



# TOWN OF NEW LONDON, NEW HAMPSHIRE

375 MAIN STREET • NEW LONDON, NH 03257 • WWW.NL-NH.COM

## BOARD OF SELECTMEN MEETING MINUTES March 21, 2011

### PRESENT:

Mark Kaplan, Chair, Board of Selectmen  
Tina Helm, Selectmen  
Peter Bianchi, Selectman  
Jessie Levine, Town Administrator

### ALSO PRESENT:

Rich Anderson, New London resident  
Terri Bingham, Messer Pond Association  
Dave Cook, New London resident  
Barry Cox, NH Local Government Center  
Linda Hardy, Town Clerk/Tax Collector  
Hardy Hasenfuss, New London resident  
Bob Lavoie, New London resident  
Richard Lee, Director of Public Works  
John Wilson, New London resident & Budget Committee member  
Pat Trader, reporter for *The Intertown Record*

Chair Kaplan called the meeting to order at 6 PM.

Town Administrator Search: The first order of business was to hear from Barry Cox from the NH Local Government Center (LGC), regarding LGC's potential assistance in the search for a new Town Administrator.

Mr. Cox explained that he has been a personnel services advisor at LGC since 2005. One of the first projects he did was a pay & classification study for New London. Mr. Bianchi noted that he contacted LGC when he first found out about Ms. Levine's pending departure. He asked Mr. Cox if the paperwork that he received from LGC could be tailored to fit their specific needs in New London. Mr. Cox said that they could certainly make changes; what he provided was boilerplate proposal that could be tailored to fit their needs. Mr. Bianchi asked what happened if they don't find someone at the end of the defined process. Mr. Cox said LGC would continue until New London finds someone.

Mr. Bianchi opined that he would like to see a professional recruitment service hired. He understood that LGC would do the advertising, collect applications, perform the initial screening of the candidates, and submit the decided-upon number of finalists to the town for review. Mr. Cox added that they would also prep a committee of citizens, should New London decide to have one, on how to interview the candidates so that the interview is done properly. He noted that this was a good reason to hire a professional service because they can assure that things such as interviews are being done appropriately. Mr. Cox said he would be present for every interview.

Mr. Bianchi clarified that the citizen's committee would narrow the candidates down and would present them to the Board of Selectmen. He asked if Mr. Cox would be advisory in his position, or would make

recommendations and feed-back about candidates that may be vying for the position. Mr. Cox said he is neutral but does offer information and advice. He said that for example, if they got 20 applications on the first attempt they would do a rating of the candidates at that point. If the citizens committee wants to review resumes, that was fine. That committee may pick people LGC didn't, or LGC may have recommended to not interview someone that the committee wants to interview. He felt it best for them to do a preliminary screening and then bring a smaller amount of applications to the citizens committee, and the Selectmen concurred.

Ms. Helm asked if it was common to have a citizen's committee and if it has been successful. Mr. Cox said that it is common and they prefer to have it as part of the process. He prefers to have a committee of no more than eight people.

Mr. Cox asked if the Board of Selectmen was in favor of entertaining unconventional candidates, as Ms. Levine would have fit into that category when she was first hired.

Mr. Hasenfuss wondered if there was some way to intertwine the job description, engaging the department heads, and what they all want in the new hire. Ms. Levine thought some of these things could be done in parallel: putting out an ad and at the same time refining the job description. Ms. Helm said she had experience in a major hire previously and they found it best to have the job description done first and then move on with the interviews. Mr. Cox agreed that in his experience, this was the best way.

Ms. Helm asked if, after reading the minutes from the previous CAC meeting, Mr. Cox's gut feeling was that the job description needed to be tweaked. Mr. Cox said if they want to change the job description now was the best time to do it. Mr. Bianchi said he had made some proposed changes to the current job description already. Ms. Levine suggested having each of the members of the Board of Selectmen make changes independently and bring them together for further editing.

Ms. Helm asked if the department heads and staff needed to be involved in the creation of the job description. She felt it could be cumbersome. She suggested meeting with some of the members of the CAC to work on the job description, but with no guarantees that all their suggestions would be included. Mr. Bianchi was in favor of having the department heads interview the final candidates but didn't think they needed to be involved in the job description. Ms. Helm thought that they should spend 30-45 minutes with the department heads and then with the office staff to hear their suggestions for the job description. Chair Kaplan thought the groups could be combined instead of being kept separate. Mr. Bianchi didn't feel that this was necessary at all.

Ms. Helm asked what the experience with this was with both Mr. Hasenfuss and Mr. Cox. Mr. Hasenfuss said that he didn't feel the department heads needed to be involved in the job description. Listening to their point of view and what they value is important, and their inclusion in the interviewing is important. Mr. Cox said it is good to have the department heads meet and have feedback on the candidates, but they don't need to be included in creating the job description. Mr. Cox said after they have a draft of the job description, they might consider showing it to the staff/department heads to see if anything important had been missed.

Chair Kaplan explained that Mr. Hasenfuss was willing to help the town through the project and that one of the purposes of the night's meeting was intended for Mr. Cox and Mr. Hasenfuss to help them through the conversation of how and if they would work together. Ms. Levine noted that Mr. Cox has more conventional town experience that would be helpful, while Mr. Hasenfuss has experience with candidate identification that would be beneficial.

Mr. Hasenfuss explained that he has been a certified behavioral and value analyst for the last 30 years and works with recruiters and companies. He specifies the behavior values and personal skills of the job so they have a benchmark that includes those topics. He said he started this process with Ms. Levine for the finance officer search. He puts final candidates through an online process which generates a 60-page report on their characteristics and what is important to them (values) and their personal skills on a scale of 23 items. That is then compared against the job benchmark that had been established by those hiring for the position. The ones who come closest to the benchmark have the better chance of being successful in the job. He shares this information with the employers and gives advice on how best the candidates will fit in the position. He noted that most search firms don't do this, and that is why he is hired to perform this service.

Mr. Cox agreed that they don't do this at LGC, but was familiar with the Cleaver system. Mr. Hasenfuss said that he was actually trained by Mr. Cleaver 30 years ago. Mr. Cox said he would love to collaborate with Mr. Hasenfuss. Mr. Hasenfuss assured the Selectmen that he wouldn't be taking anything away from LGC's process and that his services would come on top of everything else. He would come in after they decide on the job description and would work with the selectmen and the citizen's committee to fill out the job benchmark questionnaires online after he has done a one hour preparation. Mr. Hasenfuss added that this service would be complimentary to the town as his gift but usually is billed at a rate of over \$10,000.

Mr. Lavoie said that someone has to develop the selection criteria and wondered who was doing that and what the process was. Mr. Hasenfuss said they'd need another discussion to develop the process of who does what and when, etc. He said that additional criteria needed to be spelled out. Mr. Lavoie said that there were both soft and hard criteria. Ms. Helm asked if Mr. Cox would guide them through on the focus on the criteria. Ms. Levine said that Mr. Cox touched on what the ad should say, including minimum qualifications, etc. The soft criteria that are not seen on paper were Mr. Hasenfuss' specialty.

Chair Kaplan said they would like to be involved in where they place the ads. Mr. Cox said that they will be involved in this aspect, as LGC will bill the town for advertising.

Ms. Helm said that after meeting with department heads and staff, the three of them should meet to come up with a job description. From there, they can move forward with placing an ad, crafting the verbiage of the ad, and confirming the hard and soft criteria for the job description. Ms. Levine thought Ms. Helm should optimize the amount of time she has before she has to leave on vacation for the better part of April. Chair Kaplan agreed the criteria should be established. Mr. Hasenfuss said that all three Selectmen should be involved in the preliminary phase of setting the benchmark. This could be done after they finish the rough draft of the job description.

Ms. Levine said that the job description, ad criteria and benchmarking should be done before Ms. Helm leaves. Then while she is gone they can place the ad and collect responses, and her return should coincide with LGC's completion of their preliminary review.

Mr. Bianchi commented that this wasn't rocket science. He didn't know what benchmarking was and to spend weeks and weeks coming up with benchmarks seemed too long.

Chair Kaplan said that Ms. Helm made a good point that they should sit down with staff and department heads. Mr. Cox said he has about ten questions he would review with Board of Selectmen, which are things he typically weaves into the ad.

Mr. Bianchi commented that they had not yet hired Mr. Cox and thought there should be a motion made to hire him, should they agree to move forward with LGC in this process.

**IT WAS MOVED (Peter Bianchi) AND SECONDED (Tina Helm) to contract with LGC to be New London's professional recruitment service for the town's administrator position.**

Mr. Hasenfuss asked if they had a contract or had settled on a maximum amount to spend. Chair Kaplan said that the contract was for \$2,800. Mr. Hasenfuss commented that this was a very good deal.

**THE MOTION WAS APPROVED UNANIMOUSLY.**

Ms. Levine suggested the following schedule to accomplish what is on the Selectmen's list:

- Tuesday, March 22 at 12:30 PM: Meet with department heads to discuss job attributes
- Wednesday, March 23 at 9 AM: Meet with Mr. Cox to revise job description and develop advertisement.
- Monday, March 28 at 3:30 PM: Meet with Mr. Hasenfuss to set the benchmark. Mr. Cox will come and observe.

Ms. Helm said in the meantime they should come up with their own adjustments to the job description.

Mr. Cook asked if the Board of Selectmen had reacted to Mr. Cox's question of whether an unconventional candidate would be considered, as that would change how they word the job description. Mr. Cox said he brought up that question only because of the remarks made at the recent CAC meeting, the minutes of which he had read prior to that night's meeting. The Selectmen remarked that they would be willing to entertain applications from unconventional candidates.

Mr. Wilson wondered how effective the meeting on Tuesday with department heads could be. The meeting had no form to it and it was early on in the game; he thought such a meeting should come later on in the process. Ms. Helm said she sees it as a brainstorming exercise similar to the last CAC meeting. She added that it was not appropriate for the board to go in with preconceived ideas of what the department heads or office staff want. It is their opportunity to share what is most important to them and she felt they could articulate that without having an organized, rigid agenda. Mr. Wilson wondered if it was the most effective use of their time at this stage in the game. Chair Kaplan said if they don't do it tomorrow or quickly, it won't get done and could get lost in the process. Mr. Hasenfuss felt it was a good thing to do. It continues to increase good will with the department heads. They are merely asking their opinions and such a meeting doesn't need to be formalized.

Ms. Levine offered the following goals: by April 1, the ad for the Town Administrator position will be ready, and applications could be due by April 22. Mr. Cox will review the applications first and the citizen's committee will meet afterwards to review the top applications.

Richard Lee – New Truck Proposal: Public Works Director Richard Lee said he was looking for some direction from the Selectmen. Town Meeting authorized him to replace the six-wheel dump truck and he wanted to know if he should go out to bid on everything or to go with the State bid. In response to a question from Chair Kaplan, he stated that they do not usually trade in the old trucks but sell them outright. Last year they made more doing it this way.

Mr. Lee explained that the cab and chasse are part of a state contract. They will have the same discount concession from International as the State of New Hampshire gets. The last 5-6 years they have only purchased vehicles from International. Mr. Lee said that a benefit of staying with the same company is that they can get all their parts in one place (Claremont). If they go to another company, they would have to go to more places to get parts and repairs done. He added that currently, they have a good rotation for dropping off and picking up trucks for service, mainly because they are all the same make.

Chair Kaplan said that wherever they go to get the vehicle, they will have to consider the total savings. If they save \$1,000 on a vehicle but have to run around all over the place to get it fixed or get replacements, the savings might not be worth it. However if the savings was \$10,000 it might be worth the extra running around.

Mr. Bianchi asked what the warranty was on the trucks. Mr. Lee said that they were all about the same regardless of vendor. Mr. Bianchi commented that he owns a Mac from the mid-80s and can get filters and parts at any parts store. Ms. Levine asked Mr. Bianchi if he was more concerned with the makes being considered or the prices. Mr. Bianchi said he was worried about the price. He opined that any new truck purchased today was going to be a decent truck. He wondered if what they get when buying off a state bid was packaged. Mr. Lee said the Town doesn't buy the same truck as the State does. It is spec'ed differently, as the Town changes components to get the most out of them.

Mr. Bianchi said he had no problem buying International but felt they should go out to bid to make sure they were getting the best deal possible. Ms. Levine commented that if International had won the State bid, it had already gone through the bid process. Mr. Bianchi said that if the State and the Town specs the trucks differently at another place, they could possibly get a better deal. He felt it was a buyer's market. With his experience, Mr. Bianchi shared that the Mac trucks last the longest but are more expensive. He asked Mr. Lee to confirm that they have \$150,000 in the budget for a sander and plow. Mr. Lee said that they have \$80,000 set aside for the cab and chasse and \$60,000 for the body and sander. He added that in the past they have gotten the same makes so that they can have them all taken care of at the same place. Mr. Bianchi said if they had to pick up a major part whether it is in Concord or to Manchester, they still have to go somewhere to buy a part no matter what brand the truck is.

Ms. Helm asked if they get a discount for getting all their parts at one place. Mr. Lee said that they don't charge New London the list price. Part of doing business with the same dealer is that when the Town calls with a need, the dealer can usually take them in the same day. It is easier to maintain the same vehicle and sander, as parts can be swapped in and out as needed.

Mr. Lee wondered if the Board of Selectmen wanted him to bid out for everything or if he should do it like they have been doing and make a purchase from the State bid. Ms. Helm said that she felt Mr. Lee was the manager of his budget and it was up to him on the recommendation. Mr. Wilson said that last fall they were looking at what other towns were doing with regards to these types of vehicles. He found that Moultonborough was moving towards Peterbilt in an effort to get 120-140,000 miles on each truck compared with the miles they could get with International and Ford.

Mr. Wilson thought that they should look at how much they will get out of each truck. He wondered what was wrong with getting other bids just to see if they are getting a good deal through the State. Mr. Bianchi said that there was no requirement for the Town to take the lowest bid. Ms. Helm said she trusted Mr. Lee as a manager and would not mind having him go forward on his own but she felt as though she should go along with Chair Kaplan and Mr. Bianchi to go out for bid. Mr. Lee agreed to do so. He then asked what else they'd like him to go out to bid on for the rest of the summer. He needs to start doing this now to be prepared for summer projects. Mr. Bianchi thought everything should go out for bid.

Mr. Lee said that the paving contractor they have been working with the past several years didn't go up on his prices the past year even though they were quoted higher and that was because they have built up a rapport with them. Ms. Levine cautioned against bidding for every project. For example, she asked if the Selectmen would insist on going out to bid for the upgrades to the pump station even though Ed Rushbrook has already come up with a design? Do they need to re-bid for the heating company they use for the Town Office building? She felt that there were a number of exceptions and the Selectmen should be cautious about having a blanket rule. They should view existing relationships and those who have no requirements from the state separately.

Ms. Helm felt that the paving company's relationship with the town was a good one. Mr. Bianchi said that if they go out for a quarter of a million dollars in paving without bidding, he felt they were making a drastic mistake. They can't let big items like that continue to go on without bidding. He said that Mr. Lee didn't prove anything by having Continental do the Town's paving last year. Pike is available too, and going out to bid just proves that they are getting a good deal. It has been 6-7 years since they have gone out for bids on paving. He was not questioning what Mr. Lee has been doing, but felt it fiscally responsible to put a quarter of a million dollars worth of work out to bid.

Mr. Lee opined that for sand and salt, he didn't think they could get the price down any further. Mr. Bianchi felt they should go out to bid for everything that comes along. Chair Kaplan said he has a great deal of respect for Mr. Lee and when he creates a relationship with a contractor, they serve the town well. He felt there were relationships that, when maintained, save on time and money and result in better quality work.

Mr. Lee understood that he was the biggest spender of the town's money. He said that he "wheels and deals" with people to get the best deals. If they open everything up to having to bid, it would be more difficult to make his own deals because the bid process favors the low bidder but not the best deal. Mr. Lee said he doesn't want to throw the bid process out because it works sometimes, but other times it does not. He said that it is a slap in the face to be asked to do this for everything. Mr. Wilson said they don't have to go with the lowest bid, they just want to see what else is out there. He felt it was good to do the research and to show their constituency that they are being responsible fiduciaries. Mr. Lee said that if they don't take the low bidder, they will hear about it from that bidder. Mr. Bianchi said he has lost and won bids while being the lowest bidder.

Ms. Levine asked if it would be acceptable to call and get prices for comparison purposes. The part that is cumbersome and leaves the town vulnerable is coming up with the same standard of specs. When they start the project, are the contractors doing exactly what they have been asked to? Continental, having worked with the town previously, knows the way Mr. Lee wants things to be done and they can understand the projects without having all the details. That sort of partnership takes time and it takes time to make sure every detail is spelled out for someone who isn't familiar with the town and working with Mr. Lee. Overseeing the contract to make sure the town gets what they have been bid for is also time-consuming. She was sure that Continental was going to come in competitive with Pike. But when Pike or any other company is in the field, she wasn't sure they would carry out the contract to the same degree as Continental would because Continental understands the Town's expectations.

Ms. Helm felt that Mr. Lee had always done well by the town financially and felt no reason to change that now. Mr. Lavoie suggested a compromise of having them, every 5 years, go out to bid for a contract, but in the interim if they are satisfactory, then continue with the same contractor because there are some advantages to that. Over time they may want to go out for bid to make sure the market is satisfactory. This would be done only with major contracts. Mr. Bianchi didn't know if they could commit to do that down

the road. Mr. Lavoie said he understood but added that the general policy would be that if they haven't gone out for a bid for a major contract for five years, they'd have to go out for bid. They could compromise and take advantage of a good customer relationship but on the other hand they do check the market every few years.

**IT WAS MOVED (Peter Bianchi) AND SECONDED (Tina Helm) to go out for bid on paving. Yes: Bianchi. No: Kaplan, Helm. There was no further discussion. THE MOTION WAS NOT APPROVED.**

**IT WAS MOVED (Peter Bianchi) AND SECONDED (Tina Helm) to go out for bid for the cab, chasse and all other parts for the truck, including sanders, and plows. There was no further discussion and THE MOTION WAS APPROVED UNANIMOUSLY.**

Mr. Lee asked for guidance for other items in his budget. He said that culverts, salt and hard pack are purchased through State bids, while sand and gravel come from places where he shops around and compares prices. He uses the same people for sand each year because they are the only ones who will deliver to New London all winter long. Chair Kaplan said that Mr. Lee has been doing this type of price-checking all along with the smaller things he purchases.

Ms. Levine asked if the Fire Department and the Police Department should be put on the agenda for their vehicles purchases as well, and the Selectmen said that they should. Ms. Helm said that at some point they have to give the Department Heads leeway to take care of their budget. Mr. Lee said he was fine to make the calls to get bids from pavement companies and did not want to drive a wedge between the members of the Board of Selectmen or to get anyone mad. He would get estimates from other paving companies even though they had voted that he did not have to.

Rich Anderson shared that he had met a gentleman who works for Continental. He told the man that he needed his driveway paved. The man told him that the price to do it would be less if they were already in New London doing paving projects. He then explained that the price of asphalt would be through the roof that summer and that Continental would not be in town paving until probably the spring because of the price. This made an impression on Mr. Anderson that the man was looking out for the town. To him, this illustrated the fact that there was a beneficial relationship between Continental and New London.

Ms. Helm suggested if they are going to bring the other departments in to discuss the same scenario to have a meeting to suggest what Mr. Lavoie suggested; to have a policy about going out for bid every so many years. Mr. Bianchi thought that from year to year the price for things such as paving could be very different.

Messer Pond Protective Association Request for Signage: Ms. Bingham referred to her letter outlining a proposal from Messer Pond Protective Association (MPPA) to place boat launch signs on Bog Road. Mr. Lee had quoted her that the cost would be about \$50 per sign. Ms. Levine said the purchase and placement of the signs needed the approval of the Board of Selectmen.

Chair Kaplan asked if there were any other signs posted in this area. Ms. Bingham said that there were not, but when they were talking about what was going on at Elkins at Town Meeting, people didn't think it very safe to have people coming out of Pleasant Lake with traffic coming down the hill. With Bog Road it tends to be slightly different because the launch area is exposed right on the road. The others boat launches have a little more room going towards the lake for people to put their boats in. Vehicles can actually be in the road while people are trying to put their boats into the water. Their current cautionary sign, a sandwich board, is not the most effective. It was a good first try, but over the past 3-4 years, they

have found it to not be the best solution. The signs are low and are not the standard color for caution (yellow), and have become something for area kids to steal. One sign was stolen, damaged and returned. The boat launch is used year round. The elementary school had been going to Messer Pond with a bus every Friday to teach the children how to ice fish. Given the traffic and speed, she felt it made sense to put permanent signs up in these areas. It would look more official and people would respect them more. None of the members of the Board of Selectmen had a problem with this request.

Ms. Bingham said that MPPA is willing to pay for the cost of the signs if the DPW will install them.

**IT WAS MOVED (Tina Helm) AND SECONDED (Peter Bianchi) to approve the installation of two signs reading “Boat Launch Ahead” on Bog Road and that the town will share the cost with the Messer Pond Association per their letter dated February 18, 2011. There was no further discussion and THE MOTION WAS APPROVED UNANIMOUSLY.**

Mr. Lee clarified that the town would order the signs and the bill would be sent to the Messer Pond Association for payment. Ms. Bingham asked if the signs could be installed before Memorial Day. Chair Kaplan said that depending on the weather, it could probably happen.

#### Review of Minutes

February 5, 2011 – CAC Meeting: IT WAS MOVED (Tina Helm) AND SECONDED (Peter Bianchi) to approve the minutes of the February 5, CAC meeting, as circulated. THE MOTION WAS APPROVED UNANIMOUSLY.

March 5, 2011 – CAC Meeting: After some discussion, some amendments were suggested, which Ms. Levine agreed to fix. IT WAS MOVED (Peter Bianchi) AND SECONDED (Tina Helm) to approve the minutes of the March 5, CAC meeting, as amended. THE MOTION WAS APPROVED UNANIMOUSLY.

Minutes of March 7 – non-public: IT WAS MOVED (Tina Helm) AND SECONDED (Peter Bianchi) to approve the minutes of the March 7, 2011 non-public minutes, as circulated. THE MOTION WAS APPROVED UNANIMOUSLY.

Energy Committee Recommended Policy: Ms. Levine said that at their last meeting, the Energy Committee had posted this recommended energy use policy for town buildings. She said that most of what was in the policy they already do. The only item she had a problem with was that it suggested desk printers should be set on the “econo-option” to use less ink. She didn’t think they printed enough on their small printers to make that worthwhile, and the departments that had their own printers used them to print final, official copies, so the quality had to be good. Other than that, she had no issues with the policy.

Chair Kaplan commented that the whole thing seemed to require a lot of adjustments. Ms. Levine said that they already turn their computers off at night and they have identified most of the things in the policy already. Chair Kaplan asked how much money these measures would save. Ms. Levine said that it wouldn’t be much. Chair Kaplan said that they use the word “will” which sets up red flags in his mind. Ms. Levine said that if the Energy Committee sees that the measures haven’t been taken, they can come to the Board of Selectmen and tell them the staff is not following the policy they passed. Ms. Levine said staff already does most of what is in the policy, and the extra requests aren’t that bad and it doesn’t hurt them to have it in writing. Chair Kaplan suggested the use of the word “recommend” instead of “will.” Ms. Levine said this is a policy that ratifies what they already do and that it wasn’t a big hassle.

**IT WAS MOVED (Peter Bianchi) AND SECONDED (Tina Helm) to approve the energy policy with the removal of the print mode request for “econo-mode.” THE MOTION WAS APPROVED 2-0. Chair Kaplan abstained.**

Joint Selectmen’s Meeting: Ms. Levine said it was New London’s turn to host the meeting of the Boards of Selectmen of the Kearsarge Regional School District. The Selectmen agreed to either May 5 or 19. Ms. Levine said she would notify the other towns.

Beach Parking/Use: Ms. Levine referred to her memo of today’s date summarizing the meeting with Linda Hardy, Chad Denning, and Jerry Coogan. She said the memo described how they will tighten up the parking around Bucklin Beach: parking by permit only will be allowed on Old Dump Road and at a certain point on the road, there would be no-parking allowed. Camp Sunapee Road is no parking for the first 100’ and they will want to address the remainder of the road and the rest of Route 114 as well, particularly by the mailboxes across from the entrance to Bucklin Beach. This will require a public hearing because it is to do with a parking ordinance.

Ms. Levine said that the proposal is to continue giving stickers to residents and property owners, but they recommended providing parking tags for guests of residents or property owners. These tags would be hang tags as opposed to the window displays, and they recommended limiting them to one per household. Ms. Levine wondered if they should charge \$10 for this transferrable tag, or if it should be free. Mr. Bianchi and Chair Kaplan thought this tag should be free. Ms. Helm thought \$10 was an appropriate fee. Ms. Levine said that regardless of what they choose for the first tag, they should charge for subsequent tags. Each tag will be recorded in the Town Clerk’s office so they can determine who each tag belongs to, if needed. Ms. Levine added that a parking ticket would be \$25, so buying a tag for \$10 is less than a ticket. Ms. Levine explained that the benefit of charging for the tag is that the people who are using it are paying for it. They are paying for their family’s use of the beaches, in essence. She said the charge would also help cover the cost of beach maintenance and enforcement.

Ms. Helm said that the ordinance was pretty detailed when re-written two years ago, but there were some things that were not enforced. Ms. Levine said that on January 1, 2000, the town adopted an ordinance on who gets stickers versus who gets guest passes. Currently, business residents get permanent access to the Transfer Station and they receive one sticker.

Ms. Levine said they also recommend that the beach staff will count the number of people on the beach at certain times of the day to collect data to determine the busiest times of the day, and once every couple of weeks they will ask people where they come from. She said that people will not be kicked off the beach if they are not from New London, as this is simply for data collection. Mr. Bianchi asked why they would not be kicked off. Ms. Levine said that it was because Mr. Bianchi had said earlier that he wanted to go at this with a light hand and take an easier approach. She added that it is labor intensive to enforce every person on the beach. By addressing the parking and tightening up the guess passes, they hope to achieve success in having the beach being used by New London residents and their guests. They will survey the level of the problem that is on the beach this year, but will not enforce who is on the beach this year. That will help them determine how to follow through in future years.

Ms. Levine said that this was all food for thought and there wouldn’t be a vote on anything that night. She would keep it on the agenda and they could have time to mull it over. Linda Hardy, Town Clerk/Tax Collector said she is already getting requests for guest passes and they have stopped giving them out that until they have the new procedures in place.

The Selectmen asked to meet with the Recreation Commission and Recreation Department to discuss this further.

Investment Policy: Ms. Levine reminded the Selectmen that the question of the investment policy came up when they were responding to the auditor's questions. She noted that at that time, Ms. Fraley was going to check on the status of the investment policy that had been approved a few years ago. Ms. Fraley and the Town Treasurer, Steve Theroux, updated the policy and it is attached to the agenda packets. Mr. Bianchi said he didn't look up all the RSAs but put his faith in the treasurer and finance officer who put it together. He thought the draft policy was logical.

**IT WAS MOVED (Peter Bianchi) AND SECONDED (Tina Helm) to accept the investment policy as corrected and presented that evening. There was no further discussion and THE MOTION WAS APPROVED UNANIMOUSLY.**

Volunteer Appointments: Mr. Kaplan said he is waiting to hear back from the chairs of the Planning Board, the Zoning Board of Adjustments and the Conservation Commission. Ms. Levine said she would put it on the agenda for the following week's meeting, as appointments must be concluded by the end of March.

Legislative Update: Ms. Levine said that the retirement bill (SB3) has passed the Senate and is now at the House. The Municipal Advocacy Committee met on Friday and discussed how to get elected officials more involved. She said that managers are seen by legislators and by labor as representing management, not taxpayers; the Selectmen are seen as representing the taxpayers. She thought it would be helpful if the Selectmen could talk to Dave Kidder and particularly Randy Foose. The Democrats are not supportive of retirement reform. Ms. Helm said she talked informally with Dave Kidder, and she thought he was not in favor. Ms. Levine said she thought he was. He agreed with the overall principle that retirement needed to be fixed.

Ms. Levine noted that the \$30 motor vehicle fee will expire June 30 which will impact the 10-year plan and remove a portion of highway aid. Senate Bill 78 passed the Senate and is before the House. She said it was important to talk to Dave Kidder about this, since this is a Republican-driven bill. They don't want people to have to pay any more fees, but it would be a significant hit to the town of New London. Chair Kaplan said that no one stops to think about the fact that cars and trucks are getting more miles per gallon. The gas tax goes to fix the pot holes and bridges, and the revenue from the tax has been dropping for the last 10 years. They need another way to get money. Ms. Levine said there is an ideology right now and they don't understand how it will hit the same people. They talk about not increasing taxes and there is a \$40,000 revenue loss, the town still has to raise that money.

Ms. Levine said that a bill has been filed to bring back the tax exemption on telephone poles. The exemption was removed last year. Telecommunications and communications are the only businesses that don't pay property taxes.

A bill that would allow Town Meeting to adopt spending caps allows one Town Meeting to bind what future Town Meetings do. It would require a 2/3 vote to over-ride it in future Town Meetings.

HB457 would cut in half interest rates on delinquent taxes. This passed the House overwhelmingly and overrode the committee's recommendation not to pass the bill. Currently state law requires charging 12% interest on late bills and then 18% when a bill goes to lien. This bill cuts the percentages to 6% and 9%, purportedly to provide relief to taxpayers who aren't paying their bills but giving them even less incentive

to pay, which costs other taxpayers money. New London brings in just under \$55,000 each year on delinquent taxes. If the bill passes, that revenue will be cut in half.

Ms. Levine said that SB156 was a bill to allow car dealers to register motor vehicles themselves instead of having the owners come to the town office. Town clerks objected heavily. She noted that car dealers would register cars with online software like the town uses. Ms. Hardy noted that the third party who dealers will use for this service will want access to the town's bank account. Ms. Levine stated that is to make deposits and theoretically the same amount will be collected from motor vehicle fees whether they are registered at a dealer or in the town office.

Ms. Levine said that SB129 passed the Senate and would require voter ID cards (photo ID) to be presented to the clerk for any election. Ms. Hardy said that people without a driver's license or non-driver's photo ID will have to go to the town office, get a voucher, and then go to Concord, Claremont or Lebanon to get a free ID. She said that this bill predominantly targets students. Ms. Hardy said that it is particularly disadvantageous for the homeless who don't drive. It will also add a lot of time at the polls and people will be furious.

Chair Kaplan referred to a note that Pat Remick sent them regarding HB337 and CACR12 passed.

Joint Sewer Meeting with Sunapee, March 31, 5:30pm (Sunapee): Each member of the Board of Selectmen is planning to attend.

**IT WAS MOVED (Peter Bianchi) AND SECONDED (Tina Helm) to go into non-public session pursuant to RSA 91:A-3 II (a) to discuss the setting of personnel salaries. THE MOTION WAS APPROVED UNANIMOUSLY.**

The Board of Selectmen returned from public session.

Ms. Helm said that there had been two awkward moments where they should have caucused to come up with a decision before the decision was made in front of others. She said it was awkward to discuss the interim town administrator position in front of Linda Hardy and awkward to discuss the hiring of LGC in front of Mr. Cox. Ms. Levine said that both subjects were public but that the Selectmen could have deliberated further in public in both cases.

Application for Building Permit:

- Kearsarge Area Council on Aging, Inc. 37 Pleasant St. (Map & Lot 084-075-000) interior renovations and replace window with door – Permit #11-008 – Approved.
- Colby Sawyer College, 541 Main Street (Map & Lot 085-033-000) renovate basements of Abbey & Burpee Halls – Permit #11-009 – Approved.
- Joseph DeChant, 39 Blueberry Lane, (Map & Lot 098-001-000) install cupola on garage roof – Permit #11-010 – Approved.
- Tom & Terry LeBlanc, 55 Blueberry Lane (Map & Lot 098-002-000) install 8 x 10 utility shed – Permit #11-011 – Approved
- Michael & Juliette Madan, 1615 King Hill Road (Map & Lot 138-010-000) remodel master bedroom – Permit #11-012 – Approved.

Application for use of Whipple Memorial Town Hall:

- Tracy Memorial Library – Children's story time program – March 23, 24, 30 & 31, April 6 & 7, 2011 from 9:30AM – 12:00PM – approved.

Property Tax Billing Warrant – 2011

- Warrant to collect \$3,964,821.25 for first quarterly billing – approved.

Other items to be signed:

- Disbursement voucher for 3/21/2011 and payroll for 3/28/2011
- Tax Abatement

Meeting adjourned at 9:00 PM.

Respectfully submitted,

Kristy Heath, Recording Secretary  
Town of New London