



BOARD OF SELECTMEN
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BOARD MEETING MINUTES
October 29, 2020
9:00 A.M.

Selectmen Present: Daniel Baker, Robyn Bates, Brian Doerpholz

Guests: (via Zoom) Kim Heald, Robert Ford, Jean Ford, Paul Owens, Jeff McIver, Rob Koester, (in person) Dana Pinney, Paul Kotila

Mr. Baker called the meeting to order at 9 a.m.

PRIMARY:

Mr. Baker welcomed Brian Doerpholz to the Board of Selectmen.

PUBLIC COMMENT

Dana Pinney asked if Heidi Wood and Bill Prigge (at the election) could hand out the information sheet on Broadband. Mr. Pinney asked if the meeting on December 9th, would be in person or hybrid where the Selectmen, the Task Force and Consolidated Communication's representatives would be in person and the rest would be on Zoom. Mr. Baker stated that was his preference. If more wanted to attend in person than we expected, if over 25 people, what would we do. Ms. Bates stated that she would like the first 25 people (first come, first serve) and then the overflow would need to be on Zoom. Public comments can be done on Zoom. Discussion was held on the logistics of public comments via Zoom. Mr. Baker liked how the meetings were with solar, those that wanted to make a comment, signed up. Mr. Pinney stated that the Selectmen have some idea about Broadband, but people who don't know anything about it, how do you ask questions. Mr. Pinney felt that some questions would be answered during the presentation.

Mr. Pinney wanted to post the meeting in the December newsletter. Mr. Baker asked for the number of people on the Task Force, Board of Selectmen, and the Consolidated Communications representatives. It was noted that there were 9. Mr. Pinney stated that this was an official public meeting and would need to be noticed. Minutes would need to be taken and submitted to the State.

Ms. Bates mentioned that we needed to test the conference system. Mr. Baker shared that the new system came in and discussion was held on having the public hearing in the meeting hall on the first floor.

Ms. Bates made a motion to conduct the first public hearing for information from Consolidated Communications on Broadband to be held in the downstairs meeting hall with the Task Force members, Selectmen, and Consolidated Communications representatives' in-person and the rest of attendees on Zoom. Mr. Doerpholz seconded. Mr. Baker – Yes, Ms. Bates - Yes, Mr. Doerpholz - Yes. Approved – 3-0

Mr. Baker mentioned that once the new system is set up in the downstairs meeting hall, the other system would be set up in the Selectmen's office to help with their meetings.

Mr. Doerpholz asked if we should ask for questions to be submitted ahead of time. Mr. Baker noted that some might not think of questions until the presentation. Kim Heald shared that it is important for people to ask questions live. The Selectmen agreed.

***** APPROVE MANIFESTS**

Ms. Bates made a motion to approve the manifests. Mr. Doerpholz seconded. Mr. Baker – Yes, Ms. Bates - Yes, Mr. Doerpholz - Yes. Approved – 3-0

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*** APPROVE MINUTES

- October 21, 2020
- October 15, 2020 Non-Public Session

Ms. Bates made a motion to approve the non-public session non-public session minutes of October 15, 2020. Mr. Baker seconded. Mr. Baker – Yes, Ms. Bates - Yes, Mr. Doerpholz - Abstained. Approved – 2-0

Ms. Bates made a motion to approve the minutes of October 21, 2020. Mr. Baker seconded. Mr. Baker – Yes, Ms. Bates - Yes, Mr. Doerpholz - Abstained. Approved – 2-0

*** REVIEW SIGNATURE FOLDER – The Selectmen reviewed and signed

*** UPDATE ON BOARD MEETINGS – Deferred until later in the meeting

*** REVIEW CONSTRUCTION PERMIT APPLICATION – Deferred until later in the meeting

- Map 41, Lot 15
- Map 2, Lot 25

9:15 MEET WITH BROADBAND VOLUNTEER TASK FORCE AND JEFF MCIVER, CONSOLIDATED COMMUNICATIONS

Mr. Pinney shared that Jeff McIver, Product Marketing Manager, was invited to meet with the Board of Selectmen to discuss the process moving forward for negotiations. Mr. McIver shared that Rob Koester had joined the meeting as well and is the Vice President of Consumer Product Management. Mr. McIver shared that what they (Consolidated Communications) have developed has moved very smoothly with other towns. Mr. McIver shared that he has the dates for the information sessions provided by Mr. Pinney. They will be attending all of those meetings. It is the Board of Selectmen's meeting and the Selectmen would do the first half of the presentation – how we got to this point and why the Selectmen moved forward with Consolidated Communications. Then the meeting would be handed over to the representatives of Consolidated Communications who would discuss the plan for construction, implementation and would answer any questions the Town would have. Then normally after, they would stick around until the very last people left in the building to answer any questions they may have. Representatives of Consolidated Communications would also bring some of the equipment that would be part of their install. They are there to support the Board of Selectmen. Mr. McIver shared that other towns have taken the lead and that they are at the back of the room to give support and to answer any questions. They would also be at any budget meetings, if needed, to discuss any questions regarding the bond. They would also be at the Town meeting to answer any questions. Mr. McIver shared that a couple of towns had representatives of Consolidated Communications go up to discuss and answer questions.

Mr. Baker stated that the actual process, the Selectmen voted to have a virtual meeting as opposed to in person. Some of the challenges, as demonstrated today, are concerns for the public hearing. Mr. Baker shared that the Selectmen wondered if fiber was on the pole, to aid in having the public meetings as well as the Town meeting in March. The Selectmen didn't want technology to interrupt what they are doing for these meetings. Mr. McIver stated that they would make sure that there is a secure connection for these meetings. Mr. McIver shared that at another town they met in the fire department – 100-150 met on-line, and those present were 6 feet apart. Consolidated Communications would do whatever it takes and would support the Town.

Mr. Baker mentioned that the Selectmen are familiar with the budget issues and the financial risk for the town. Part of the presentation should be the last person served, distance from the pole and would hope that Consolidated Communications could cover those in the meetings as well. Mr. McIver asked that any topics that the Selectmen feel need to be covered, they would answer. Ms. Bates suggested that we would advertise to get the questions from some of the public, prior to the meetings and would submit to Mr. McIver ahead of time to be prepared. Mr. McIver stated this would save them some time on the back end and would give them some extra time to prepare. Mr. McIver shared that time has changed from a year ago when doing the informational meetings.

Mr. Baker stated that from those that have looked at some of the problems that we have had with copper technology versus fiber, those issues can be taken care of through Consolidated Communications and fiber being more reliable and consistent with speed. Ms. Bates asked if there was something we could do now to have fiber brought in for the meetings. Mr. Pinney shared that he and Mr. McIver had discussed and that Mr. McIver would bring up to others. Mr. Pinney understood that Zoom would be in the cloud. Mr. McIver knows how important the kick-off for the informational meeting is and they don't want any issues. Mr. McIver and Mr. Koester would take back to the team and see what they can do with the fiber technology up to the Town Hall. Mr. Baker stated if not available, if they have recommendations that would be helpful. Mr. McIver asked what the bandwidth was. Mr. Baker stated they could do a speed test. Mr. McIver thought it was 20 down. They would look into and see what they can do.

Mr. Pinney shared that he would send the video of meetings held for Westmoreland and Rindge to Ms. Favreau for the Selectmen to watch. Mr. Pinney asked for information from Consolidated Communications that the Selectmen would need

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for their presentations – i.e. what would their contribution be. Mr. Pinney asked Mr. Mclver and Mr. Koester what would the Selectmen need to do now to move forward with them to get to the MOU and what they are proposing for the Town. Mr. Koester stated that he would have Mr. Mclver send over the master service proposal this morning. He would ask that the Selectmen or the Town's attorney go over the agreement. Mr. Koester asked that we use track changes in Word to show changes, where we object or have concerns as this would be helpful. Mr. Koester recommended if the Town's attorney would be brought in, that it be done soon. Mr. Koester stated that they have had seven or eight town attorneys who have also reviewed this agreement. Mr. Koester would like to have the MOU completely done by the time they do Town meeting, so everyone knows the terms and conditions. Mr. Koester shared that some towns aren't comfortable signing the agreement until they have full financing secured. The only risk in waiting until later in the process, is this funding would be in the August funding timeframe, and equipment availability could potentially delay the project. Mr. Pinney asked Mr. Mclver about Consolidated Communications having as many as eight towns that they are working with going through this process and attending town meetings, would this be a reason for the Town to move forward, even though we are somewhat early in this process. Mr. Mclver shared that they do have other resources that are very much a part of this process and could be brought in. Mr. Mclver shared that the Town's meetings are on his calendar. Mr. Baker shared that we have a very capable Task Force assisting the Selectmen. Mr. Baker shared that he didn't want to delay and wanted to have as much done prior to Town meeting. The Selectmen would start on the agreement, once received. Ms. Heald shared with Mr. Mclver that he agreed to take out the third-party language, covering subscriber gaps and the bond attorney fees. Mr. Mclver agreed.

Ms. Bates shared that speed on speed test.net ran on her phone at 16.86. Mr. Mclver shared that they would look into the Town Hall. Ms. Heald shared that they would get better speed if hardwired into the router.

Mr. Baker thanked Mr. Mclver and Mr. Koester for their time this morning and that the Selectmen look forward to working with them.

9:45 MEET WITH PAUL KOTILA, CHAIR CONSERVATION COMMISSION Re: Buonomano Property

Paul Kotila, Chair of the Conservation Commission met with the Selectmen to find out where the Selectmen were in getting an appraisal on the Buonomano (pinnacle) property. The Conservation Commission was still looking to move forward with this. The original bids that Mr. Kotila received were for \$2,600 and \$2,900 but Mr. Kotila would need to rebid because they were old. Funding would come out of the Conservation Commission's budget. Ms. Favreau confirmed that there was funding available from their budget. Mr. Doerpholz asked about the Conservation Commission budget. Ms. Favreau shared that \$87,415 was in the Conservation Commission's Land Use Change account. Mr. Baker stated in his option, moving forward with solar there would be a land use change with that, and he thought it would be a good year (2021) to move forward with this. Mr. Kotila would contact the two bidders for an updated bid.

Mr. Baker suggested moving forward with the bids and he was fine with making a motion. Mr. Baker shared that to prepare for next year wouldn't be a bad way to go.

Mr. Baker made a motion to move forward with bids with the expectation that as long as reasonable and in the scope as seen before, to move forward with the appraisal. Ms. Bates seconded. Mr. Baker – Yes, Ms. Bates - Yes, Mr. Doerpholz - Yes. Approved – 3-0

On a separate note, Mr. Kotila asked when the clock would be started. Mr. Baker shared that the clock guy would be in town sometime next week. The clock is in the tower and an engineer would need to come in and give the final engineering layout to assemble the clock. Additional bracing was also needed. The clock room would also be rebuilt. Mr. Baker thought that sometime next month the clock would be up and running.

*** UPDATE ON BOARD MEETINGS – Deferred until later in the meeting

Ms. Bates met with the Conservation Commission about moving forward with Rick Van de Poll's quote. She asked them to try to reduce the cost of the quote with having Susan Silverman and Robin Peard Blais, if interested, doing the Zoom meeting. Both Ms. Silverman and Ms. Blais felt it was important to have Mr. Van de Poll do the presentation and they didn't see where the quote could be reduced. The cost for Mr. Van de Poll was \$5,750. Mr. Van de Poll's opinion that we should consider as prime wetlands if the State ever were to come back and include the 50 foot pinch points, then we are ready. Ms. Bates discussed funding options with Ms. Silverman and Ms. Blais.

ZBA Cases on October 22, 2020:

- Albert Brodgen - accessory dwelling – approved pending Carl Hagstrom noting septic is adequate for the number of bedrooms;
- Steven Nattila - variance – carport – 489 NH Route 12 N – accepted as submitted;
- Bruce Vaal – special exception – continued because the second lot of an abutter wasn't notified;
- Fitzwilliam Realty Trust, variance – walk in cooler – 1117 NH Route 12 S (State line) – wanted to see drawings of the roof, to see the location of the water runoff;

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- Raciti Family Realty Trust – variance - replacement of existing dwelling with a new larger dwelling, adding a garage and replacement of the septic system - 29 Susan Lane. A site walk was scheduled for today and has been rescheduled; and
- Tama Aportria - variance – addition for an in-law apartment - 248 Richmond Road – variance and special exception. A motion was made to consolidate. A site walk was scheduled for today and has been rescheduled.

Mr. Baker asked if the roof line and drainage was a Planning Board issue. Ms. Bates stated it was an appeal for a variance.

The Selectmen felt this was helpful.

*** REVIEW CONSTRUCTION PERMIT APPLICATION

- Map 41, Lot 15
- Map 2, Lot 25

Map 41, Lot 15 – Mr. Doerpholz made a motion to approve the Construction Permit for Map 41, Lot 15. Ms. Bates seconded. Mr. Baker – Yes, Ms. Bates - Yes, Mr. Doerpholz - Yes. Approved – 3-0
The Selectmen agreed that an Occupancy Permit wasn't needed.

Map 2, Lot 25 – Mr. Doerpholz made a motion to approve the Construction Permit for Map 2, Lot 25. Ms. Bates seconded. Mr. Baker – Yes, Ms. Bates - Yes, Mr. Doerpholz - Yes. Approved – 3-0
The Selectmen agreed that an Occupancy Permit was/wasn't needed.

*** DISCUSS TREE LIGHTING CEREMONY

Ms. Favreau shared that Carole Beckwith wanted the Selectmen's input as to whether a tree lighting ceremony should be done and how involved it should be. It wouldn't be to the extent that it has been in the past. They may do a reading. Ms. Beckwith didn't know if the Selectmen had any input. Ms. Bates shared that in the past the Selectmen have relied on the Health and Safety personnel for guidance and have had discussion in regards to voting. Mr. Baker asked if there was a description of what we could expect. Ms. Favreau shared it would be outdoors and social distancing would be followed. Mr. Baker stated if they could come up with conditions and have them run by Carol Ann Rocheleau and Adam Dubriske, Health Officer and Emergency Management Director, respectively. Mr. Doerpholz asked if we should just recommend that they follow CDC guidelines. Ms. Bates agreed and noted that they shouldn't do cocoa and cookies. Ms. Favreau didn't know the exact date. Ms. Beckwith was still working on where the tree would come from. Mr. Doerpholz shared it may be very different in what kind of tree people can get this year.

The Selectmen recommended that they follow CDC guidelines and to copy Ms. Rocheleau and Mr. Dubriske.

*** REVIEW LETTER FROM AVITAR – SALES RATIO

The Selectmen reviewed the letter from Mark Stetson, Avitar. Mr. Stetson, in his letter, noted that the 2020 assessment to sales ratio (59 qualified sales using the DRAs normal qualification criteria) indicates a median assessment to sales ratio of 81.29 and a coefficient of dispersion of 18.40.

Mr. Baker explained that our assessments are below market value. Ms. Favreau shared that homes are selling well over market value. Discussion was held on what that means for the Town. Ms. Favreau would ask Mr. Stetson for the data. Mr. Doerpholz would like data from the surrounding towns as well. Ms. Bates asked about the Selectmen's discussion with pulling back. Mr. Baker shared that it was for doing interior assessments and we currently have a contract. Ms. Favreau felt that once the contract expired, she would look at changing the frequency of inspections, as we currently do one-third of the Town each year.

Mr. Baker asked for the clarification of the coefficient of dispersion of 18.40. Ms. Favreau would asked Mr. Stetson for clarification. The Selectmen agreed to hold off in signing until additional clarification was received.

*** DISCUSS ESTIMATE FROM RICK VAN DE POLL – PRIME WETLANDS

The Selectmen agreed to wait in making a decision. Ms. Favreau shared that funding would come from the Conservation Commission's budget and then at the end of the year the Selectmen can approve moving funds. Ms. Favreau shared that prime wetlands falls under the Conservation Commission. Mr. Baker knew that the boards have been requested for variances with the wetlands. Mr. Baker shared that this wasn't championed by the Conservation Commission, and has come out of nowhere. Mr. Doerpholz asked if regular funds could be moved from the budget for this, or would it have to wait until March for this to be under CIP. Ms. Favreau shared that departments have been very good about planning. Mr. Doerpholz stated that even if the Conservation Commission has funding it would be operating and this was something special. Ms. Favreau stated that money that was appropriated and not expended would go to surplus. Ms. Favreau shared what the process would be if not coming out of the Conservation Commission's operating budget.

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The Selectmen agreed to go to the Conservation Commission to see if they would fund this project out of operating funds. If not, the Selectmen recommend that the Conservation Commission put as a CIP request for next year. Ms. Favreau would send a letter to the Wetlands Committee and the Conservation Commission. Ms. Bates shared that she is an advocate for this project as conservation around wetlands is important.

*** VOTE TO APPOINT HEIDI WOOD SIGNING AGENT – ELECTION GRANT AND TO ACCEPT MONEY IF AWARDED

The Selectmen reviewed the Election Grant between the Town and the State of NH Secretary of State. Ms. Favreau had submitted a grant for the election and she had Heidi Wood sign. The Selectmen needed to vote to have Ms. Wood as the signing agent and vote to accept the funds.

Mr. Baker made a motion to appoint Heidi Wood as signing agent and to accept the funds. Mr. Doerpholz seconded. Mr. Baker – Yes, Ms. Bates - Yes, Mr. Doerpholz - Yes. Approved – 3-0

*** ECONOMIC COMMITTEE APPOINTMENT

Ms. Favreau shared that there would be several appointments. Ms. Favreau didn't know whether the Selectmen wanted to do all of the members that are up for reappointment, as well as new member Elizabeth Lorenz.

Ms. Bates made a motion to approve the appointment on the Economic Committee of Elizabeth Lorenz and current members and alternates. Mr. Doerpholz seconded. Mr. Baker – Yes, Ms. Bates - Yes, Mr. Doerpholz - Yes. Approved – 3-0

*** BUDGET DISCUSSION - COLA

The Selectmen reviewed and discussed. Social Security was increasing to 1.3% for 2021. Mr. Baker shared that in the past the Selectmen have followed the Social Security increase. Mr. Doerpholz asked when the last COLA increase was. It was noted that COLA was given on April 1, 2020. Discussion was held on individual increases, and having a hybrid in the last two to three years. There was a Town Policy of merit increases every two years and a COLA across the board. The Selectmen look at the market to see where things are. The Selectmen wanted to look at those that haven't had a merit increase in two years and the evaluations that have been submitted needed to be reviewed. Ms. Bates shared that she doesn't know if Department Heads budget for increases in the prior year. They put in for increases and when looking back they really don't budget for them. Mr. Baker felt that some do and some don't. Mr. Doerpholz shared that some have been negligent and they need to look at and budget. They aren't visionary and don't take the increases into account. Mr. Doerpholz also shared that evaluations should be done every year. Mr. Baker agreed. Mr. Baker would like to take some time at their meeting on Election Day to look into in order to set an expectation of the Department Heads and move forward.

The Selectmen have tried to keep pace with the cost of living. Mr. Baker suggested giving 1% or 1.3%. Ms. Bates estimated that payroll for the year would be approximately \$980,788 and 1.3% would be approximately \$12,750. Mr. Baker explained that last year, the Selectmen voted to increase the Start Step on the wage scale and gave 2% when Social Security was 1.6%. Mr. Doerpholz asked that since the Selectmen went over last year, were they thinking to go below. Mr. Baker was comfortable with giving 1%. Ms. Bates felt that they have approved everything across the board that has come across their desk and there has been heated discussion on increases and also looking at other towns. Ms. Bates doesn't feel that we can piece meal it and agrees we need to keep up with the cost of living. Ms. Bates is of the mindset to go with what is suggested until the Selectmen have had a chance to review and make changes, if appropriate, to the wage scale, evaluations, merit increases, and personnel policies. Mr. Doerpholz shared that sometimes the Selectmen didn't give COLA increases if there were a lot of merit increases. Ms. Favreau shared that COLA is effective April 1, 2021 and would be less than what they anticipated. Discussion was held on the wage scale in order to be competitive with other towns in order not to lose our employees.

Mr. Baker made a motion to approve a COLA increase at 1% for 2021 and to provide that to departments for budgeting. Ms. Bates seconded. Mr. Baker – Yes, Ms. Bates - Yes, Mr. Doerpholz - Yes. Approved – 3-0

10:30 MEET WITH CHIEF DISALVO

Chief Leonard DiSalvo gave an update on calls for service from August 25th through October 28th at 602 calls. Chief DiSalvo shared that the department is up 70 calls. He shared that this week there were two domestic calls and that it is busier now. March and April was very quiet. Chief DiSalvo felt the calls for service would be in line with last year. Mr. Baker asked what type of calls they were – neighbor to neighbor. Chief DiSalvo shared they are domestic, and more fire arm calls are pretty common now. Chief DiSalvo shared that the Police Department gets a lot of calls for shooting on properties. They do a lot of education on shooting. Chief DiSalvo shared the gun complaints have died down and noted that there are a lot of first time gun purchasers. Mr. Doerpholz asked if it would be helpful to put something in the newsletter regarding shooting and the setbacks, etc. Chief DiSalvo shared that was a fantastic idea. Mr. Baker stated even a common sense approach to it.

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Mr. Baker mentioned the Tannerite issue. Chief DiSalvo shared that they have Tannerite issues and those involved have been educated. Chief DiSalvo shared they are educated on what they are allowed to do. Mr. Doerpholz shared he was hearing blasts and thought it was black powder. Chief DiSalvo shared that the calls get complicated. Mr. Doerpholz asked if there was an increase in threats. Mr. Baker shared that if you listen to the news and hear that people are on edge, it isn't unrealistic for us to prepare. Ms. Favreau asked with winter coming would it get worse. Chief DiSalvo stated it was possible.

Mr. Baker asked if the calls for service could be broken into categories against last year's numbers.

*** NON-PUBLIC SESSION - RSA 91-A:3 II(a) – Evaluations

At 11:19 a.m. Ms. Bates made a motion to go into non-public session under RSA 91-A:3 II(a). Mr. Doerpholz seconded and the motion passed 3-0. Roll Call vote: Mr. Baker – Yes, Ms. Bates - Yes, Mr. Doerpholz - Yes.

At 12:54 p.m. Ms. Bates made a motion to leave non-public session and seal the minutes as disclosure would adversely affect the reputation of the person other than a member of the board. Mr. Doerpholz seconded and the motion passed 3-0. Roll Call vote: Mr. Baker – Yes, Ms. Bates - Yes, Mr. Doerpholz - Yes.

INFORMATION

Road Projects: Mr. Baker reported that on November 9th a paving company would be coming in to do shimming. Funding up to \$25,000 was to come from the Highway Department budget. Mr. Baker shared that once the Highway Department has been turned over to Glenn Smith, he would have Mr. Smith do an assessment of the roads. Ms. Favreau shared that SWRPC has a Road/Stream Crossing & Culvert Inventory in 2017 and a Pavement Preservation Plan 2019-2028. Mr. Baker shared that at the intersection of Number 4 Road and Templeton Turnpike, they paved over a steel plate that was put over a failed culvert.

Ms. Favreau stated the Selectmen needed to start thinking about CIP for General Government Buildings. Ms. Bates stated that we had enormous improvements for this year and it was budgeted for. Ms. Favreau shared that the funds roll over and don't go away. Ms. Favreau noted that there is \$234,000 in this budget. Mr. Baker stated the steeple project would come in under budget at approximately \$100,000. Mr. Baker shared that the Library roof is over budget. Ms. Favreau shared that the Library Expendable Trust Fund was set up and they should put funds into that fund. Ms. Bates mentioned looking at the list of repairs for Town owned buildings that were listed for the second year. Ms. Favreau shared that Mr. Baker and Mr. Kenison did a lot of work on the handicap ramp. Mr. Baker noted that Holman Road, Royalston Road and Collins Pond Road would be shimmed. Up to \$25,000 would be spent, which may not get them all. They would start with Holman Road.

Ms. Favreau shared that she has done all of the department budgets through October 2020 and all are doing very well.

Mr. Doerpholz was willing to serve as the Selectmen's representative on the Budget Committee. Mr. Baker would serve on CIP.

Ms. Bates shared that Ms. Silverman asked her to look at the timber cut on Rte 119. Ms. Favreau shared that she has asked for this to be looked into by Charles Koch.

Ms. Bates reviewed the agenda items for the Selectmen's meeting next week.

ON-GOING BUSINESS:

*** **AMBULANCE SERVICE**

*** **SOLAR**

*** **TOWN-WIDE ISSUES TO BE ADDRESSED AND THEIR ENFORCEMENT**

- Unregistered vehicles
- Debris and junk in yards

Meeting Schedule: To be determined on a weekly basis

Ms. Bates made a motion to adjourn the meeting at 1:00 p.m. Mr. Doerpholz seconded and the motion passed. 3-0

Submitted by:

Sheryl White
Secretary to the Board of Selectmen

Daniel Baker, Chairman

Robyn Bates

Brian Doerpholz
Board of Selectmen