police/town building – there may be energy improvement stimulus money
13 available to put towards this
 - 14 • Union issues/compression of wages – union issues are ongoing. Chairman Barnes
15 explained that compression of wages was about fairly compensating staff who left a
16 union and stated he felt this had been accomplished at Town meeting.
 - 17 • Recycling – this is ongoing. Single stream recycling was instituted and it is
18 improving the town’s recycling tonnage.
 - 19 • Website enhancement – work has begun on this but there is still more to be done to
20 make the web site more user-friendly.
 - 21 • Economic development – Selectman Roth is working with EDAC and this is an
22 ongoing effort. Selectman Roth reported economic development is an opportunity to
23 ease the tax burden on residents and to develop the town economically. Selectman
24 McBride spoke about the fact that the tax rate is flat and stressed this is a good point
25 to sell to businesses.

26 **2009 Goals**

27 Selectman Hargreaves talked about cutting costs and provided examples of ways this can be
28 achieved,

- 29
- 30 • Bringing the upgraded sweeper on board and possibly hiring someone on a part time
31 basis at night to avoid paying overtime.
 - 32 • Hiring more part-time staff to reduce overtime in the police department within
33 communications.
 - 34 • Firefighters – he said he would like to discuss some things in a non public session before
35 putting some ideas forward on reducing overheads in this area.

36 Selectman Lyons handed out a copy of his ideas for goals and spoke a little about these.

- 37
- 38 • Road and bridges - he proposed a PCI index update annually which will show whether
39 the stabilization plan is improving status. He emphasized obtaining Mr. Puff’s report as
40 soon as possible and to find out what his vision is to reinvigorate the Road Program.

41 Selectman Roth suggested looking at a better way to repair the road problems on Corinthian
42 Drive and other problem areas for the longer term.

43
44 Selectman Lyons stated they can decide what they wish to do for the warrant this year when they
45 have Mr. Puff’s report. He talked about which bridge to work on next.

1 Selectman McBride provided comments on what Selectman Lyons and Selectman Hargreaves
2 had mentioned so far. Regarding his input on goals, he handed out a list and went over these:

- 3 • Monitor revenues and expenses - Selectman McBride stated he is concerned that the
4 revenue levels from motor vehicle registration will not be attained. He asked for
5 information by the April 28 meeting on monthly revenues for January 2008 through to
6 the present, to establish whether they have a problem with revenues. There was a
7 discussion with Mr. Sistare regarding January and February 2009 revenues.
- 8 • Continue with the hiring freeze.
- 9 • Reorganize Community Development and Engineering departments - Selectman McBride
10 spoke about changing the Community Development Director position to Economic
11 Development Director and about keeping inspectors busy by possibly helping in other
12 areas.

13 Chairman Barnes spoke about the need for evaluating positions to ensure the town is
14 staffing where needed. There followed a discussion on staffing. Mr. Sistare confirmed
15 that police staffing will be discussed at the next meeting.
16

17 Selectman Roth provided her goals:

- 18 • Economic development, and networking with surrounding towns on this to keep the focus
19 of Concord on the area. She also spoke about an EDAC event in May to bring
20 information directly from Washington on the stimulus.
- 21 • Bringing new business to the area to increase the tax base.
- 22 • Bringing reports from other committees the Board of Selectmen sit on to their board
23 meetings for sharing, which will be of benefit to the public and the Board to understand
24 what is going on in other parts of town. In addition she suggested it would be helpful to
25 have written materials arrive in the Board's packet to review over the weekend where
26 possible, and this will increase the productivity of meetings.
27

28 Selectman McBride spoke about his economic development goals.

- 29 • I93 – keep pushing with our Senator and state representatives.
- 30 • Exit 2 Pelham Road corridor – possible extension of reconstruction to Industrial Way.
- 31 • West Side Interceptor – see whether the town can obtain funding for this.
- 32 • Continue to work with DOT to seek approval for a FEMA grant for the purchase of
33 homes on Haigh Avenue.
- 34 • Work with Rockingham Park to promote redevelopment.
- 35 • Work with DOT on roadway reconstruction in the Depot area.
36

37 Selectman Lyons spoke about his economic development goals and suggested taking a different
38 tack regarding progressing I93.
39

40 Mr. Sistare reported Mr. Peter Stamnas will attend the meeting next week to give an update on
41 I93.
42

43 Selectman Lyons continued with his economic development goals.

- 44 • Exit 2 – support the Economic Development application that Mr. Scott is pursuing.
- 45 • Change the focus of the I-93 corridor project.

- 1 • Stiles Road is in need of repair and he would like to know how it fits in with the TIF
- 2 district.
- 3 • Create an ERZ district if applicable. Mr. Sistare explained what this is and how it
- 4 operates. Selectman Lyons suggested talking about this further at a future meeting.
- 5 • Workforce housing statute SB342 – consider suggesting that a sub committee might be
- 6 appropriate to deal with this issue.

7
8 Chairman Barnes spoke about his goals.

- 9 • Look at the letter from DES relative to the water system and compliance issues and
- 10 develop a schedule for what the town can achieve and the benchmarks which can be
- 11 achieved for compliance.
- 12 • Recycling – try to consider an unbinding referendum on the ballot for the Charter
- 13 Commission to see if residents will consider curbside pickup to improve recycling and
- 14 save money.
- 15 • Workforce assessment/evaluation to see whether the vacant positions are the correct jobs
- 16 to leave open.
- 17 • Design North Main Street Bridge now and consider a patch overlay for the south end of
- 18 North Main Street.

19
20 Selectman Hargreaves pointed out the Board are all on same page regarding goals. He suggested
21 the department heads should report to the Board on a regular basis on the status of projects. He
22 also requested a status update on the ice storm. Selectman Roth suggested a schedule for
23 departmental updates for a more formal exchange of information, and to work with Mr. Sistare to
24 keep the exchange of information flowing. Mr. Sistare requested clarification on whether the
25 Board would prefer face to face or written reports, and there followed a discussion with members
26 of the Board on this. There was a discussion about Mr. Puff providing a regular update face to
27 face. Selectman Roth suggested there needs to be more continuity, and Selectman McBride
28 suggested feedback at project milestones.

29
30 Selectman McBride added the following to his list of goals

- 31 • Canobie Phase 2 needs to go forward
- 32 • Seeking funding for the bike/ped path through the stimulus.
- 33 • Electronic payments to the town.
- 34 • Replacing town cars with something more economical.

35
36 Selectman Lyons concurred with Chairman Barnes on the DES letter requesting compliance, and
37 suggested comparing plans this year versus what the report from the engineer stated. Regarding
38 curbside pickup, he suggested they would need to highlight the benefits to the public and have
39 significant discussion on the cost benefit analysis.

40
41 Selectman McBride spoke about the need to keep the transfer station open.

42 Mr. Sistare stated he has spoken to DPW on this and suggested forming a committee similar to
43 the Charter Committee. Selectman Hargreaves suggested checking that the trash hauling
44 companies are recycling the way the town wants them to. There followed a discussion in which
45 it was suggested that the town could use Survey Monkey for obtaining information from

1 residents for the non binding referendum.

2
3 Selectman McBride suggested reducing the number of polling places to one for cost efficiency
4 and Mr. Sistare confirmed this needs to go to town meeting.

5
6 Chairman Barnes stated he has been asked to suspend the CIP Committee this year, providing the
7 reasons behind the suggestion. There followed a discussion on the time frame for reviewing the
8 CIP and Chairman Barnes asked Mr. Sistare to survey the recommendations of the Committee
9 and Board through Mr. Scott, stating the Board will take their direction from the Committee.

10
11 Selectman Lyons suggested developing a process for re-evaluation of the Town Manager.

12
13 Chairman Barnes suggested meeting with the Budget Committee to share goals and solicit their
14 input for co-operation. He talked about establishing community projects and suggested a
15 meeting in April. He stated he touch base with Mr. Rayno, chairman of the Budget Committee
16 on this.

17 18 **4. Town Manager's Report**

19 Mr. Sistare had nothing to report. He requested a Non-Public meeting to discuss legal matters.

20 21 **5. Selectmen Reports/Correspondence**

22 Selectman Hargreaves put out a call for volunteers and supplies to assist with the Field of
23 Dreams cleanup on Saturday, April 4 2009 from 9:00 – 2:00 p.m.

24 He reported that the trees had been removed in Hedgehog Park, and the stumps will be removed
25 in two weeks by volunteers. Selectman Hargreaves also spoke about the development of the
26 park cleanup on April 11 at Hedgehog Park.

27 28 **6. Old Business/Table Pending**

29 There was none.

30 31 **• Additions and/or Requests by Public or Board by Vote**

32 There were none.

33 34 **• Upcoming Meetings**

- 35 ○ April 6, 2009 – Board of Selectmen Meeting

36 There was a discussion about rescheduling this meeting and Mr. Sistare was asked to
37 check the room would be available and arrange the necessary posting of the change.

- 38 ○ April 13, 2009 – Board of Selectmen Meeting
- 39 ○ April 20, 2009 – Board of Selectmen Meeting

40 41 **• Upcoming Events**

- 42 ○ April 28, 2009 – Special Election for State Representative

43 ○ Chairman Barnes confirmed that candidates for the Charter Commission can sign up as of
44 next Tuesday, April 7, 2009.

45
46 **MOTION:** by Selectman McBride

1 ***Move to adjourn and move to a Non-Public meeting under RSA 91-A:3,II(e) to discuss legal***
2 ***matters***

3 **SECOND:** Selectman Lyons
4 Chairman Barnes polled the Board

5
6 **McBride – Yes**
7 **Roth – Yes**
8 **Hargreaves – Yes**
9 **Lyons – Yes**
10 **Barnes – Yes**

11
12 **VOTE: 5-0-0**
13 **The motion carried unanimously.**

14
15 Without further business, the meeting adjourned at 8:40 p.m.

16
17 Notes/Minutes Taken by: Sandra Maxwell

18
19 Approved: Board of Selectmen

20
21 Date: April 13, 2009