



---

TOWN OF NORTH HAMPTON, NEW HAMPSHIRE

**SELECT BOARD MINUTES  
APRIL 24, 2017  
REGULAR MEETING 7:00PM  
NORTH HAMPTON TOWN HALL  
231 ATLANTIC AVENUE**

---

*These minutes were prepared as a reasonable summary of the essential content of this meeting, not as a transcription.*

**1. Call To Order for the Public Session**

Chair Maggiore called the meeting to order at 7:05 PM. Those in attendance were Selectman Miller, Selectwoman Kilgore and Town Administrator Apple.

**2. Pledge of Allegiance**

Chair Maggiore led the Pledge of Allegiance.

**3. First Public Comment Session**

Public Comment is an opportunity for residents to ask questions, request information and make comments on issues facing the Town. Individuals will be given not more than three (3) minutes to speak, and people who have already spoken will be asked to wait until everyone has had the chance to speak once. The total time devoted to this agenda item is fifteen (15) minutes. Individuals who are not able to speak during the First Public Comment Session will be given first opportunity to speak during the Second Public Comment Session at the end of the Meeting.

Chair Maggiore stated that Mr. Savastano will be using a voice recognition program this evening that might help with the minutes, so he asked that people state their name clearly and where they are from.

Nancy Monaghan, Mill Road stated she had read an article in the newspaper about the two firefighter/paramedics leaving North Hampton due to the political climate and she was very

disturbed by it. She wrote the following letter to Firefighters/Paramedics Corey Greaney and Adam Mills.

“As a citizen of North Hampton, I am disappointed that the political pushing and pulling by one small group of citizens in this town has caused you enough distress that you find you must leave your job for fear of losing your job.

It is especially disheartening since this political group has little understanding of the staffing in the North Hampton Fire & Rescue Department and very little knowledge of the extent of life-saving services your paramedics give every North Hampton citizen.

It’s also disheartening because this political group is unaware that with your departure, we will be without 24-hour paramedic coverage in town, and it will be some time before that coverage resumes given the time it takes to hire and train paramedics to replace you. Thirty years ago, North Hampton citizens approved a warrant article on staffing at NH Fire & Rescue, requiring three on every shift, 24 hours a day. Some of those who believe it’s fiscally prudent to reduce manpower in the department don’t know the town tried that once, about 20 years ago, to save money. Citizens demanded the staffing be restored because service declined and calls were going up with the aging of our population. And it was the town’s citizens who voted to approve the 2015 contract with Fire & Rescue workers increasing the pay scale so the town could hire paramedics.

Most of all, it is disheartening that the political wishes of a few have affected the real lives and livelihoods of hardworking employees of our town. I wish we could change your minds with assurances that the majority of North Hampton residents want, need and honor the work you do and won’t allow a small group to dismantle the fire and rescue service residents want.

I believe I speak for many when I say we hope you will return to North Hampton when the naysayers learn their hostility about Fire & Rescue staffing is falling on deaf ears. Every citizen reading this morning’s paper about your situation should be ashamed that you have been driven out of town.”

Frank Ferraro, 55 Post Road stated when he received an email with the April 10, 2017 agenda, he was surprised to see a notice for a Non Public meeting separate from and before the Public Meeting since the law is clear that a Non Public meeting must be called from within a Public Meeting. He further stated even if the Select Board had tried to remedy this error and entered into a Public Meeting at 5:30PM prior to going into the Non Public meeting, that Public Meeting would not have met the public notice requirements of 91:A which requires a public posting at least 24 hours prior to the meeting. Posting the Non Public session did not qualify as posting the public session.

Mr. Ferraro stated the right of citizens to know what their government is doing is explicitly written in the New Hampshire Constitution. He further stated that any business or votes that took place in the public session is not valid; likewise any votes to seal minutes are also invalid.

Mr. Ferraro stated this may have been an oversight and hoped the Select Board would be more diligent in the future.

Town Administrator Apple offered to seek a legal opinion from Town Counsel as to whether the process is correct.

John Bottomley, 4 Cotton Farm Lane read the following:

“I would like to read a statement as an individual citizen and long time resident of North Hampton. I am not here making a statement representing any group that I might agree or disagree with.

It would appear that on your Agenda tonight you will be accepting the resignations of two firefighters who at some point, before Town Elections, made the decision to move on to new positions to better their careers. I thank them for their service to our community and wish them well. Also as part of your Agenda you may vote to authorize, advertise and possibly hire for those now vacant positions. According to the Fire Department web site as of yearend 2016. We had 14 full time firefighters and 2 more "On Call" for a total of 16 fire personnel. Included in this number are a Chief and a Deputy Chief.

At the 2017 Deliberative Session and the Town Elections citizens came to the polls and said very clearly through their votes that they were concerned about the Operating Budget of the Town and they were concerned about Capital Expenditures. By their vote they said, I believe, to elected officials, we expect you to take a look at the overall Town Budget and all Departments and consider changes that will help, at a minimum, to stabilize the Town Budget and most importantly, their Real Estate Tax bills.

The prior Board had presented to the citizens an overall Budget and Warrant articles with increases totaling between 5-8%. This when in 2016 the published Cost of Living percentage was under 1%. For the 4th year in a row the citizens said NO to a new Safety Complex, again saying to elected officials, you need to find new and innovative ways of controlling overall capital and operating expenses.

In view of the clear message that the voting electorate has sent you I would respectfully ask you to put on hold any authorization to advertise and to hire for new personnel at the Fire Department and direct the Chief to review his coverage and shifts and to maintain adequate coverage for the Town. I say this as one who admires the job the Fire Department and the Police Department do, as one who appreciates the training they have and as one who has ridden in the back of an ambulance to Exeter Hospital and was well cared for.

There are Towns that have a different model that allows them to apparently save significant monies. Some of these Towns have larger populations and considerably more geographical area. We at least, independently, ought to study whether we can do the same. This is not about one Department, or about individuals in those Departments, but it is about expenses that voters feel are out of control.

I would suggest that the Select Board, together with representatives of the Budget Committee form a Study Committee, meet and work together to look for ways we can run this Town more efficiently and more cost effectively.

All Budget line items and all Capital Expenditures should be on the table. School representatives on the Budget Committee have to be part of the process and therefore the School Budget should be on the table. I would further suggest that the Board agree to study this problem over the next 6 months and issue a public report of its findings to the citizens by year end. I suggest this knowing full well that this is not an easy task, that it will require significant man hours and that the State of

New Hampshire has turned back to the Town financial responsibilities that they once made contributions to. None the less we are at a point in time when our Town population is decreasing, when our School population is decreasing, citizens who grew up here east and west of Route 1 cannot afford to retire here, young families, some of whom grew up here, cannot afford to live here, and the decreasing school population indicates the Town is not attracting new families. Over the last decade our Town budget reportedly has grown by double digits. I believe for North Hampton, to grow and to prosper we have got to get a hold of ourselves and reduce overall spending.

The political footballs that have been thrown in the air have promoted and allowed for an increasing set of fiery, emotional remarks and our area media has supplied inflammatory headlines. Some, as seemingly always happens, whenever different opinions play out in the press, have been misquoted. There have been false accusations insinuated in the middle of police investigations, there has been possible defaming rhetoric, there has been questionable ethics.....things are spinning out of control and to quote one of your own, we are an unhappy Town.

In our Democratic process people can disagree and argue back and forth and that is why we have elections. Elections have consequences. It's time to put agendas aside. Some wise man said: The business of democracy and its politics is all about compromise. That certainly has been lost at the national level in Washington where partisanship on both sides of the aisle rule the roost. Lets not let it happen in North Hampton. Perhaps the study committee can find some pathways to reach the goals the citizens want. You folks ran for public office, we've had an election. I feel the citizens sent you a clear message. Please listen to the results of the election, all parties need to open their minds and accept compromise. Please get about the business of governing responsibly.

Thank You for your Consideration.”

Margaret Clifford, Rockrimmon Road stated she was sad to have the two firefighters leave and would like to have a fire department and paramedics that will keep her family safe. She further stated what she has experienced in the town is that the firefighters do care and respect the community members, but that the police department does not. She further stated there are individuals in “that department” that are abusive, have harassed her family, terrorized her children, and her children are afraid of the police after the behavior she has experienced.

Ms. Clifford stated that when she first moved to town she voted yes for a new safety complex, but she would not now as the police department has changed her vote. She would however support just a fire station.

Selectman Miller asked Ms. Clifford if she had told anyone on the Select Board of her problems with the police.

Ms. Clifford stated she had planned to write a letter to make sure “these instances” are documented, but one of them was so humiliating that she hasn’t been able to do it yet.

Selectman Miller stated there is nothing the Select Board can do until and unless her complaint is written.

Laurel Pohl stated she would like to thank Ms. Clifford for her comments and the “courage to speak about this.” She further stated, “ a similar situation happened with me with the fire department about five years ago. The Select Board was told. Nothing was done.”

Chair Maggiore noted there may have been something discussed in Non Public and the minutes have been sealed.

Selectman Miller asked Ms. Pohl how she brought this issue up to the Select Board five years ago, and Ms. Pohl stated, “I called one of them on the phone and told them what happened. Multiple times.”

#### **4. Consent Calendar**

- 4.1 Payroll Manifest of April 13, 2017 in the amount of \$64,120.55
- 4.2 Payroll Manifest of April 20, 2017 in the amount of \$67,291.52
- 4.3 Accounts Payable Manifest of April 20, 2017 in the amount of \$1,083,191.95
- 4.4 Abatement Recommendation
- 4.5 Disabled Tax Credit Recommendation
- 4.6 Land Use Change Tax
- 4.7 Veteran Tax Credit Application
- 4.8 Veteran Tax Credit Application
- 4.9 Charitable Exemption Application
- 4.10 Elderly Tax Exemption Application

**Motion by Selectman Miller to accept the Consent Calendar as presented. Seconded by Selectwoman Kilgore. Motion carries 3-0.**

#### **5. Correspondence**

No Items

Selectman Miller asked whether the letter received from the Conservation Commission today would be read into the record or part of the Town Administrator’s report.

Town Administrator will take up under his report.

**6. Committee Updates**

Chair Maggiore stated the Budget Committee would be meeting on May 15. He further stated the state budget did not pass in the house, and it was now on to the senate.

**7. Report of the Town Administrator**

7.1 General Report – (Attached to these minutes)

Selectman Miller stated he wouldn't be able to attend the May 22 Select Board meeting. After discussion, the Select Board agreed to change the May 22 meeting date to May 30.

Town Administrator Apple stated the Chair on the Sub Committee for Conservation Easements received complaints that were filed electronically with regard to the Lamprey Conservation Easement from Mr. Gosselin and Mr. O'Kane. An investigation and a site inspection took place.

Town Administrator Apple stated he received a report from Mr. Vorkink and was circulated to the complainants. He stated the complaint from Mr. Gosselin indicating the septic system is in violation of the conservation easement; the second complaint from Mr. O'Kane states it is unclear what the septic system is approved for whether animal waste or only human waste and that it might involve a kitchen and living quarters.

Town Administrator Apple, Kevin Kelley and Mr. Vorkink met with the supervisor at the property and the owner of the Lamprey Farm to review the installation of the septic system and the plans. At the time a letter was received from a firm of engineers as well as the Department of Environmental Services and the letter states that connecting a toilet and a wash sink for agricultural workers on the property and waste from floor drains in the animal stalls in the barn which are under construction are consistent with the plans granted by the NH Department of Environmental Services has been confirmed by them and no further action from the DES is required to connect the animal floor drains for animal waste.

(Secretary's Note: A full copy of Mr. Vorkink's letter is attached to these minutes.)

Town Administrator Apple stated the Conservation Commission will discuss Mr. Vorkink's letter at their next meeting and either approve or ask for additional information.

Chair Maggiore stated Paul Cuetara suggested he walk around the Town Hall building and do an inspection with someone from the Preservation Alliance or someone who is registered from the Preservation Alliance to make recommendations that would allow the building to be renovated on the outside and comport with the statute.

7.2 Committee of the Whole: Facilities

Town Administrator Apple reviewed the results of the goal setting session stating the Select Board has prioritized the historic buildings as things that are to be worked on first in terms of facilities.

Chair Maggiore stated he had promised he would bring up the subject of a recommendation by Mr. Gosselin regarding Kathy Kilgore serving as a Select Board representative to the Conservation Commission.

Selectman Miller stated there is no provision to appoint a Select Board member to the Conservation Commission.

Selectwoman Kilgore stated she would like to “get clear” on the RSA and take up at another meeting.

## **8. New Business**

### 8.1 Consideration of Wiggins Way Intervenor Status Recommendation;

Chair Maggiore stated the Water Commission voted in the affirmative to request intervenor status for temporary or emergency hook up of water into Wiggins Way from North Hampton.

Intervenor status would allow North Hampton to be a party of interest at an administrative proceeding. They would be able to file papers and attempt to influence the outcome of the administrative proceeding.

Town Administrator Apple stated intervenor status paperwork has been drafted and circulated and that he needed the Select Board’s permission.

Town Administrator Apple stated without intervenor status, we have no say in the hearing.

**Motion by Selectman Miller to authorize the petition to file for intervenor status regarding Wiggins Way in that the Select Board approves a temporary water hookup not a permanent hook up. Seconded by Chair Maggiore. Motion carries 2-1. (Maggiore and Miller in favor, Kilgore opposed.)**

Tim Harned, Water Commission stated the Water Commission also spoke to the right for an appeal of the DES order to the New Hampshire Water Council. He further stated it was his understanding they had asked the Select Board to approve both. Mr. Harned stated the deadline to appeal to the New Hampshire Water Council is Friday, April 28.

**Motion by Selectman Miller to approve the appeal of the DES Emergency Order to the New Hampshire Water Council. Seconded by Chair Maggiore. Motion carries 3-0.**

### 8.2 Consideration of Updates to Policies;

Town Administrator Apple stated he is withdrawing item 8.2 as untimely, and it will be on the next agenda for the board’s consideration.

### 8.3 Fire Department

8.3.1 Acceptance of Resignation of Corey Greaney;

8.3.2 Acceptance of Resignation of Adam Mills;

Deputy Lajoie announced the resignation of paramedics Greaney and Mills who have accepted positions in other communities. He further stated they were the towns most experienced paramedics and their loss is devastating not only to the department but the town.

Deputy Lajoie stated their departure means the town can no longer offer 24/7 paramedic coverage and now must rely on paramedic intercept service from Exeter

Hospital, where paramedics are 10 to 15 minutes away. He further stated during a recent call without paramedic coverage they responded to a critically sick patient within two minutes however they had to wait 10 minutes for paramedics from the hospital to arrive. He stated how frustrating it is to see someone suffering who is minutes away from dying and only being able to administer a minimum level of care.

Deputy Lajoie asked the Select Board for approval to hire for these two vacancies so they can continue to offer the best services possible to the community.

Selectman Miller stated to Deputy Lajoie that he should not be too surprised if he is unable to find candidates due to the current division in town.

Chair Maggiore asked Deputy Lajoie to explain the process involved in becoming a paramedic.

Deputy Lajoie stated it costs \$10,000 for the 16 month program that equals approximately 2,000 hours of class and clinical time.

Deputy Lajoie stated it is the hope to find candidates that are already paramedic certified or if not certified currently enrolled in a paramedic program.

Laurel Pohl, 100 North Road asked which shift is not going to have the paramedic coverage.

Deputy Lajoie stated there are four shifts in total and there are currently two shifts without paramedics. He further stated the shifts are constantly rotating so it isn't that those particular shifts are designated to a specific period of time.

Selectman Miller asked how those shifts are currently being covered and Deputy Lajoie stated they are currently being left vacant during the day and covering them at night and relying on paramedic intercept service.

**Motion by Selectwoman Kilgore to accept the resignations of Corey Greaney and Adam Mills. Seconded by Selectman Miller. Motion carries 3-0.**

### 8.3.3 Consideration of Hiring Process

Chair Maggiore stated there would be several options to consider; posting a vacancy for firefighters, firefighter/paramedics or leave the positions open. He further stated the paramedic positions have been budgeted for the remaining fiscal year as well as the next.

Selectwoman Kilgore asked if there were three positions open as she saw there was already a posting to fill a vacancy posted on the Fire Department website.



Deputy Lajoie stated the position was posted in an effort to try and attract applicants because of the current state wide competitiveness for firefighter/paramedics.

Selectman Miller stated he recommends hiring as soon as possible or fill the shifts the best that can be done.

Chair Maggiore stated the questions before the board are whether or not to post the position and what does the board want to post for-firefighter/AEMT or for firefighter/paramedic.

Selectwoman Kilgore asked “about splitting it.”

Chair Maggiore asked for clarification and Selectwoman Kilgore suggested hiring one instead of two.

Discussion ensued regarding the cost of overtime versus hiring two employees with Selectman Miller stating he would rather fill two positions and spend the money on straight time.

Chair Maggiore agreed with Selectman Miller and that he would like to post for two paramedics. He further went on to suggest having a discussion about staffing levels even though the town vote against a study.

Rick Stanton 108 Walnut Avenue reminded the Select Board at the May 2011 town meeting there was a warrant article where the voters were asked to create a paramedic training capital reserve fund and to raise and appropriate \$24,000 for the fund which is governed by the Select Board. He further stated the voters approved the article by a vote of 492-231. Mr. Stanton stated the voters clearly stated to have paramedics.

Lisa Wilson 9 Runnymede Drive stated that unfortunately her husband has been the victim of needing paramedic services and that saving his life has been a matter of seconds, and if it weren't for the fast response rate of the professional paramedics team her husband would not be here today.

Mrs. Wilson stated she appreciated what the “03862 strong group” is doing wanting to save the town money in taxes but did not feel saving the money in paramedic services is the place to start. She further stated she cannot support spending money fixing up the town hall over saving human lives. Mrs. Wilson supports hiring two full time paramedics.

**Motion by Selectman Miller to fill the two vacancies in the paramedic program. If paramedics cannot be found to fill the two vacancies, then the vacancies**

**should be filled with AEMT's that are in a paramedic program. Seconded by Chair Maggiore. Motion carries 3-0.**

#### 8.4 Ratification of Goal Setting Session Decisions

Town Administrator Apple stated the Goal Setting Session was a starting point for the beginning of the year and that at the end of the year things could look very different with things being added and things being taken away.

Town Administrator Apple reviewed what took place at the goal setting session, specifically

- Revising all of the policies;
- RFP to have the Personnel Policies Redone;
- Organizational charts;
- Add AED devices in all of the police vehicles and at the Town Hall, Town Clerk and Recycling Center;
- Wait for fire department furnace to fail;
- A commitment to get a gear extractor;
- 24/7 Paramedic coverage;
- Development of training programs;
- Negotiations;
- Add visual level indicators for emergency management to see a flashing light if the fuel is low on the generators;
- Increase presence of police in the school in the form of DARE and reading programs;
- Consideration of a part time Administrative Assistant in the Police Department;
- Refitting existing vehicles as command vehicles;
- Consideration of the efficiency which would involve the rebidding of a contract for the phone system;
- Minutes Clerk to provide more advanced minutes;
- Part time receptionist;
- Quarterly meetings for Board of Health to include water quality, Coakley, Hampton Rod and Gun Club, Aquarion, hydrants and rate cases;
- Document management system;
- Revised road maintenance program;
- Working group establish for Recreation Department to increase programs, participation increase and self funding of the department;

Rick Stanton stated in January the Select Board had stated they were going to act on the legislation regarding Veteran's Credits which would be to change the amounts or the criteria. Mr. Stanton stated currently Veteran Credits are only given to those who served during combat, and the new legislature would give to all that served.

Selectwoman Kilgore asked how the new recreation committee was being handled as she is concerned that it isn't open to everyone as Chair Maggiore stated he already had a sitting committee.

Chair Maggiore stated it will be open to everyone, but he would like to meet with the Recreation Director and tell him of his idea and sit down with him, the Interim Principal and a member of the Recreation Commission to discuss the idea the Select Board has considered before a committee is seated.

Chair Maggiore stated his vision is to include toddlers to Senior Citizens and considers it to be not only recreation but enrichment.

**Motion by Selectman Miller to empower Chair Maggiore to preliminary interviews before coming back to the Select Board with a recommendation for a committee of no more than seven be posted for vacancies. Seconded by Selectwoman Kilgore. Motion carries 3-0.**

**Motion by Selectwoman Kilgore to ratify the goal setting session as noted on the white board. Seconded by Selectman Miller. Motion carries 3-0.**

#### 8.5 Acceptance of Resignation of Chris Ganotis

Chair Maggiore read Mr. Ganotis' letter of resignation into the record.

Selectman Miller thanked Mr. Ganotis for his 17 years of service and stated without volunteers like Mr. Ganotis the town couldn't run.

**Motion by Chair Maggiore to accept the resignation of Mr. Ganotis from the Conservation Commission. Seconded by Selectwoman Kilgore. Motion carries 3-0.**

#### 8.6 Approval of Reappointment of Lisa J. Wilson to Conservation Commission

Chair Maggiore read a letter submitted by Lisa J. Wilson to reappoint her to the Conservation Commission.

**Motion by Selectman Miller recommended reappointing Mrs. Wilson for a three year term as recommended by the Conservation Commission and noted she had been serving since 2005. Seconded by Selectwoman Kilgore. Motion carries 3-0.**

Chair Maggiore stated when there is a vacancy on a board or committee, Mr. Apple will post that vacancy in the Friday Folders, and email will be sent out, a posting on Channel 22. Anyone that is interested will send a letter to Mr. Apple so that everything goes to one place and everything is "tightened up."

Mrs. Wilson asked if the Community Newsletter could be posted in the Friday Folders.

#### 8.7 Deed Waivers

**Motion by Chair Maggiore to accept all of the Deed Waivers on Deed Notice List except for Map 017, Lot 100, and Map 007, Lot 112. Seconded by Selectwoman Kilgore. Motion carries 3-0.**

**9. Minutes of Prior Meetings**

9.1 Approval of April 10, 2017 Meeting Minutes

*(Tabled until May 8, 2017 due to incomplete amendments to minutes)*

**10. Any Other Item that may legally come before the Board**

The Board reserves the right to take action on any item relative to the prudential administration of the Town's affairs, which circumstances may require.

Selectman Miller stated he has been given permission to go to the Coakley Group Meeting on Thursday, May 4, 2017 and he would like to have Town Administrator ask the question when the two Consent Decrees came down, the monies raised by the towns were raised by taxation and has been funding the town's portion of the Coakley expenses for over 20 year. He further stated he would like them to give a "burn rate" as to when the town might need to raise more funds.

**11. Second Public Comment Session**

See Item 2, above.

Nancy Monahan, Mill Road thanked the Select Board for continuing the firefighter/paramedic program. She further stated she would like to clarify a few terms that have been talked about.

Ms. Monahan noted there is no separate firefighter staff nor is there a separate paramedic staff. All of the firefighters are either AEMT's or paramedics.

Town Administrator stated the Fire Chief asked to clarify the question by Selectwoman Kilgore regarding the three year agreement can only be imposed if the town pays for the program.

Laurel Pohl asked if the town pays an individual going to paramedic school while they attend school.

Town Administrator Apple stated that would only happen if their shift falls on a day when they are in school, which does not normally happen.

Margaret Clifford stated she was opposed to a police presence in the school, even if they were all her "best friend," unless they are responding to an active situation.

Mrs. Clifford submitted an article to the Select Board regarding the dangers of police presence in schools. She further stated "the police officers need to prove themselves to the town that they know how to conduct themselves" before any programs are added at the school. She further stated that "Steve Janvrin arrested a parent at the school in front of all the students."

Selectwoman Kilgore stated she understood Mrs. Clifford's concerns and actually has some of the same concerns. She further stated she had children at the North Hampton School and had a positive experience with the "policemen" at the school not in their official uniform. She further stated she felt the DARE program is very important.

Selectwoman Kilgore suggested perhaps sitting down and having coffee and a conversation without being accusatory.

Mrs. Clifford stated national statistics show that the DARE program in school is a failure.

Selectman Miller stated if the North Hampton School Board does not want to have a DARE program at the school then it won't happen. He further stated the police department under their own governing RSA, are not to be restricted in enforcing the law wherever that may be.

**12. Adjournment**

Meeting adjourned at 9:36 PM.

Respectfully,  
Janet L. Facella