



TOWN OF NEW LONDON, NEW HAMPSHIRE

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BOARD OF SELECTMEN MEETING MINUTES October 16, 2017 6:00 PM

PRESENT:

G. William Helm, Jr., Chairman
Nancy Rollins, Selectman
Janet Kidder, Selectman
Kim Hallquist, Town Administrator
Wendy Johnson, Finance Officer

OTHERS PRESENT:

Sandra Licks, Library Director
Donna Larrow, Police Dept. Administrative Assistant
Jay Lyon, Fire Department
Ed Andersen, Chief of Police
Lou Botta, Emergency Management Director
Richard Lee, Public Works Director
Jim Wheeler, New London Resident
Winfried Feneberg, Superintendent, Kearsarge Regional School District (KRSB)
Lawrence LeBoeuf, Business Administrator, KRSB
Bebe Hammond Casey, School Board Member
Richard Anderson, School Budget Committee Member
John Ryan, Board of Firewards
Kevin Thatcher, CHA
Budget Committee Members: Rob Prohl (Chair), Phyllis Piotrow, Bruce Hudson, Lyndsay Lund, Joe Cardillo, Tyler Beck, Christopher Lorio, Suzanne Jesseman

Chair Helm called the meeting to order at 6:00pm.

Newport Road Hospital Property

Kevin Thatcher, CHA presented a site analysis for a proposed community building on Newport Road. About a month ago, the Board of Selectmen contracted with CHA to do a review of that site to understand if it is a feasible site for a future facility for the town.

Mr. Thatcher displayed a plan which was submitted with a report. He explained that it is a small parcel that could be created on land currently owned by the hospital which abuts Newport Road beyond the roundabout. Mr. Thatcher met with Chair Helm and Richard Lee a few weeks ago to walk the site. He was given a conceptual sketch that was done for another piece of land on Pleasant Street twelve years ago for a community center. This was just given to be used for the basis of a scale. The building he presented is approximately 28,000 square feet and is scaled from the sketch provided to him (this sketch was done for the recreation department in 2005. There were three parts to it, a center part and two expansion possibilities.). This is a smaller site but Mr. Thatcher was asked to fit the largest possible building on the site. Mr. Thatcher explained the site sketch: the building does fit fairly well on the site; the parking would be at a lower level and sloping along the power corridor. Developing within the power corridor can be done with two restrictions. You cannot erect any buildings within the power corridor and you can't appreciably change the grade

within it. Anything done with a parking lot, fields, or storm water management would have to generally have to follow the slope of the land as it does now.

Parking for the building would include 112 spaces. That is what the plan denotes, and this would be the minimum parking need for a building this size. Depending on what the use is for, it may require more than that. As shown, this development is an increase in pervious coverage of two acres. If something of this magnitude is pursued, a fair amount of the lower portion would have to be allocated for storm water management. Dark green areas on the sketch are wetlands areas which were delineated in 2004/2005 when the Hospital did an addition. They are out of date; however, having walked the site, Mr. Thatcher feels the wetlands present aren't appreciably different now. Most of the building fits into the site without impacting the wetlands with the exception of the driveway and a portion of the building. This is a small wetland area and doesn't seem to be connected to a drainage outlet. The site provides two points of driveway access to Newport Road. Both driveways are 24 feet wide so can be used for two- way entrance/exit. There is town sewer on the site so anything done would need to take into consideration the location both horizontal and vertical of that sewer. This is likely not a significant impact given that the power corridor that coincides with that precludes you from altering the grade. Maintaining coverage and providing access would be required.

Selectmen Rollins was under the impression that the building would be planed so there would be a sub terrain. How is this impacted by the wetlands area? Mr. Thatcher is unsure what the hydrology of the wetlands area is. He even questions if it would even still be considered a wetland. There is a drainage outlet and a stream and any development would be away from that. The building would have a tiered level but it's not necessarily a cut into the terrain.

Selectmen Kidder commented that she was hoping there would be enough dry land for a field and there isn't.

She feels the site work needed is extensive and costly and is not sure this makes sense. The fact that it's lower than Newport Road is of concern as there have been other buildings that have had issues with water. The other issue is access from Newport Road as she was hoping they could redirect the hospital parking lot so access would be from County Road. She doesn't feel that this is a good site. It's a wet site and dealing with utilities would be challenging. Mr. Thatcher agrees that it has its challenges. As far as access, there still may be potential for access from County Road.

Lyndsay Lund asked if the definition of wetlands is the result of redirected water flow or naturally occurring in that site. Mr. Thatcher stated that looking at the wetlands mapping shows a closed wetland piece that may be a natural depression in the land or fed by roadway drainage. This predates the roundabout construction, so it may have changed some of the drainage patterns. Chair Helm explained that the purpose of having this study done was due to the continuing interest of many people in town to do a community project. There are a limited number of sites of adequate size to handle this building that is also centrally located. We wanted to look at what this site could support as it met the location criteria.

School Board Discussion

Chair Helm stated that the Budget Committee and the Selectmen have questions about how the budgeting process works together and the overall impact on what the school board, the town and the county does with taxpayer's money. Richard Anderson, representative on the Municipal Budget Committee (MBC), asked that Superintendent Winfried Feneberg attend as he is most knowledgeable on school matters.

Superintendent Feneberg stated that Kearsarge School district is one of the earliest in the state to develop their budget. Starting in May/June they get preliminary information from schools, principals and district offices. Joint meetings between the School Board and the MBC take place in September. This helps everyone get the opportunity to hear the same things and ask questions.

These are presentations from the 7 principals reporting their budget requests. The second meeting, the week after, is for the district wide departments (special education, facilities, technology, SAU operations) to present. The result of these meetings is discussed with the School Board for clarification or any questions. At the end of October, the board formally accepts the first or second version and passes it on to the MBC. The MBC is holding its first meeting on the budget tomorrow. In the past two years, both the board and budget committee agreed on the same number. Up until December, there are meetings where adjustments can be made. In January, it is presented at the deliberative sessions. As far as increases, they watch enrollments and a ten-year projection shows a stable environment of about 100 students plus or minus. In general, they are trying to follow the enrollment trends and continue to watch that. The first proposal of the budget showed a 1.66% increase. A second version that looked at the constant turnover in the custodial area would show an increase of 1.84%. Superintendent Feneberg concluded by noting that staying competitive with surrounding employers and with other school districts is important in order to retain good people. Chair Helm asked Larry LeBoeuf for clarification of the percentages given: is the 1.84% before the raises or does that include the raises; Mr. LeBoeuf confirmed that the 1.84% includes the raises. Chair Helm noted that this question may come up at the deliberative session, so he wanted to clarify that it is less than 2%, all in. Mr. LeBoeuf agreed.

Budget Committee Chair Rob Prohl expressed his appreciation for keeping the costs down. Superintendent Feneberg stated they are very conscious of this. Selectmen Rollins thanked Superintendent Feneberg for attending. She asked if there were any significant capital projects in the near future. Superintendent Feneberg stated that nothing significant that they can foresee. Buildings are aging so there is some maintenance they are anticipating. There are storage issues at the high school. Storage containers are a short-term solution, but it makes it difficult to take good care of equipment if it needs to be covered. In this budget, there is \$100,000 allotted for a storage building. Superintendent Feneberg feels it doesn't make sense to skimp on a building but then have to replace equipment. The School Board is also discussing the needs for students to be competitive in careers and college. There are good discussions going on at the high school level to create learning environments that have formerly been isolated. Technology can involve math, cooking and different areas so they are looking at creating learning spaces that may look different than we currently have. Superintendent Feneberg noted that rooms may need to be modified, added, subtracted or renovated once the educational concepts are in place. Sprinklers in the elementary school are another issue on the horizon.

Selectmen Kidder asked what the enrollment population was when the Middle School was built. Mr. Feneberg estimated it was around 600 students. It is currently at 430 students now and has been stabilized around that number for the past five years. She asked if they were still partnering with Technical Schools. Mr. Feneberg replied that the high school programs still send students to the Concord Vocational Technical School. Close to 50 students are bussed to Concord and take credits there for Tech classes and the students then come back and do core curriculum at Kearsarge. Transportation is the biggest cost associated with this. It does address the needs for the 20% of the population that don't have direct plans to go to college and need to have options that are meaningful and significant. They can leave program with a certificate and be ready to start a career. Unfortunately, the students in the KRSD are 40 minutes away and the travel time is lost time however the technical school is beginning to offer some academic classes as well which gives some flexibility. Selectmen Kidder feels it's wonderful that the kids have this opportunity if they want it.

Budget Chair Prohl asked what the plans were for the 1941 building site and for the renovation in the cafeteria space. What is in the budget for those areas? Superintendent Feneberg stated there was money allotted for HVAC work and to start some renovations. They have a concept of making this space usable. It could be used for teaching training, meetings, board room etc. A lot of professional development is being done and needs to continue. Teachers need ongoing training which is difficult to do while school is in session.

Phyllis Piotrow inquired about Civics Courses and asked if they had been dropped from the curriculum. Superintendent Feneberg is not aware that Civics courses were dropped as they are required for graduation. At the middle school level, a social studies teacher was added. At the high school level there is a social studies department which teaches history, social studies and economics. Community service is also a requirement for the students. Civics instruction has not been limited due to testing and remains a vibrant department. Ms. Piotrow also inquired about facilities and what kind of jobs fall under that heading. There is a Director of Facilities and the department is comprised of 21 people to take care of day/evening/weekend shifts for the seven buildings in the district. This includes maintenance, repair work and cleaning.

Suzanne Jesseman asked if the Director of Facilities was an engineer and if they have an engineering background. Superintendent Feneberg stated that the Facilities Director has some background in that area and has a two-year degree. Ms. Jesseman also asked if geography is taught at the high school. Superintendent Feneberg stated yes, they have the Travel Around the World project where the student picks a country and studies the literature, gross domestic product, the flag and culture and then presents it to the class for a grade.

Bruce Hudson discussed transportation. The district is huge and transportation costs are 8% of the budget. He asked for the timeframe that kids are on the bus. Superintendent Feneberg stated they try to keep the bus lines under an hour. This is reviewed every year and adjustments are made. A transportation coordinator oversees this.

Lyndsay Lund expressed her appreciation that the Superintendent is open and willing to come to meetings to discuss issues. Her question to Richard Anderson was that she wanted to know what the basis is for the decisions made as a budget committee member. Mr. Anderson stated they have a structure between the MBC and the School Board that is similar to what the Board of Selectmen and Budget Committee does. He stated they try to be careful about spending money and how the resources are awarded. The challenge is always the same in that they are trying to figure out how to give students the best education at a cost that is reasonable to the taxpayers. A good school system ultimately benefits the seven towns that are involved. A solid school system is why people choose to move to New London. If we ever lose that reputation it would be detrimental. Each school has its own distinctive challenges and issues depending on their geographic locations. He feels Mr. Feneberg has done a good job and has worked hard to find a balance.

Ms. Lund commented that there is only a set amount of assets to divide so that all children benefit. The town of New London pays 27% and wants to see where these dollars are directed. She thinks hearing concretely how the funds are allocated is important.

Mr. Anderson stated that the problems from the four individual elementary schools flow into the middle school and then the high school. Fortunately, both the MBC and the School Board try very hard to look at what is good for the overall school district with the belief that what is good for the overall district is also good for the individual towns. Superintendent Feneberg feels we could not have the quality that this district has produced if you had seven little towns that did their own thing. The district rises and falls with the collective knowledge and commitment. It may look different in different communities but what we can do as Kearsarge Regional is far superior than what we could do in smaller units. He has seen SAU's that break up when a town with 40 kids feels they can do it better with autonomy, but they offer their kids far less than what the KRSD is able to offer. Mr. Anderson concluded that he would like to continue to fight to keep this as the regional character is a huge strength.

Chair Helm feels this message needs to be heard by more people.

Tyler Beck commented that he grew up in a rural community in Vermont and saw firsthand the benefits of having larger units. He spent the last two years of his high school years at a vocational technical center and benefitted greatly from that.

Lyndsay Lund inquired about the amount of control that Mr. Fluery has over the implementation of the facilities decisions based on the school board itself, and the facilities committee. Superintendent Feneberg replied that Mr. Fluery works for him, organizationally speaking, so he (the Superintendent) is responsible for the work that Mr. Fluery does. There is a facilities committee of the school board that is comprised of administrators, board members and MBC members. They meet regularly to look at requests and project status and make adjustments. Decisions that are implemented by Mr. Fluery are discussed by the School Board Facilities Committee.

Joint Meeting with Budget Committee: Review of Public Safety Budgets

Police Department – Chief Ed Andersen

Ed Anderson, Chief of Police, presented his budget to the joint boards. He read from a prepared statement, outlining the need for an additional police officer to bring the fulltime staff to 9, excluding administration (the letter is attached and made part of the Minutes). The department staffs three shifts, 24/7.

After reading his opening remarks, Chief Andersen shared comments from newly hired Detective Rowe who stated that he was at first hesitant to come to New London from Newport because he feared as a detective there would be little for him to do. Detective Rowe quickly learned that there is a significant amount of activity in New London and he has been very busy since arriving six months ago. Detective Rowe observed that during his six months at New London, he has learned that crime does occur daily within the Town of New London. What he always thought was a quiet community as he grew up one town over, is not actually as quiet as he thought, noting that the accessibility that Interstate 89 provides to the town also invites crime.

Chief Andersen stated that his struggle is finding people that want to be police officers and the biggest among current officers is working the midnight rotation. The four current officers are facing burnout and want a better schedule. Twenty years ago officers were eager to work and received better pay and benefits. Now it is the opposite. The quality of people applying has diminished. When officers call out sick, attend training or are on vacation, the department is down to running one patrol car. Chief Andersen feels now is the right time to do this for the safety of the community and the well-being of the officers.

Chair Helm asked Chief Andersen to discuss what he, Lieutenant Emily Cobb and Sergeant David Keith do on a daily basis. Chief Andersen explained that he and Lieutenant Cobb do paperwork, bring cases to court, review reports, handle phone calls and complaints while Sergeant Keith deals with all the calls that come during the evening, cruiser maintenance, ordering supplies, radar, scheduling and organizing details.

Chief Andersen reviewed some of the calls for service to-date:

- 37 – 911 hang ups
- 241 – House alarms
- 230 – Animal complaints
- 1 – Arson
- 8 – Assaults
- 118 – Assists to other Agencies
- 111 – Be on the lookouts (suicidal subjects, theft)
- 13 – Burglaries
- 23 – Domestic Violence Assaults
- 22 – Drug related investigations

75 – Fraud

1 – Indecent Exposure

143 – Motor vehicle complaints

195 – Criminal records checks

150 – Parking violations

Property checks are up but the amount of properties that they were able to check are down.

153 – Road hazards

4 – Juvenile Runaways

3 – Sexual assaults

3 – Registered sexual offenders

Traffic stops are down.

Chair Prohl commented that in the Kearsarge area New London has the largest police force and is the only one with night time coverage. He questioned how do the other communities cover or do we assist? Chief Andersen replied that the other communities either pay to have an officer on call and at times, New London will respond. Some communities put State Police on call. Sunapee, Newbury, Sutton, Wilmot, Andover, Springfield and Grantham are the communities the New London assists most often. New London is not compensated for responding; none of these towns has 24 hour service. Chief Andersen noted that having a college and a hospital are reasons why 24/7 coverage is needed. He also feels that the dispatcher should not be on duty without an officer on duty.

Phyllis Piotrow stated that what is happening to this department is happening all over the country. The state doesn't have reasonable health programs. Many of the problems are the result of activities and responsibilities not being fulfilled by the federal government or state government, so the burden ends up on the local police. She feels the most important thing a police officer can do is to exercise good judgment and treat people with respect. She would like to know what more can be done. Chief Andersen feels the most important class he's taken is "verbal judo". It teaches de-escalation and talking through situations. He's proud to say that the amount of officer complaints is less than 1%.

Bruce Hudson discussed the breaking and entering statistic and questioned whether calls on alarms are part of that number. Chief Andersen said no. So far this year, the alarm call number is down by 5. Last year there were 134. Right now there are 8 full time officers and 2 part timers. Joe Cardillo feels this is a national dilemma. When talking about juggling the budgetary constraints, we have to consider if we can accomplish this with part time officers. A new full-time person means benefits, retirement and ends up blowing the budget. He also wondered about signing bonuses. Is there anything that proves that signing bonuses have long term positive effects on keeping employees? Chief Andersen stated that they have done two signing bonuses and they were instrumental in employees not having to take a pay cut to come to New London. He has no doubt that they will finish their careers here so it was a good investment. Mr. Cardillo commented on the growth of the department which means more vehicles and maybe a new building. Personally, he is in more favor of increasing people as opposed to a new facility.

Chief Andersen stated his philosophy is that the most important thing is to have boots on the ground. The well-being of his officers is most important. Whipple Hall needs major work done but he'd rather have a better life and schedule for his officers.

Tyler Beck feels this is about spending money to save money. Training and hiring is costly. It is smart money for a town of our size to invest as most of us live here because of what this town offers and what's available.

Christopher Lorio asked if there was a length of retention that has to be met for the signing bonus. Chief Andersen has structured it so that 1/3 is given at hire, 1/3 at a successful 6-month review and 1/3 at the end of their first year. The sign on bonus is for full time certified officers. Joe Cardillo asked what other towns do as far as signing bonuses go. Chris Lorio also asked Chief Andersen

whether nine officers is enough looking into the future. Chief Andersen feels nine officers would put him in a good position for at least the next 3-5 years. Fire Chief Jay Lyon asked if there were any grants available for the Police service for additional officers. Chief Andersen stated that there were currently no grants available.

Dispatch – Chief Ed Andersen

Chief Andersen stated the only concern with Dispatch, which could mean a budget increase, is the Spots computer system. State Police gives us information on motor vehicle records and criminal history and are currently not charging us for this service. Next year they may charge us \$2-4,000 for that service. He is going to try to absorb it in the budget.

Fire Department – Chief Jay Lyon

Fire Chief Jay Lyon provided an overview of his budget requests.

- Vehicle Maintenance – each time a piece of apparatus needs repair it is in the \$3,000 range.
- Small Tools and Equipment – \$3,500 for new ventilation fan. These fans are used for cooking related incidents. Using electric fans require multiple fans and gas-powered fans push carbon monoxide into the buildings.
- Radios – There is a significant increase going from \$3,100 to \$19,500. Chief Lyon's recommendation would be to not put \$30,000 in FY2019 Capital Reserve and put in \$13,500 therefore offsetting the budget. The majority of the increase is for portable radios. The older portables can't be fixed.
- Increase in wage and salaries – part of this is because of increased call volume. A lot of the overage from last year was due to training and use of per diem staff. The call volume is expected to be around 800 calls this year.

Chief Lyon noted that training requirements are significant and this is where a large portion of the salaries budget is affected. New London responds to more calls than all the surrounding towns combined with the fewest pieces of apparatus.

Chair Helm questioned the part time compensation increase and asked if it would be adequate. Chief Lyon replied that they were currently covering 12 hours but this was not adequate. Really, three days a week makes more sense. Chair Helm asked if call rates were up enough and are they impacting the ability to hire people. The biggest issue Chief Lyon faces is recruitment and retention; he feels this isn't any different than any other fire department.

Emergency Management – Louis Botta

Emergency Management Director Lou Botta reported to the group that he works with an incredible team. It is a smooth running team and they work well together. They will begin coordinating with the Red Cross. One thing they would like to do is Critical Emergency Response Team (CERT). This program had lapsed and they would like to either take it over or start it from scratch. In the Kearsarge Shopper there will be an ad asking for volunteers. They will be looking at the possibility of using the Middle School as a shelter.

They validated the requirement for fire association to get the uniform equipment. They will be getting safety vests that say emergency. They are enhancing the preparedness of this town. Together with the Red Cross they will be increasing the training opportunities in the entire town. He would like to see as much training on AED and CPR as possible.

The Committee recently completed a training at Hilltop. The entire Emergency Management team was there. Phyllis Piotrow commented that these trainings are very helpful. Selectmen Rollins wanted to clarify that the budget was \$5,000 less than last year and Mr. Botta confirmed this.

The Joint Meeting concluded at 8:55PM.

Public Comments: None

Old Business

- Discuss future municipal facilities – Deferred
- Discuss Selectmen’s Rules of Procedure - Deferred

New Business

- The resignation of Colin Campbell from the Budget Committee was noted.
- Consider request of the Fire Department to have alcohol on town property for the Annual Pay night Dinner on December 4th.

IT WAS MOVED (Janet Kidder) AND SECONDED (Nancy Rollins) to allow alcohol on town property for the Annual Pay Night Dinner at the Fire Station on December 4, 2017. THE MOTION WAS APPROVED UNANIMOUSLY.

- The request of the Fire Department for \$10,000 from town buildings CRF for planned improvements to the fire station was discussed.

IT WAS MOVED (Nancy Rollins) AND SECONDED (Janet Kidder) to allow the fire department to take \$10,000 from town building CRF for planned improvements to the fire station. THE MOTION WAS APPROVED UNANIMOUSLY.

- Selectmen’s meeting schedule for December

The Fire Department Annual Pay night falls on a scheduled BOS meeting as it is scheduled for December 4, 2017. The BOS meeting will be moved to Tuesday, December 5, 2017 at 6:00PM.

- **Set tax rate from DRA** – Information is not yet available. This will be deferred until the meeting on October 30, 2017.

Town Administrators Report: Ms. Hallquist gave the following report:

- There will be a retirement party for Tom Anderson on October 27, 2017 from 4-8pm. More details to come.
- Dispatching uses the calls for service through the end of October so the figures should be ready for the November 6, 2017 meeting. All the towns are anxious to get this information since they are all in the budget process.
- Lou Botta mentioned the Hilltop Condo Association meeting which went very well. The Emergency Management committee is also working on updating the five-year Hazard Mitigation plan which is required to get FEMA funding.
- Interviewing for the Land Use and Assessing position will be held Tuesday and Thursday this week. An offer is out for the Zoning position and will report back if that offer is accepted.

Committee Meetings & Reports

Selectmen Janet Kidder provided the following report:

Chief Ed Andersen, Donna Larrow and Selectmen Kidder visited the Bow safety services building. Bow Officials made a point of saying that losing dispatch was a huge mistake as fees have been raised and they’ve lost radio frequency and they don’t get the service they once had. Bow currently gets dispatching from Merrimack County. Bow runs two ambulances, they have 12 full-time police officers, two part-time officers and administrators. The complex cost approximately 4 million

dollars. Selectmen Rollins asked if it would be possible to get the cost of running their ambulances. Selectmen Kidder feels they would share this with us.

Master Plan Meeting – there was discussion about getting a survey together and reviewing the questions we want to ask.

Recreation Meeting – discussed upcoming events going on in town.

Planning Board meeting – Tree cutting applications were approved.

The Winkler property on Lovering Lane was approved for office space and a bakery. The proposal complied with the zoning and site plan regulations.

Meeting Minutes

IT WAS MOVED (Janet Kidder) AND SECONDED (Nancy Rollins) to approve the minutes from the October 2, 2017 meeting. THE MOTION WAS APPROVED UNANIMOUSLY.

IT WAS MOVED (Nancy Rollins) AND SECONDED (Janet Kidder) to Carol Kinzler and Joy Kubit to the Recreation Committee. THE MOTION WAS APPROVED UNANIMOUSLY.

IT WAS MOVED (Janet Kidder) AND SECONDED (Nancy Rollins) to enter into nonpublic session pursuant to RSA 91-A:3, II(a): the dismissal, promotion, or compensation of any public employee or the disciplining of such employee. Roll call vote: Bill Helm: Yes, Janet Kidder: Yes, Nancy Rollins: Yes

The Board entered nonpublic session at 9:01 PM

Respectfully submitted,
Trina Dawson, Recording Secretary
Town of New London

The Board reentered the public session at 9:19 PM

The Board voted to seal the Minutes. Roll call vote: Bill Helm: Yes, Janet Kidder: Yes, Nancy Rollins: Yes

Items to be signed

- Payroll Authorization Voucher
- Accounts Payable Voucher
- Sewer Betterment
- GIS Maintenance Agreement
- Birthday cards – November

Applications Approved &/or Denied

Temporary Event/Sale Permits

- St. Andrews Church, 52 Gould Road for a St. Nicholas Christmas Fair on December 2, 2017 from 9:00 am to 2:00 pm. **APPROVED**

Sign Permits

- Permanent Sign - Erica McCullough for Switchback Consignment, 276 Newport Road, TM 059-015-000. **APPROVED 10/6/2017**

Building Permits

- Dorothea G. Bewley Trust, 166 County Road & Newport Road, TM 059-014 & 018-000. Demo of house, two sheds. BP 17-109 **APPROVED 10/3/2017**
- Nick & Margaret MacDonald, 64 Castle Lane, TM 130-015-004. Expand existing deck to 12'x36'. BP 17-111 **APPROVED 10/5/2017**
- Henry & Holly Sethness, 485 Old Main Street, TM 121-005-000. Construct an 18'x40' pool. BP 17-115 **APPROVED 10/11/2017**

The meeting adjourned at 9:24 PM.

COMMENTS READ BY CHIEF ANDERSEN

I would like to start out with explaining over the years why I understand why so many department heads do not want to adequately make requests for staffing and structure.

I have been a police chief for over 16 years and presenting budgets to selectman and budget committees for over 18 years. Right up till this year the process has always been exciting and fun for me. I believe this should be a process of one in which you bring before the committees your needs first and your wants second. I think wants serve a very important role in all agencies weather fire highway or police. It's sometimes the small wants that brings excitement and fun to our jobs that also allows us to bring the community and the departments together. A great example is our bike patrol. The bike patrol serves as an important function on many occasions it is one we could truly survive without however I get more positive feedback from the business owners and community members about having the officers out on the bikes then the needs of having a radar to write tickets in the communities. We can survive without a bike but lives would be at risk if we did not run radar daily.

As I prepared for this meeting tonight I explained to Donna that I have the pit in my stomach for the first time about requesting a much needed 9th officer for new London. I explained to her how it would be so easy for me to sit back and say I will let the next chief handle this battle as I have heard so many chiefs say in the past at chiefs meetings. However I cannot just sit back and put the community and officers I swore to protect at risk of crimes and burn outs. I will go over many points in which I feel that a ninth officer is so important to this community and our department. I am very passionate about this subject and can talk for hours however I am going to try to hit the most important reasons why and will take questions. I want to make sure that I read a memo from my detective to the select board and budget committee before I end.

New London is a much changed community then when I started over 20 years ago. In just this year I have personally struggled with a 275 pound man in the dark on the side of the interstate trying to get him in my cruiser while not getting run over by the morning traffic and hurt by him. (1 moth ago called in a 3 because of a sick officer on a midnight shift) This was a call I handled because the closest trooper was Concord. I have been spit on, kicked, threatened, responded to an officer involved shooting, watched people die, have pointed my fire arm at subject wandering if he/she had a gun, dealt with major drugs, prostitution and prostitutes, I have been in a head on collision working at 8 pm in a heavy snow storm, worked every hour that's on the clock.

One thing that has changed is the availability of people who want to be a police officer. I just read an ad in the paper that they are starting a bus driver out at 24.00 and hour with a retirement plan and health benefits. This is 3.00 more an hour then we start out a new officer. When I was in the public sector the retirement and benefits most importantly health benefits was a major role in my career choice. It took three years for an opening in law enforcement for me and I worked two part-time jobs

as an officer and a dispatcher until the first full time position opened up. Today I bet that I could almost get a job in any community over the next year as positions just sit unfilled and vacant. The work force of today don't sit and wait for a job they are setting their salaries and negotiating the benefits they want. Hiring bonuses and better work schedule and time off is what is important. If you have a qualified employee you are worried about losing them to the next agencies or town.

New London continues to struggle with staying full staffed. I feel largely this is in part to the fact that we are a 24 hour department that only affords the ability to staff one person on at night. Our schedule is the worst for any social or family life. Our upper staff is now well organized with LT Cobb, Sgt. Keith and Detective Rowe. However the four patrol officers continue with the brunt of the 3-11 6-2 and 11-7 shifts. This is creating burn out. The health factors on our bodies is over whelming. I personal have had zero issues with sleep apnea since coming off the midnight rotations as well as IBS. There is many reports on line that you can read about just how unhealthy and quite frankly dangerous shift work is to our bodies. I have watched 5 employees leave New London Police just because of shift rotations. The Standard Officers per 1000 people in the north east is 2.6 and an average of 2.2 in New England which would put us at needing 11 officers and we have been working with 8 for the last 13 years. We are a reactive police department not a proactive one. I receive daily requests for radar and speed control on many of our roads during the days and early evenings. We do not have the ability to cover these issues and the evening patrols are on calls.

The seriousness of crimes are going up. The safety to officers is becoming more real to our area. We are down half a detective. [concludes written comments by Chief Andersen, October 16, 2017]