

Minutes of the 2021 Annual Town Meeting of Plymouth, New Hampshire

To the inhabitants of the Town of Plymouth in the County of Grafton and the State of New Hampshire qualified to vote in town affairs:

You are hereby notified to meet at the Plymouth Elementary School in said Plymouth on Tuesday, the 10th of March, polls to be open for voting on Article 1 at 8:00 o'clock in the forenoon, and to close not earlier than 7:00 o'clock in the afternoon, and you are hereby notified to meet at the Plymouth Elementary School in said Plymouth on Saturday, April 17, 2021 from 9:00 o'clock in the forenoon to close at 12:00 o'clock noontime for the alternative Town Meeting at which time action will be taken upon the remaining articles of this warrant.

Article 01: To elect the following town officers which appear on the official town ballot for the ensuing year: (1) Select Board Member-3year term, (1) Moderator-2year term, (1) Supervisor of the Checklist-6year term, (2) Library Trustees-3year term, (1) Library Trustee-1year term, (1) Cemetery Trustee 3-year term

Select Board Member for 3 years.....	Ted Wisniewsk.....	212
Moderator for 2-year term.....	Robert Clay.....	346
Supervisor of the Checklist for 6-year term.....	Susan Jane Clay.....	348
Library Trustee for 3-year term.....	Winnie Hohlt.....	311
Library Trustee for 3-year term.....	Charlene Whitman..	307
Library Trustee for 1-year term.....	Bridget Powers.....	327
Cemetery Trustee for 3-year term.....	Tara Bryson.....	18

1st Deliberative Session

The first virtual deliberative session of the legal meeting of the inhabitants of the Town of Plymouth, NH was held on Saturday, February 27th, 2021 at 1:00 o'clock in the afternoon.

Moderator Robert Clay opened the meeting of the Town of Plymouth at 1:00 o'clock in the afternoon. Moderator Clay led those present in the Pledge of Allegiance.

Moderator Clay announced that physical copies of the annual town report are available on the town website and town hall. The intent of this meeting is to have the Select Board read and discuss the warrant articles. Comments and questions must be submitted to the Selectmen by electronic mail, postal mail, or phone through Thursday, March 4, 2021. Comments will be addressed at the second virtual deliberative session on Saturday, March 6, 2021. The town

election will be held on Tuesday, March 9, 2021 at the Plymouth Elementary School gymnasium from 8:00am-7:00pm. The vote on warrant articles will be held by ballot on Saturday, April 17, 2021 at the Plymouth Elementary School gymnasium from 9:00am-12:00pm.

Article 01: Election of Officers

Moderator Clay read the candidates to appear on the official town ballot for the ensuing year.

Article 02: To see if the Town will vote to approve these optional Town Meeting procedures, with the understanding that, on the date of the April 17, 2021 business session of Town Meeting, voting on the remaining warrant articles, beginning with Article 2, shall be by ballot voting, and there will be no discussion of or amendments to any of the warrant articles at this session of the Town Meeting.

Chairperson Bill Bolton stated this article is presented as a requirement under HB1129 which allows this new procedure of voting to be utilized under the State of Emergency regulations. This law allows the Select Board to proceed with approval of the following warrant articles by ballot vote. For the remainder of the warrant articles to be considered, the Board recommends voters to vote in the affirmative on this warrant article. If this warrant article fails, warrant articles 3-19 will also fail and the Town's budget for the 21/22 fiscal year will default back to the 20/21 budget with required adjustments according to state statute.

Article 03: To see if the Town will vote to recognize Plymouth as the Destination for Environmental Studies for Eco-Tourism, which would formalize a similar recognition that was passed by the Select Board on April 4, 2017.

By recognizing Plymouth as the Destination for Environmental Studies and Eco-Tourism, the Town of Plymouth is sending a message that our Town is the place to enjoy nature and learn about our environment. Furthermore, this action will put Plymouth on the map, in a stronger position to organize and develop planning for our future economic and educational endeavors; and create funding opportunities for future projects.

Chairperson Bolton explained this article's intent is to clearly state to residents and visitors alike that the voters of Plymouth wish to designate our town as an area nationally known, for prosperous natural resources. The Selectmen believe that this designation would be to encourage residents and visitors to take advantage of our beautiful environmental resources. The Board also believes that this will boost the future economic development of Plymouth.

Article 04: To see if the Town will vote to reclassify Martin Estates Road from a private association road to a town owned road from the intersection of Bridgewater Hill Rd. to the cul de sac ending Martin Estates Road.

This article was petitioned by twenty-five registered voters. Chairperson Bolton stated the

request is for the town to take over Martin Estates Road which is a roadway off of Bridgewater Hill Road. The original development of this road is from a subdivision which began in 2005. Estimated length of this roadway is 900 feet. It was discovered that the authority to adopt and take over roads without approval at town meetings had been given to the Select Board in 1994. Due to this authority, following the second virtual deliberative session it is recommended that the Board amend the wording of this warrant article to read: to see if the Town will vote to confirm the authority of the Select Board to accept Martin Estate Road as a Town owned public road from the intersection of Bridgewater Hill Rd. to the cul-de-sac at the end of Martin Estates Road, provided that the Select Board conclude that the property owner has complied with the town's policy for the acceptance of town roads.

Moderator Clay reminded the public attending the virtual meeting that comments will not be entertained at this meeting and encouraged residents to send comments to the Selectmen's Office.

Article 05: To see if the Town will vote to raise and appropriate the sum of \$25,000 for costs associated with conservation land acquisition and protection, including, but not limited to, establishing an easement on lands associated with a Pemi Oxbow Recreation Area and to offset this appropriation by authorizing the withdrawal of \$25,000 from the Conservation Commission Capital Projects Capital Reserve Fund established for this purpose.

Chairperson Bolton explained that this warrant article is at the request of the Conservation Commission in the amount of \$25,000 with an offset in the amount of \$25,000 from their capital reserve account set up for this purpose. There is no tax impact for this warrant article. The Conservation Commission proposes to work with the Town of Holderness to create a new public outdoor recreation park called Pemi Oxbow Recreation Area. The park includes trails for use by hikers, nature seekers, mountain bikers, beach visitors, snowmobilers, dog walkers, educators and students. The towns are collaborating with the White Mountain Trails Collective to make this project a reality, and are looking forward to the recreation opportunities it will bring to these communities and surrounding areas.

The project will largely be funded by a \$190,283 grant from the National Park Service, \$227,210 from the Holderness Conservation Commission, private donations, and \$25,000 from the Plymouth Conservation Commission's Capital Reserve Fund, which was created for this kind of project.

Article 06: To see if the Town will vote to raise and appropriate the sum of \$4,463,929 for FY 21/22 general governmental and Departmental expenses.

Salaries, Fees and Expenses - Selectmen's Office.....	\$ 403,195
Election, Registration, Vital Statistics - Town Clerk's Office.....	\$ 157,650

Financial Administration.....	\$ 345,964
Reappraisal of Property.....	\$ 75,000
Contract Services Legal & others	\$ 185,488
Personnel Administration.....	\$ 1,500
Planning and Zoning.....	\$ 210,106
Land Use Enforcement.....	\$ 31,595
General Government Buildings.....	\$ 47,400
Cemeteries.....	\$ 60,967
Misc. Insurance (workers comp, liability & unemployment).....	\$ 197,291
Advertising & Regional Association.....	\$ 6,332
Emergency Management.....	\$ 40,449
Parks & Recreation.....	\$ 790,187
Library.....	\$ 517,198
Care of Trees.....	\$ 7,000
Patriotic Purposes.....	\$ 4,700
Other Culture & Recreation.....	\$ 12,100
Humane Society.....	\$ 6,500
Health Enforcement.....	\$ 10,000
Airport.....	\$ 7,550
Welfare Officer.....	\$ 27,551
Welfare Vendor Payments.....	\$ 70,000
Recycling/Solid Waste Disposal.....	\$ 486,843
Pemi-Baker Solid Waste District Dues.....	\$ 4,031

Infrastructure Bond Payment #6 Approved 2016.....	\$	232,144
Infrastructure Bond Payment #1 Approved 2020.....	\$	300,000
Library Expansion Project Bond Payment #11.....	\$	136,971
Conservation Commission.....	\$	2,050
Health Agencies.....	\$	23,070
Intergovernmental Welfare Agencies.....	\$	63,097

Chairperson Bolton shared that at the recommendation of the non-profit budget committee reviewed each request included in the final two appropriations. These requests are detailed by the agency in the budget and the Select Board has kept them level funded over several years. For this year’s funding and after considering the percentage of increases in the Plymouth area, adjustments were made to encompass an actual cost-of-living adjustment for the individual agencies. This article also presents the payments for the bonded indebtedness of the Town associated with the Pease Public Library Expansion, and Infrastructure Bonds of 2016 and 2020.

Article 07: To see if the Town will vote to approve the cost items included in the collective bargaining agreement reached between the Board of Selectmen and AFSME, Council 93, which calls for the following estimated increases in salaries and benefits at the current staffing level.

FISCAL YEAR	ESTIMATED INCREASE	TOTAL
21/22	Police \$22,387.00 Fire \$32,927.00	\$55,314

And further to raise and appropriate the amount of \$ 55,314.00 for the 2021/2022 fiscal year, such sum representing the additional costs attributable to the increase in salaries and benefits required by the new agreement over that of the appropriation at current staffing levels paid in the prior fiscal year.

Chairperson Bolton explained that this warrant article extends the current contract that the Town of Plymouth has with the AFSME, Council 93 union employees for one year. This includes several employees of the Fire and Police Departments. The costs associated with this article represent a 3% cost of living for police personnel and an additional increase for fire department personnel to appropriately bring the wages of those employees up to a more standardized wage base. The Select Board requested this one-year extension to allow for the completion of a wage and classification study. This study will be utilized more extensively in the future for all Town salaries.

Article 08: Shall the Town, if article 07 is defeated, authorize the governing body to call one

special meeting, at its option, to address article costs only.

Chairperson Bolton explained that this warrant article allows the Town to hold one special meeting to address items within warrant article seven if that article does not pass.

Article 9: To see if the Town will vote to raise and appropriate the sum of \$2,271,313 for FY 21/22 public safety-police and dispatch.

Police Department.....\$ 1,752,825

Dispatch.....\$ 518,488

And further to offset this appropriation by authorizing the withdrawal of \$30,000 from the Police Special Detail Fund.

Chairperson Bolton stated this budget includes a 1.5% cost of living adjustment for non-unionized personnel with the exception of contract employees who will receive the same increase of 3% as the union employees. At the request of the advisory budget committee this year the Select Board approved moving the parking administrative staff salary and benefits to the police department budget line.

Article 10: To see if the Town will vote to raise and appropriate the sum of \$92,616 for the purpose of funding the FY 21/22 Parking Department and to offset this appropriation by further authorizing the withdrawal of \$30,000 from the parking special revenue fund.

Chairperson Bolton explained this budget includes a 1.5% cost of living adjustment for the parking enforcement officer. This budget has been reduced overall by removing the administrative employee who has been moved to the regular police budget.

Article 11: To see if the Town will vote to raise and appropriate the sum of \$120,226 for the purpose of funding the FY 21/22 Resource Officer to be offset by \$93,845 from the SAU48 School System.

Chairperson Bolton stated this budget includes one police resource officer in a unionized position. The school district system reimburses the Town of Plymouth 75% of this budgeted amount each year.

Article 12: To see if the Town will vote to raise and appropriate the sum of \$1,664,322 for FY 21/22 public safety – fire & ambulance, as follows:

Fire Department.....\$ 1,532,752

Ambulance.....\$ 131,570

Chairperson Bolton explained this budget includes a 1.5% cost of living adjustment for non-union employees including the Fire Chief, Deputy Fire Chief and administrative staff and associated benefit expenses. The remainder of the staff are all unionized positions. This year the department has increased many training lines within the two budgets to continue the necessary training of the staff and to keep these employees updated on the national standards. The fire department was notified while working on their budget proposal that the furnace is failing and needs to be replaced at the fire station. That expense has been added to the budget this year.

Article 13: To see if the Town will vote to raise and appropriate the sum of \$1,200,773 for FY 21/22 for the Highway Department, as follows:

Highway Department.....	\$ 1,138,773
Street Lighting.....	\$ 62,000

And further to offset this appropriation by authorizing the withdrawal of \$25,000 from the Motor Vehicle Capital Reserve Fund established for this purpose.

Chairperson Bolton stated the highway department budget includes a cost-of-living adjustment for 1.5% for seven full-time and two part-time employees. The Select Board has approved an additional \$10,000 request for this department for road construction. The Highway Manager and Plymouth’s Planning and Community Development Director are working on researching and applying for grants to assist in offsetting some of the expenses associated with this department.

Article 14: To see if the Town will vote to raise and appropriate the sum of \$125,000 for the purpose of funding the following Capital Outlay Project for FY 21/22.

Bartlett Road Improvements, Phase 1.....	\$ 125,000
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Chairperson Bolton stated this warrant article was put on the warrant by the Select Board who have expressed this roadway to be a priority due to the excessive wear and travel usage. This expense represents a total reconstruction of approximately 900 feet of roadway beginning at Reservoir Road. The emergency service of Plymouth Fire, Ambulance and Police Department have expressed the need to adequately maintain this roadway to allow for swift responses to the residents and businesses in this area.

Article 15: To see if the Town will vote to raise and appropriate the sum of \$263,400 for the purpose of funding the following Capital Outlay Projects for FY 21/22.

Chairperson Bolton outlined the purpose of the warrant article, as follows:

Landfill Monitoring – \$8,400 to continue the Town’s obligation of monitoring the landfill

Improvement to Road Construction – \$202,000 for New Hebron Road reconstruction of 750 ft and Boulder Point complete overlay.

Crushed Gravel – As stock allows the highway department will crush the product.

Conservation Commission Project – \$ 5,000 allows for any expense that is associated with the maintenance of the Conservation Commission areas to be paid.

Airport Improvements – \$3,000 These funds will be utilized to offset a grant being applied for the upgrades of the airport property.

Perpetual Care Fund Reimbursement – \$35,000 over the last few years the Town has taken out funds to offset the budget of the cemetery from the cemetery perpetual care fund. The amount allowed was to only be interest on the accounts, not principal. Principal was disbursed to the Town. This allows for the amount of principal that was disbursed to be put back into the perpetual care fund.

Article 16: To see if the Town will vote to raise and appropriate the sum of \$201,751 for the purpose of funding the following Capital items for FY 21/22:

Fire – F250 4X4.....	\$ 43,902
Fire – Portable Radios.....	\$ 25,000
Ambulance – Equipment Defibrillators.....	\$ 18,975
Highway – Sidewalk Tractor final payment.....	\$ 37,192
Ambulance – Tools.....	\$ 12,000
Ambulance – Power Lift.....	\$ 29,682
Highway Equipment Repairs.....	\$ 20,000
Airport Tractor.....	\$ 15,000

Chairperson Bolton outlined the purpose of the warrant article, as follows:

Fire Department – F250 4x4 will be replacing the 2008 Ford F250

Fire Department – Holderness and Plymouth have collaboratively entered into a grant for replacement of radios. These funds may be utilized as an offset to the grant or if the grant is not approved, it will allow the department to replace a few of the older radios this year.

Ambulance – In 2020-2021, the fire department purchased a new defibrillator for the department.

Highway – this is the final payment due on this piece of equipment.

Ambulance – These are necessary items for the department. The powerlift is a motorized stretcher that actually lifts patients into and out of the ambulance and will prevent injuries to personnel who in the past had to lift the patients.

Highway Equipment Repairs – This line is utilized for repairs to our Town equipment and will be utilized in the offsetting of grants associated with the highway department.

Airport Tractor – This appropriation is for the purchase of attachments to the current airport tractor and a purchase of a zero-turn mower.

Article 17: To see if the Municipality will vote to raise and appropriate the sum of \$40,000 to fund the following capital item:

Recycling Plow Utility Truck.....\$ 40,000

And to authorize the withdrawal of \$20,000 from the Recycling Equipment Capital Reserve fund established for this purpose.

Chairperson Bolton explained this piece of equipment will be replacing the 2008 plow truck.

Article 18: To see if the Town will vote to add to the existing Capital Reserve Funds under the provision of RSA 35:1 for the following purposes and raise and appropriate the respective sums (totaling \$198,000) to be placed in said funds. The Board of Selectmen are agents to expend from these funds:

Conservation Commission CRF.....\$ 5,000

Highland Street/South Main St. CRF.....\$ 100,000

Highway Heavy Equipment CRF.....\$ 88,000

Library Building Maintenance CRF.....\$ 5,000

Chairperson Bolton explained this is only the beginning of playing catch up after 14 years of not allowing departments to spend or save money to go toward these purchases. Without the bond, taxes would have gone up at least \$3.00 per \$1,000 in valuation. With the bond, the town's effect on the tax rate was projected to be .69. Once all adjustments were made the effect on the tax rate was actually .30. The amount of funds being requested to put into capital reserves this year has been reduced by members of the Select Board as they feel that the two bonds were approved by voters over the past few years to help departments acquire some of their infrastructure needs.

Article 19: To transact any other business that may legally come before said meeting.

Moderator Clay reiterated that comments and questions need to be submitted to the town by Thursday, March 4, 2021. The second deliberative session will be held on Saturday, March 6, 2021 at 1:00pm and the warrant articles will be voted on Saturday, April 17, 2021. The annual town election is Tuesday, March 9, 2021.

Meeting adjourned at 1:36pm.

2nd Deliberative Session

The second virtual deliberative session of the legal meeting of the inhabitants of the Town of Plymouth, NH was held on Saturday, March 6, 2021 at 1:00 o'clock in the afternoon.

Moderator Robert Clay opened the meeting of the Town of Plymouth at 1:00pm.

Per Moderator Clay and the Select Board, it was determined at the January 25, 2021 work session that the meeting location for the annual town meeting would be unsafe due to the Covid-19 pandemic, therefore per NH RSA 40:4, the decision was made to hold the meetings virtually as outlined in HB1129.

Chairperson Bill Bolton quoted the Center for Disease Control (CDC), "Now is not the time to relax the critical safeguards that we know can stop the spread of Covid-19 in our communities, not when we are so close. We have the ability to stop a potential fourth surge of cases in this country."

HB1129 requires that two virtual meetings be held. The first of the two meetings was held to present the proposed budget and warrant articles. Opinions and concerns over the warrant articles would then be accepted by email, mail or phone.

All input received by the deadline was presented in the second virtual meeting for discussion and debate by the governing body. Input from the public may be accepted at this time. Articles will then be put in their final form based on information received from the public and discussion held by the Select Board. The final warrant articles will be made available electronically on Friday, March 26th, 2021 on the town website.

Ballot voting on the warrant articles will take place on Saturday, April 17th, 2021 from 9:00am to noon at the Plymouth Elementary School gymnasium with the option of remaining in the safety of your vehicle to vote.

The first warrant article will ask voters if they accept this optional town meeting procedure. It is important to vote yes to this article as if this article is defeated the rest of the articles will fail as well.

Article 02: To see if the Town will vote to approve these optional Town Meeting procedures, with the understanding that, on the date of the April 17, 2021 business session of Town Meeting, voting on the remaining warrant articles, beginning with Article 2, shall be by ballot voting, and there will be no discussion of or amendments to any of the warrant articles at this session of the Town Meeting.

Moderator Clay began with the first question for the Select Board. Patrice Scott asked why they chose a forum which excludes the public from discussing any questions and/or issues raised in the warrant?

Patrice Scott also inquired whether the Select Board sought input from the public before deciding to desecrate the manner in which Plymouth citizens have been convening since 1763?

Chairperson Bolton reiterated that the head of the CDC encourages the public to continue social distancing. The Select Board determined that the first meeting would not be interactive, but a meeting in which the election officials and the Select Board would explain the articles to the public with the understanding that any and all comments and questions could be submitted to the Select Board prior to the second meeting.

Moderator Clay replied that the Select Board chose to follow the guidance given under HB1129 which states that after the first virtual deliberative session is adjourned, questions and comments from the public shall be solicited and received via electronic mail, voicemail, text message or by other means.

Select Board member Zach Tirrell asked that the public raise their hand when they have a question.

Moderator Clay instructed attendees how to use the raise hand feature on Zoom.

Finance Director Anne Abear observed two questions that had been asked using the chat feature on Zoom.

Patrice Scott asked how the public can weigh in and when will questions be recognized by the Select Board? She continued on and expressed her appreciation to the Select Board for enabling public comment at the second meeting but was frustrated that public comment was not allowed at the first deliberative session.

Moderator Clay explained that HB1129 let the Select Board use the first deliberative session to read through warrant articles without public address.

Patrice Scott expressed that she is concerned whether this format of town meeting is legitimate. She asked how many voters are in attendance.

Moderator Clay stated there are currently nine viewers.

Patrice Scott stated that the average number of voters to attend town meetings is 100. She feels that the Select Board could have accommodated the residents by having a regular town meeting. Other towns plan to continue with regular town meetings. She suggested that residents strike down the second warrant article.

Henry Ahern agreed with Patrice Scott and does not recommend that registered voters vote yes on this warrant article. He suggested that the Select Board hold a meeting in a different season.

Article 03: To see if the Town will vote to recognize Plymouth as the Destination for Environmental Studies for Eco-Tourism, which would formalize a similar recognition that was passed by the Select Board on April 4, 2017.

By recognizing Plymouth as the Destination for Environmental Studies and Eco-Tourism, the Town of Plymouth is sending a message that our Town is the place to enjoy nature and learn about our environment. Furthermore, this action will put Plymouth on the map, in a stronger position to organize and develop planning for our future economic and educational endeavors; and create funding opportunities for future projects.

Moderator Clay read a comment from Marcia Blaine who states, "Thank you for your willingness to adopt this unique solution to the pandemic challenges. I found it very helpful. Bill's explanation of why each warrant article was written as it appears was really excellent. I hope you will have the opportunity to answer the following questions: I am a former member of the Advisory Budget Committee. I do not see and did not hear any mention of the Advisory Budget Committee. I know they worked long and hard on a truly useful report to the Select Board, finding examples of places where possible efficiencies might be found or places where repeated budget requests seem to have become fixed in stone. Will you please address the questions and points they raised and how the Board decided the issues? For example, there appears to be a yearly requested 3% salary increase for town employees. Why and why now?"

Zach Tirrell felt that Marcia Blaine's question is meant to address warrant article six.

Moderator Clay replied that he felt it was an appropriate question for any warrant article that deals with funds.

Ted Wisniewski, member of the Advisory Budget Committee, stated that the budget committee provided a statement after review of department budgets. They found the budget was prepared in good faith.

Moderator Clay read the written response to Marica Blaine. The Select Board met many times with members of the Advisory Budget Committee and while they made several suggestions to the budget, the Select Board would like to address the following concerns. The Select Board

decided that non-contractual and non-unionized positions would receive a 1.5% increase. The Select Board has negotiated with the union for an increase in the pay of employees and would utilize that amount for non-unionized employees as well. The town is conducting a pay and classification study for all positions and agreed to withhold the 3% increase this year.

Moderator continued to read the written responses from the Select Board. It was suggested by the Advisory Budget Committee that the Administrative Assistant be moved from the parking budget to the police department's budget. It was also suggested and agreed on that it was not the appropriate time to create a full-time position at the Recycling Department. The full-time position was removed and a new budget line for a part-time position was placed. Furthermore, the committee would like to see a better explanation and consistent requests received from the department heads for their annual budget requests. The Select Board with the help of the Town Manager and Finance Director plan to improve the budgeting process.

Patrice Scott inquired what is the origin of this article.

Chairperson Bolton relayed that the article was presented to the Select Board in connection with the resolution that was passed by former Select Board members in April of 2017. This article and resolution was presented by Select Board member Neil McIver.

Patrice Scott asked what the potential costs to Plymouth taxpayers if the town is designated as a Destination for Environmental Studies and Eco-Tourism?

Chairperson Bolton stated that there is no tax burden on residents.

Patrice Scott inquired what land restrictions may property owners assume under such designation?

Chairperson Bolton replied that this warrant article would have no effect on zoning and land use.

Patrice Scott asked whether the Town Planner approves of this warrant article.

Chairperson Bolton read the Town Planner's response to the warrant article. To summarize her response, the Town Planner is supportive of this warrant article and feels that it is consistent with the goals in the master plan. The eco-tourism designation will also help the town in working with the Office of Outdoor Recreation Industry Development (ORID).

Patrice Scott inquired what funding opportunities are anticipated?

Chairperson Bolton said that the town hopes that in the future this designation will present grant opportunities which will be essential for development.

Article 04: To see if the Town will vote to reclassify Martin Estates Road from a private association road to a town owned road from the intersection of Bridgewater Hill Rd. to the cul de sac ending Martin Estates Road.

Patrice Scott inquired whether the reclassification of this road will cost taxpayers?

Chairperson Bolton replied that the initial cost of reclassifying Martin Estates Road will be the responsibility of the owner of the property as the owner must bring the road up to town roadway specifications prior to approval. Once the roadway is accepted, all maintenance costs will be paid from the highway department's budget.

Article 05: To see if the Town will vote to raise and appropriate the sum of \$25,000 for costs associated with conservation land acquisition and protection, including, but not limited to, establishing an easement on lands associated with a Pemi Oxbow Recreation Area and to offset this appropriation by authorizing the withdrawal of \$25,000 from the Conservation Commission Capital Projects Capital Reserve Fund established for this purpose.

Chairperson Bolton read the amendment to the article. In 2008, the town approved to establish the Conservation Commission under the provisions of RSA 36-A. It is recommended that the Board amend the wording of this article to read:

To see if the Town will vote to adopt the provisions of RSA 36-A:4-a, II (a) to authorize the Conservation Commission to expend funds to purchase interests in land outside the boundaries of our Municipality and further to authorize the Plymouth Conservation Commission to spend up to \$25,000 from the Capital Reserve Fund to be used for land acquisition and establishing a conservation easement on these lands in collaboration with the Holderness Conservation Commission and other qualified organizations.

Patrice Scott inquired how the Select Board plans to publish amended warrant articles?

Moderator Clay confirms that any amendments will be electronically published.

Article 06: To see if the Town will vote to raise and appropriate the sum of \$4,463,929 for FY 21/22 general governmental and Departmental expenses.

Salaries, Fees and Expenses - Selectmen's Office.....	\$ 403,195
Election, Registration, Vital Statistics - Town Clerk's Office.....	\$ 157,650
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Conservation Commission.....	\$	2,050
Health Agencies.....	\$	23,070
Intergovernmental Welfare Agencies.....	\$	63,097

Chairperson Bolton stated that the Select Board, at the recommendation of the non-profit budget committee reviewed each request included in the final two appropriations on this article. These requests are detailed by the agency in the budget and the Board has kept them level funded in the past. Adjustments were made to encompass an actual cost-of-living adjustment for the individual agencies this year. This article also presents the payments for the bonded indebtedness of the town associated with the Pease Public Library expansion and Infrastructure Bonds.

Patrice Scott inquired what the percentage increase does the recited sum represent in general governmental and departmental expenses over the last year?

Chairperson Bolton explained that the overall increase from this warrant article is 2.59%.

Article 07: To see if the Town will vote to approve the cost items included in the collective bargaining agreement reached between the Board of Selectmen and AFSME, Council 93, which calls for the following estimated increases in salaries and benefits at the current staffing level.

FISCAL YEAR	ESTIMATED INCREASE	TOTAL
21/22	Police \$22,387.00 Fire \$32,927.00	\$55,314

And further to raise and appropriate the amount of \$ 55,314.00 for the 2021/2022 fiscal year, such sum representing the additional costs attributable to the increase in salaries and benefits required by the new agreement over that of the appropriation at current staffing levels paid in the prior fiscal year.

Chairperson Bolton stated this warrant article extends the current contract with the AFSME, Council 93 union employees for one year which includes several employees from the Fire and Police Department. The costs associated with this article represent a 3% cost of living for police personnel and an additional increase for fire department personnel to appropriately bring the wages of those employees up to a more standardized wage base. The Select Board requested this one-year extension to allow for the completion of a wage and classification study. This study will be utilized more extensively in the future for all town salaries.

Patrice Scott inquired whether the Select Board could clarify the percent increases in the Collective Bargaining Agreement for the Fire and Police Department.

Chairperson Bolton clarified that the Collective Bargaining Agreement covers the fire and police personnel. The Fire Chief presented a wage analysis and it was decided by the Select Board to conduct a wage and classification study of all municipal positions. The study will be utilised in the future to assist departments by ensuring that employees are within an adequate pay range. Non-unionized employees are to only receive a 1.5% raise the next budget fiscal year. Unionized employees will receive a 3% raise. Personnel at the fire department will receive between 7-9% pay increases.

Article 08: Shall the Town, if article 07 is defeated, authorize the governing body to call one special meeting, at its option, to address article costs only.

Chairperson Bolton stated this warrant article allows the Town to hold one special meeting to address items within warrant article seven, if that article does not pass.

Henry Ahern inquired what happens to the collective bargaining agreement if the second article fails?

Moderator Clay and Chairperson Bolton agree that a special meeting would be held, but ultimately statutory requirements force the town to adopt the past fiscal year's budget.

Patrice Scott inquired what the cost of holding a special town meeting in the event that this article does not pass?

Chairperson Bolton stated that the cost of a special town meeting depends on the work deemed necessary. If the Town decides to hold a special town meeting, the estimated cost could be upwards of \$4,000.

Article 09: To see if the Town will vote to raise and appropriate the sum of \$2,271,313 for FY 21/22 public safety-police and dispatch.

Police Department.....	\$ 1,752,825
Dispatch.....	\$ 518,488

And further to offset this appropriation by authorizing the withdrawal of \$30,000 from the Police Special Detail Fund.

Chairperson Bolton stated the Select Board recommends passage of this warrant article. This budget includes a 1.5% cost of living adjustment for non-unionized personnel with the exception of contract employees who will receive the same increase of 3% as the union employees. At the request of the advisory budget committee this year the Selectboard approved moving the parking administrative staff salary and benefits to the police department budget line. This employee's majority of the time is spent as administrative support to the Police department, not the parking

department. The appropriations listed include: 5 full-time patrol officers, 3 regular full-time dispatchers, 1 part time dispatcher, 1 detective, 1 detective sergeant, 3 shift sergeants, 1 school crossing attendant, 1 dispatch coordinator, 1 dispatch supervisor, 1 administrative assistant, 1 deputy chief and 1 chief.

The Police Chief Stephen Lefebvre clarified that there are two shift sergeants.

Patrice Scott asked the Select Board to clarify the statement made regarding employee pay increases.

Chairperson Bolton reiterated that all employees with the exception of two contractual employees who are non-unionized will receive a 1.5% increase.

Article 10: To see if the Town will vote to raise and appropriate the sum of \$92,616 for the purpose of funding the FY 21/22 Parking Department and to offset this appropriation by further authorizing the withdrawal of \$30,000 from the parking special revenue fund.

Chairperson Bolton stated this budget includes a 1.5% cost of living adjustment for the parking enforcement officer. This budget has been reduced overall by removing the administrative employee who has been moved to the regular police budget.

Article 11: To see if the Town will vote to raise and appropriate the sum of \$120,226 for the purpose of funding the FY 21/22 Resource Officer to be offset by \$93,845 from the SAU48 School System.

Chairperson Bolton stated this budget includes 1 police resource officer in a unionized position. The school system reimburses the Town 75% of this budgeted amount each year.

Patrice Scott inquired whether the apportion for the Resource Officer excluded charges to the elementary school and regional school district, or whether the taxpayers are paying thrice for this position?

Chairperson Bolton explained that the Resource Officer is an employee of the police department; therefore the actual expense must be appropriated by the town. The elementary school and high school reimburses the town 75% of the cost of this position. The actual cost to the town is 25% and is allocated to taxpayers.

Police Chief Lefebvre stated that while the school covers 75% of this line, taxpayers are ultimately responsible to pay taxes to the school and town.

Article 12: To see if the Town will vote to raise and appropriate the sum of \$1,664,322 for FY 21/22 public safety – fire & ambulance, as follows:

Fire Department.....\$ 1,532,752
 Ambulance.....\$ 131,570

Chairperson Bolton stated this budget includes a 1.5% cost of living adjustment for non-union employees including the Fire Chief, Deputy Fire Chief and Administrative Support staff and associated benefit expenses. This year the department has increased many training lines within the two budgets to continue the necessary training of the staff and to keep these employees updated on the national standards. The department was notified while working on their budget proposal that the furnace is failing and needs to be replaced at the fire station. That expense has been added to the budget this year.

Article 13: To see if the Town will vote to raise and appropriate the sum of \$1,200,773 for FY 21/22 for the Highway Department, as follows:

Highway Department.....\$ 1,138,773
 Street Lighting.....\$ 62,000

And further to offset this appropriation by authorizing the withdrawal of \$25,000 from the Motor Vehicle Capital Reserve Fund established for this purpose.

Chairperson Bolton stated the highway department budget includes a cost-of-living adjustment for 1.5% for 7 full-time and 2 part-time employees. The Select Board has approved an additional \$10,000 request for this department for road construction. The Highway Manager and Planning and Community Development Director are working on the application of grants to assist in offsetting expenses. They are currently applying for a TAP grant which would assist the improvement of a project for sidewalks near the entrance to the school system.

Article 14: To see if the Town will vote to raise and appropriate the sum of \$125,000 for the purpose of funding the following Capital Outlay Project for FY 21/22.

Bartlett Road Improvements, Phase 1.....\$ 125,000

Chairperson Bolton stated this warrant article was put on the warrant by the Select Board who expressed this roadway to be a priority due to the excessive wear and travel usage. This expense represents a total reconstruction of approximately 900 feet of roadway beginning at Reservoir Road. The emergency service of Plymouth Fire, Ambulance and Police Department have expressed the need to adequately maintain this roadway to allow for swift responses to the residents and businesses in this area.

Article 15: To see if the Town will vote to raise and appropriate the sum of \$263,400 for the purpose of funding the following Capital Outlay Projects for FY 21/22.

Chairperson Bolton outlined the purpose of the warrant article, as follows:

Landfill Monitoring – \$8,400 to continue the Town’s obligation of monitoring the landfill

Improvement to Road Construction – \$202,000 for New Hebron Road reconstruction of 750 ft and Boulder Point complete overlay.

Crushed Gravel – As stock allows the highway department will crush the product.

Conservation Commission Project – \$ 5,000 allows for any expense that is associated with the maintenance of the Conservation Commission areas to be paid.

Airport Improvements – \$3,000 These funds will be utilized to offset a grant being applied for the upgrades of the airport property.

Perpetual Care Fund Reimbursement – \$35,000 over the last few years the Town has taken out funds to offset the budget of the cemetery from the cemetery perpetual care fund. The amount allowed was to only be interest on the accounts, not principal. Principal was disbursed to the Town. This allows for the amount of principal that was disbursed to be put back into the perpetual care fund.

Article 16: To see if the Town will vote to raise and appropriate the sum of \$201,751 for the purpose of funding the following Capital items for FY 21/22:

Fire – F250 4X4.....	\$ 43,902
Fire – Portable Radios.....	\$ 25,000
Ambulance – Equipment Defibrillators.....	\$ 18,975
Highway – Sidewalk Tractor final payment.....	\$ 37,192
Ambulance – Tools.....	\$ 12,000
Ambulance – Power Lift.....	\$ 29,682
Highway Equipment Repairs.....	\$ 20,000
Airport Tractor.....	\$ 15,000

Chairperson also outlined the purpose of this warrant article, as follows:

Fire Department – F250 4x4 will be replacing the 2008 Ford F250.

Fire Department – Holderness and Plymouth have collaboratively entered into a grant for

replacement of radios. These funds may be utilized as an offset to the grant or if the grant is not approved, it will allow the department to replace a few of the older radios this year.

Ambulance – In 2020-2021, the fire department purchased a new defibrillator for the department.

Highway – this is the final payment due on this piece of equipment.

Ambulance – These are necessary items for the department. The powerlift is a motorized stretcher that actually lifts patients into and out of the ambulance and will prevent injuries to personnel who in the past had to lift the patients.

Highway Equipment Repairs – This line is utilized for repairs to our Town equipment and will be utilized in the offsetting of grants associated with the highway department.

Airport Tractor – This appropriation is for the purchase of attachments to the current airport tractor and a purchase of a zero-turn mower.

Article 17: To see if the Municipality will vote to raise and appropriate the sum of \$40,000 to fund the following capital item:

Recycling Plow Utility Truck.....\$ 40,000

And to authorize the withdrawal of \$20,000 from the Recycling Equipment Capital Reserve fund established for this purpose.

Chairperson Bolton stated this piece of equipment will be replacing the 2008 plow truck.

Article 18: To see if the Town will vote to add to the existing Capital Reserve Funds under the provision of RSA 35:1 for the following purposes and raise and appropriate the respective sums (totaling \$198,000) to be placed in said funds. The Board of Selectmen are agents to expend from these funds:

Conservation Commission CRF.....\$ 5,000

Highland Street/South Main St. CRF.....\$ 100,000

Highway Heavy Equipment CRF.....\$ 88,000

Library Building Maintenance CRF.....\$ 5,000

Chairperson Bolton stated this is only the beginning of playing catch up after 14 years of not allowing departments to spend or save money to go toward these purchases. Without the bond, taxes would have gone up at least \$3.00 per \$1,000 in valuation. With the bond, the Town’s effect on the tax rate was projected to be .69. Once all adjustments were made the effect on the

tax rate was actually .30. The amount of funds being requested to put into capital reserves this year has been reduced by the Select Board as the 2 bonds that were approved by voters have helped departments acquire some of their infrastructure needs.

Henry Ahern inquired how much interest the Town is earning in the perpetual care fund and how close the funds are to covering cemetery expenses?

Finance Director Anne Abear stated that they cannot answer Henry's question because only the cemetery trustees would have the answer.

Moderator Clay explained his understanding of the warrant article is principal instead of interest was withdrawn from the account, and the town is now replacing these funds.

Henry Ahern asked how the Town intends to make up this money?

Moderator Clay asked if the withdrawal of funds was an error?

Chairperson Bolton said the withdrawn funds covered a cemetery expense.

Finance Director Anne Abear said there was no offset from the perpetual care funds.

Moderator Clay asked if there is an article that raises cemetery funds?

Finance Director Anne Abear agreed and pointed to article six.

Moderator Clay confirmed that warrant article six will raise funds for the cemetery, answering Henry's question.

Patrice Scott inquired whether the Select Board will host a special town meeting if the second warrant article fails. She further thanked the Select Board for meeting with the public.

Moderator Clay said he cannot wait to return to a regular town meeting.

Chairperson Bolton shared the amount that is left in the perpetual care fund to offset the cemetery budget.

Article 19: To transact any other business that may legally come before said meeting.

Moderator Clay announced the annual town election will be held on Tuesday, March 9, 2021. The warrant articles will be voted on Saturday, April 17, 2021. The annual town election is Tuesday, March 9, 2021.

Moderator Clay read the amendment to warrant article four regarding Martin Estates Road, as follows: to see if the Town will vote to confirm the authority of the Selectmen to accept Martin

Estate Road as a Town owned public road from the intersection of Bridgewater Hill Rd. to the cul-de-sac at the end of Martin Estates Road, provided that the Selectmen conclude that the property owner has complied with the Town's Policy for the Acceptance of Town Roads.

Moderator Clay also read the amendment to warrant article five, as follows: to see if the Town will vote to adopt the provisions of RSA 36-A:4-a, II (a) to authorize the Conservation Commission to expend funds to purchase interests in land outside the boundaries of our Municipality and further to authorize the Plymouth Conservation Commission to spend up to \$25,000 from the Capital Reserve Fund to be used for land acquisition and establishing a conservation easement on these lands in collaboration with the Holderness Conservation Commission and other qualified organizations.

Chairperson Bolton made a motion to accept the amendment to warrant article four, seconded by John Randlett. All in favor.

John Randlett made a motion to accept the amendment to warrant article five, seconded by Maryann Barnsley. All in favor.

Meeting adjourned at 2:12pm.

Alternative Town Meeting

The 258th town meeting of the legal meeting of the inhabitants of the Town of Plymouth, NH was held on Saturday, April 17, 2021 at 9:00 o'clock in the morning at the Plymouth Elementary School. To accommodate voters who do not want to enter the building, a limited number of designated parking spaces will be available outside the building to allow voting from the safety of their vehicles.

There were 136 registered voters in attendance.

Article 02: To see if the Town will vote to approve these optional Town Meeting procedures, with the understanding that, on the date of the April 17, 2021 business session of Town Meeting, voting on the remaining warrant articles, beginning with Article 2, shall be by ballot voting, and there will be no discussion of or amendments to any of the warrant articles at this session of the Town Meeting.

Yes 105

No 32

Article 2 passed.

Article 03: To see if the Town will vote to recognize Plymouth as the Destination for Environmental Studies for Eco-Tourism, which would formalize a similar recognition that was passed by the Select Board on April 4, 2017.

By recognizing Plymouth as the Destination for Environmental Studies and Eco-Tourism, the

Town of Plymouth is sending a message that our Town is the place to enjoy nature and learn about our environment. Furthermore, this action will put Plymouth on the map, in a stronger position to organize and develop planning for our future economic and educational endeavors; and create funding opportunities for future projects.

Yes 103 **No 33**

Article 3 passed.

Article 04: To see if the Town will vote to confirm the authority of the Select Board to accept Martin Estates as a Town owned public road from the intersection of Bridgewater Hill Rd. to the cul-de-sac at the end of Martin Estates Road, provided that the Select Board conclude that the property owner has complied with the Town’s Policy for the Acceptance of Town Roads.

Yes 85 **No 51**

Article 4 passed.

Article 05: To see if the Town will vote to adopt the provisions of RSA 36-A:4-a, II (a) to authorize the Conservation Commission to expend funds to purchase interests in land outside the boundaries of our Municipality and further to authorize the Plymouth Conservation Commission to spend up to \$25,000 from the Capital Reserve Fund to be used for land acquisition and establishing a conservation easement on these lands in collaboration with the Holderness Conservation Commission and other qualified organizations and further to offset this appropriation by authorizing the withdrawal of \$25,000 from the Conservation Commission Capital Projects Capital Reserve Fund established for this purpose.

Yes 106 **No 33**

Article 5 passed.

Article 06: To see if the Town will vote to raise and appropriate the sum of \$4,463,929 for FY 21/22 general governmental and Departmental expenses, as follows:

Salaries, Fees and Expenses - Selectmen’s Office.....	\$ 403,195
Election, Registration, Vital Statistics - Town Clerk’s Office.....	\$ 157,650
Financial Administration.....	\$ 345,964
Reappraisal of Property.....	\$ 75,000
Contract Services Legal & others.....	\$ 185,488
Personnel Administration.....	\$ 1,500
Planning and Zoning.....	\$ 210,106
Land Use Enforcement.....	\$ 31,595

General Government Buildings.....	\$ 47,400
Cemeteries.....	\$ 60,967
Misc. Insurance (workers comp, liability & unemployment).....	\$ 197,291
Advertising & Regional Association.....	\$ 6,332
Emergency Management.....	\$ 40,449
Parks & Recreation.....	\$ 790,187
Library.....	\$ 517,198
Care of Trees.....	\$ 7,000
Patriotic Purposes.....	\$ 4,700
Other Culture & Recreation.....	\$ 12,100
Humane Society.....	\$ 6,500
Health Enforcement.....	\$ 10,000
Airport.....	\$ 7,550
Welfare Officer.....	\$ 27,551
Welfare Vendor Payments.....	\$ 70,000
Recycling/Solid Waste Disposal.....	\$ 486,843
Pemi-Baker Solid Waste District Dues.....	\$ 4,031
Infrastructure Bond Payment #6 Approved 2016.....	\$ 232,144
Infrastructure Bond Payment #1 Approved 2020.....	\$ 300,000
Library Expansion Project Bond Payment #11.....	\$ 136,971
Conservation Commission.....	\$ 2,050
Health Agencies.....	\$ 23,070
Intergovernmental Welfare Agencies.....	\$ 63,097

Yes 116

No 22

Article 6 passed.

Article 07: To see if the Town will vote to approve the cost items included in the collective bargaining agreement reached between the Board of Selectmen and AFSME, Council 93, which calls for the following estimated increases in salaries and benefits at the current staffing level (for police and fire employees)

FISCAL YEAR	ESTIMATED INCREASE	TOTAL
21/22	Police \$ 22,387.00 Fire \$ 32,927.00	\$ 55,314

And further to raise and appropriate the amount of \$ 55,314.00 for the 2021/2022 fiscal year, such sum representing the additional costs attributable to the increase in salaries and benefits required by the new agreement over that of the appropriation at current staffing levels paid in the prior fiscal year.

Yes 110 No 28

Article 7 passed.

Article 08: Shall the Town, if article 07 is defeated, authorize the governing body to call one special meeting, at its option, to address article costs only.

Yes 119 No 19

Article 8 passed.

Article 09: To see if the Town will vote to raise and appropriate the sum of \$2,271,313 for FY 21/22 public safety-police and dispatch as follows:

Police Department.....	\$ 1,752,825
Dispatch.....	\$ 518,488

And further to offset this appropriation by authorizing the withdrawal of \$30,000 from the Police Special Detail Fund.

Yes 108 No 30

Article 9 passed.

Article 10: To see if the Town will vote to raise and appropriate the sum of \$92,616 for the purpose of funding the FY 21/22 Parking Department and to offset this appropriation by further authorizing the withdrawal of \$30,000 from the parking special revenue fund.

Yes 106 No 30

Article 10 passed.

Article 11: To see if the Town will vote to raise and appropriate the sum of \$120,226 for the purpose of funding the FY 21/22 Resource Officer to be offset by \$93,845 from the SAU48

School System.

Yes 108 **No 28**

Article 11 passed.

Article 12: To see if the Town will vote to raise and appropriate the sum of \$1,664,322 for FY 21/22 public safety – fire & ambulance, as follows:

Fire Department.....\$ 1,532,752

Ambulance.....\$ 131,570

Yes 124 **No 15**

Article 12 passed.

Article 13: To see if the Town will vote to raise and appropriate the sum of \$1,200,773 for FY 21/22 for the Highway Department, as follows:

Highway Department.....\$ 1,138,773

Street Lighting.....\$ 62,000

And further to offset this appropriation by authorizing the withdrawal of \$25,000 (to offset 4312-931-00 Road Construction) from the Motor Vehicle Capital Reserve Fund established for this purpose.

Yes 122 **No 17**

Article 13 passed.

Article 14: To see if the Town will vote to raise and appropriate the sum of \$125,000 for the purpose of funding the following Capital Outlay Projects for FY 21/22.

Bartlett Road Improvements – Phase 1.....\$ 125,000

Yes 108 **No 27**

Article 14 passed.

Article 15: To see if the Town will vote to raise and appropriate the sum of \$263,400 for the purpose of funding the following Capital Outlay Projects for FY 21/22.

Landfill Monitoring.....\$ 8,400

Improve Road Construction.....\$ 202,000

Crushed Gravel.....\$ 10,000

Conservation Commission Projects.....	\$	5,000
Airport Improvements.....	\$	3,000
Perpetual Care Fund Reimbursement.....	\$	35,000

Yes 128 **No 20**

Article 15 passed.

Article 16: To see if the Town will vote to raise and appropriate the sum of \$201,751 for the purpose of funding the following Capital items for FY 21/22:

Fire – F250 4X4	\$	43,902
Fire – Portable Radios.....	\$	25,000
Ambulance – Equipment Defibrillators.....	\$	18,975
Highway – Sidewalk Tractor final payment	\$	37,192
Ambulance – Tools.....	\$	12,000
Ambulance – Power Lift.....	\$	29,682
Highway Equipment Repairs.....	\$	20,000
Airport Tractor.....	\$	15,000

Yes 125 **No 13**

Article 16 passed.

Article 17: To see if the Municipality will vote to raise and appropriate the sum of \$40,000 to fund the following capital item:

Recycling Plow Utility Truck.....	\$	40,000
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And to authorize the withdrawal of \$20,000 from the Recycling Equipment Capital Reserve fund established for this purpose.

Yes 110 **No 26**

Article 17 passed.

Article 18: To see if the Town will vote to add to the existing Capital Reserve Funds under the provision of RSA 35:1 for the following purposes and raise and appropriate the respective sums (totaling \$198,000) to be placed in said funds. The Board of Selectmen as agents to expend from these funds:

Conservation Commission CRF.....	\$	5,000
Highland Street/South Main St. CRF.....	\$	100,000
Highway Heavy Equipment CRF.....	\$	88,000
Library Building Maintenance CRF.....	\$	5,000

Yes 120 No 17

Article 18 passed.

Article 19: To transact any other business that may legally come before said meeting.

The alternate town meeting dissolved at 12:00pm.

Sincerely,



Jaseya Girona Ewing
Town Clerk

