



**BOARD OF SELECTMEN**  
**Town of Greenland • Greenland, NH 03840**  
11 Town Square • PO Box 100  
Phone: 603.431.7111 • Fax: 603.430.3761  
Website: [greenland-nh.com](http://greenland-nh.com)

**MINUTES OF THE BOARD OF SELECTMEN**

---

Monday, April 10, 2023 – 6:30 p.m. – Town Hall Conference Room

Members Present: Randy Bunnell, Laura Malloy, Vaughan Morgan, Steve Smith, Paul Stanley

Staff Present: Paul Sanderson, Town Administrator

Also Present: Chief Tara Laurent – Police Department; Sgt. Wayne Bertogli – Police Department; Chief Ralph Cresta – Fire Department; Susan Parker – Greenland/Newington PDA Representative; Marcia McLaughlin – Library Trustee

---

Chair Smith opened the Board of Selectmen meeting at 6:30 p.m. A roll call was taken, and it was announced a quorum was present and the meeting was being live-streamed and recorded.

I. APPOINTMENT
----------------

1. Police Department Body Cameras: Chief Tara Laurent

Chief Laurent updated the Board on the body camera program. She had received three quotes from three different companies. They had looked into four different companies but did not receive a quote from one. Chief Laurent would like to move forward with Axon who is the manufacturer of their tasers. Information from the tasers is uploaded into online data storage, which will be the same place where the body camera images will be stored. Axon provides the most equipment over a five-year period. The department will receive the original cameras to start. In 2-1/2 years they will receive another set of the actual cameras and at the five-year mark will receive cameras. Switching cameras at regular intervals ensures they are not waiting five years to catch up with technology and have the latest in best practices.

There is not a final policy available. Training will not be done until a policy is adopted. The grant covers 100% of the cost for the five years. They have to use the grant and request reimbursement no later than September 2023.

Responding to V. Morgan, Chief Laurent was unaware of the cost at the end of the five-year period but expected it to be completely different due to various factors. Chief Laurent another company could offer different technology and there would be the ability to change.

Asked by V. Morgan if the Town Attorney would be reviewing the policy, Chief Laurent stated she would have it reviewed by the Selectmen as well as the Town Attorney. They have received policies from surrounding communities that use body worn cameras. She has also downloaded a guide from the International Association of Chiefs of Police. Chief Laurent stated that the departments she has spoken to have not received many 91-A requests. There are limitations on media requests.

The cameras include smart redaction, which was explained by Chief Laurent: if a face is clicked on that someone might want erased, it will be done throughout the entire video rather than screen by screen, which is time-consuming. V. Morgan asked if the cameras may be mandated in the future; Chief Laurent

felt they definitely would be because of previous incidents and the New Hampshire REACT Commission has been meeting. Other states across the country are already mandated. 50% grants are currently being given across the State. Chief Laurent clarified that she did not receive a State grant; it was a federal grant at 100%. Chief Laurent will forward the award packet to the Board.

R. Bunnell noted that he originally was not a fan of body cameras in Greenland. The Board did vote in body cameras. R. Bunnell has requested public opinion through social media. There was really no feedback or opinion on body cameras. R. Bunnell questioned if federal or State agencies provided any guidance about the cameras. Chief Laurent stated they did not, but she tried to stay with the larger companies. R. Bunnell's concerns were the police officer's opinion, public opinion, discovery, and storage capacity: how long would the data be retained. Chief Laurent stated they would be using cloud storage through Axon. She noted that there is not an RSA for body camera data storage. It was clarified that the contract would be managed by the Police Department. The Finance Department will be supporting the federal reporting requirements. R. Bunnell requested that the Board review the vendor contract. Responding to S. Smith, Chief Laurent noted that each officer would have their own camera.

MOTION: R. Bunnell moved to go forward with the Body Worn Camera program and purchase in the amount of \$70,000, which will be reimbursed through the Federal Byrne Grant. The Police Department will not train or 'roll out' the program until a policy has been reviewed, approved and introduced. Second – P. Stanley; all in favor. MOTION CARRIED

## II. PUBLIC COMMENTS

Frank Hansler, 542 Portsmouth Avenue: He has been on the Budget Committee for a number of years. It was challenging, when reviewing budgets, to see similar products in different areas. He noted that the major departments appeared to be operating on their own. There needs to be a better system for the common denominator expenses. It was important to find a way to share the concept of knowing who the contractors were in any given building and if their services could be combined to save money. F. Hansler suggested the Selectmen send out a questionnaire to the various departments regarding possible common items: fire panels, fire extinguishers, elevators, HVAC, plumbing, electrical, grounds, snow removal, etc. F. Hansler offered his services at no charge but there needed to be direction from the Selectmen. He felt it was important that there was skilled labor available, know who they are, and know their rates. F. Hansler concluded that the purpose of being at this meeting was to instill the concept that the Board might consider his suggestion and get a questionnaire to the departments. V. Morgan stated that F. Hansler's points were well taken and should be considered.

Karen Mason, 14 Tidewater Farm Road: Very strongly supported F. Hansler's comments and liked the idea of the Town working together and not having five islands. She thanked the Board on behalf of the Historical Society. Four years ago, the Board facilitated a storage facility for their use. The Board was also instrumental in obtaining the Lafayette sign on the green across from the Church and they were hoping for more collaborations. K. Mason continued that when she voted, she thought issues were resolved. She was surprised that obstacles were put in the way of the vote by legalisms or technicalities. If there were arguments against something in the future, it should be discussed prior to the vote; the vote is supposed to mean something, otherwise it does not and begins to undermine the confidence people have in their elected officials. She may not attend many meetings but is aware of what is happening. She also appreciated the Board's time and efforts.

**III. APPROVAL OF MINUTES**

1. Monday, March 27, 2023

MOTION: V. Morgan moved to approve the minutes of Monday, March 27, 2023. Second – R. Bunnell; all in favor. MOTION CARRIED

**IV. OLD BUSINESS**

1. Coakley Update

No new information was available.

2. Audit Update

There was no new information available. TA Sanderson reported that the new server was installed and operational, and QuickBooks has also been installed. The manifest and payroll were run on the new system. Substantial improvements have been made. There will be more improvements in the very near future with new computer equipment and moving away from the deficient Microsoft Office program with a real Microsoft licensing program. Five new machines have been purchased: two will be pool machines. TA Sanderson is hoping to replace five machines a year.

R. Bunnell requested a status update on the items he distributed to the Board at the last meeting. He wanted to close the repeat items.

3. Update: Rt. 33 Safety Project

TA Sanderson reported the project will be moving forward this summer and starts Wednesday, May 03<sup>rd</sup>. The project number is 43272; more information is available on the DOT website. The project starts at the Winnicut River Bridge to the former Great Bay Community College in Stratham. They will be grinding the road surface and changing the configuration of two lanes with wide shoulders to three lanes with narrow shoulders, creating a center turning lane. No utility or right-of-way changes are planned. The project cost is \$2 million. Police detail is not needed from the Town because it is State road and DOT will be in control of traffic. Chief Laurent added that she has been contacted by the company and they will probably use one or two officers from Greenland a day.

4. Update: Roads

TA Sanderson met with Steve Moraski, Altus Engineering, and Tim Collins, Bourassa Construction, on Friday, April 07, 2023. They reviewed roads on Grove Street, High Street, Meaghan Way, Portsmouth Avenue, Sleepy Hollow Drive, Sunnyside Drive, Lane Avenue, Moulton Avenue, Rolston Avenue, Serenity Cove, and Swan Terrace. There is an area on **Grove Street** with a failure at a stop sign; it will be repaired (approximately 229 square yards). There is an area on **High Street** on the edge of the Stratham line where a 15 square yard repair is needed. There are challenges on **Meaghan Way** that include utility or right-of-way work; the decision was made to hold on repairs. **Portsmouth Avenue**: There are areas of failure in front of the Town Hall; this will be put on hold for a short period of time because there is a proposal to extend the water line to serve the Montessori School on Tide Mill Road. **Sleepy Hollow Drive**: A small repair of 9 square yards. **Sunnyside Drive/Maple Drive Extension**: The culvert is 20 to 25 years old, is undersized and has been crushed, which has resulted in drainage problems; the repair area

is 187 square yards, and the existing culvert will be replaced with a new plastic culvert, restoring drainage. **Lane Avenue:** Full reclamation of 750 linear feet due to the road being in complete failure. **Moulton Avenue:** The proposal is to work with the adjacent landowners to remove the cul-de-sac, making it a straight road; pavement will be removed and replaced with a lawn. **Rolston Avenue:** There is 375 linear feet to be reclaimed. **Serenity Cove and Swan Terrace:** These roads are very lightly travelled and are linear feet of reclamation; however, are not in bad condition. They will be on hold pending other areas that may require the Town's resources. A map is available of the areas. Funds were encumbered from the 2022 budget for road repairs. The contract was awarded last year; work was done before the end of the construction season.

R. Bunnell questioned what constituted a failure. TA Sanderson explained that the surface would have major 'alligator' cracking or water was seeping on the surface. If water seepage cannot be controlled, it will get into the underneath layer and the road will completely crack and fail. Responding to a question from R. Bunnell, TA Sanderson explained that certain parts of the contract were given to another contractor. This contract was awarded to Bourassa. The original contract was for \$300,000; approximately \$250,000 was encumbered and will be used for this work.

There was a discussion about the work done on McIntosh Way and Bayside Road as well as the need for a road agent. TA Sanderson explained that two courses of pavement would not be put down in one year. A binder course would be done first; a topcoat would be done after the binder course went through a winter. Altus Engineering will certify that the work has been done in accordance with the contract.

#### 5. Other Old Business

There was no 'Other Old Business' to discuss.

### V. NEW BUSINESS AND ADMINISTRATIVE

#### 1. Fire Department: Chief Ralph Cresta

Chief Cresta discussed the possibility of a fire station with the Board. He recently converted his office into another bedroom and a place for lieutenants to work. Chief Cresta's office is now in a closet. When a new fire station was originally discussed, the approximate cost was \$1.9 million; now the cost would be around \$5.9 million. Chief Cresta suggested putting a committee together to look at different options. V. Morgan agreed it was time for a committee; it was definitely on the slate for this year and possibly a warrant article in 2024. S. Smith added he has spoken to the Planning Board and it will be included in the Capital Improvement Plan (CIP) to move forward in the Town planning process. He suggested a committee consisting of two Selectmen, a Planning Board member and a couple of residents.

TA Sanderson explained that the CIP process is done by the Planning Board. The Planning Board has a new chairman as well as new membership, and they understand that capital planning is one of their responsibilities. TA Sanderson continued that there was a 10-year note for road improvements that will be paid this year. Approximately \$75,000 per year will be available for long-term payments. Currently, the only long-term debt items are for the School and the Library. L. Malloy questioned if the long-term notes needed to be paid before addressing the Fire Department. TA Sanderson responded that the Capital Reserve Fund does have some money set aside. He explained that as the debt is paid down, a

## DRAFT: SUBJECT TO CHANGE

decreasing amount is due each year. Funding sources include the Capital Reserve Fund and reduced debt.

There has not been a real consensus of what the improvements should be. Information has been collected over the years about the site. There has been discussion about this building or the Fire Department with its deficiencies. A study has been done by MRI that details the Fire Department deficiencies. There was also a study on the public works building regarding the geo-technical weaknesses of that site and how they could be addressed. TA Sanderson noted that the public works function that has been discussed earlier does not have a home. The Transfer Station is another location and how solid waste is dealt with should be part of the overall discussion. There are significant deficiencies in the Town Hall, which is 50 years old. It is a concrete slab sitting on a filled wetland. There is electric heat on the ceiling. The Police Department is the newest building and seems to meet their current and near future needs.

Chief Cresta noted that John Ricci did Fire Department drawings at no charge several years ago. That building would be where the public works garage is currently located. The cost last year was close to \$5 million. A site analysis has been done. V. Morgan noted that the original building would have been \$1.9 million turnkey operational. TA Sanderson commented that the site was environmentally clean but there are geo-technical problems (it does not have the bearing capacity for that type of building). Different options have not been analyzed for public comment. L. Malloy volunteered to be on the committee, adding it was past due and public sentiment was also needed. R. Bunnell commented that there were still inflationary pressures and it may be two years out to get decent pricing.

Chief Cresta discussed wages for fire personnel. Personnel was hired for 12 hours of holiday pay because they work 12-hour shifts. It was dropped to 8 hours due to how it was written in the Personnel Policy. Chief Cresta requested that the four full-time personnel be made 'whole'—they were losing \$1,236 a year for holidays when dropped back to 8 hours. To make up for losing four hours of pay, he requested an increase of \$0.58 per hour for three personnel and \$0.68 per hour for the Captain. Chief Cresta noted the increase would have to be retroactive to January. He added that the money is in the budget.

TA Sanderson noted it continued the discussion from the previous meeting. The Fire Department has a different work schedule than other departments. There is one personnel policy written for employees that does not apply equally. The Personnel Policy needs to be completely revamped and updated; that has not moved forward. The Board of Selectmen is the appointing authority to provide directives for the policy, which is adopted by the Selectmen. Policy determinations will be reviewed by the Town Attorney before being adopted by the Board. TA Sanderson stated it would be helpful to have them in place by September when the budgeting process starts. Chief Laurent stated that when policy changes were made nine years ago employees were invited to voice their opinions.

S. Smith stated that the Personnel Policy was fine at the time, but now things have changed: there are full-time fire personnel and there have been full-time police officers for many years. There needs to be a standard for each department. TA Sanderson noted there would need to be a compensation plan that was fair to everyone as well as training.

TA Sanderson stated that the Board needed to be provided information so policy determinations could be made, and a policy could be drafted around those. He suggested that a particular issue could be

## DRAFT: SUBJECT TO CHANGE

discussed at each meeting, similar to the audit. Budgets will be built based on the policy. Employee feedback can be given to the Board.

V. Morgan will meet with Chief Cresta and TA Sanderson this week to review fire department wages. Further discussion was continued to the next meeting. Chief Cresta noted that the pump on Engine 2 is being repaired.

R. Bunnell noted there was a lack of water in Town, especially on the west side of Greenland. Chief Cresta stated there are a lot of cisterns in Town; most of them are 30,000-gallon tanks. The problem with cisterns was that once you used it, it had to be refilled. The fire department tries to refill them right away.

### 2. Department Head Liaisons

MOTION: V. Morgan moved to appoint Laura Malloy as the liaison to the Police Department. Second – L. Malloy; all in favor. MOTION CARRIED

MOTION: L. Malloy moved to appoint Vaughan Morgan as the liaison to the Fire Department and Building Inspector. Second – P. Stanley; all in favor. MOTION CARRIED

MOTION: V. Morgan moved to appoint Paul Stanley as the liaison to the Town Administrator. Second – L. Malloy; all in favor. MOTION CARRIED

MOTION: V. Morgan moved to appoint Paul Stanley as the liaison to the Library. Second – R. Bunnell; all in favor. MOTION CARRIED

At the last meeting S. Smith was appointed as the Board's representative to the Planning Board; R. Bunnell was appointed as the Board's representative to the Budget Committee and will be assisting with the audit and policy.

### 3. School Crosswalk Signal

There is a crosswalk located near the entrance to the School and another at the entrance to the Bramber Valley subdivision on Post Road. The School is working to have RRFB's (flashing beacons) installed on both signals. Post Road is a State highway; the Town has no jurisdiction. When the process originally started last fall, State standards were not met by the contractor. Work was stopped and a redesign done. The School is working with NHDOT District 6 to have the required permits in place.

The Board received a copy of the proposed agreement requiring the Town to be responsible for the cost of any maintenance. The State works with the Town and not the School because the Town has authority over roads. The School has agreed that if any maintenance is required, they will reimburse the Town.

TA Sanderson recommended that the Board support the proposed language and continue working with the School. When the RRFB's are installed, there will be a much safer pedestrian crossing area. The School Resource Officer and School Board have strongly supported the crosswalk and the Town is working with DOT to accomplish that objective.

MOTION: V. Morgan moved to approve the agreement language for the crosswalk at the School. Further, the Town requests that the School crosswalk be enhanced with RRFB devices. SAU 50 will pay



for the installation and maintenance of the crosswalk signal. Second – L. Malloy; all in favor. MOTION CARRIED

2. Other New Business

Truck Stop Traffic: TA Sanderson and Chief Laurent met with DOT District 6 and the Bureau of Traffic regarding the traffic failure at the Truck Stop. A camera has been placed at the intersection of Rt. 33 and Ocean Road to observe the problem. TA Sanderson stated the Department of Transportation Commissioner suggested a joint letter from his office and the Town to Travel America requesting voluntary compliance as the first step; that letter has been sent to DOT for review. TA Sanderson noted that the driveway is under the control of the State, and they can order changes to be made.

Planning Board Request: There are more projects at Pease that are under review, including one in Portsmouth. The Planning Board has requested that representatives from Greenland attend the Portsmouth Planning Board meeting on Thursday, April 20<sup>th</sup>, and register the same concerns about potential traffic and its impact on Rt. 33. This goes along with the existing litigation between Greenland and the Town of Newington: Newington approved a project and did not allow input from Greenland regarding traffic, which resulted in a dispute.

S. Smith noted that the Planning Board requested that Chief Laurent attend the meeting; she will attend. TA Sanderson clarified that attending the meeting was to suggest they consider traffic impact, not stop development.

Planning Board Meetings: R. Bunnell stated that as an abutter he received a letter regarding the Greenland Planning Board meeting on Thursday, April 20<sup>th</sup>. He questioned if the Selectmen had any opinion on the direction of the Town moving forward. R. Bunnell was concerned about lot sizes and development in Town. TA Sanderson briefly explained the policies, regulations, and the local and State approval process. V. Morgan suggested that R. Bunnell attend the Planning Board meeting and voice his concerns. K. Mason asked if there was a check by the public before the Planning Board gave approval. S. Smith responded there is always a public hearing which is noticed. She mentioned her concerns about the Montessori School that is proposed on Tide Mill Road. Stephan Toth, Conservation Commission member, stated that the Conservation Commission thoroughly reviewed and mitigated the wetland concerns, and several changes were made.

**VI. CONSENT AGENDA**

1. Board and Committee Appointments: The following have requested appointment to various Board and Committees:
  - Cynthia Gunn Stone: Conservation Commission; she has met with the Conservation Commission and they are recommending appointment—term to expire March 2026
  - Kari Bivona and David Phreaner: Weeks Public Library Trustees Alternates; recommended by the Library Trustees—terms to expire March 2024 (see the attached RSA's regarding appointment of Library Trustee alternates)
  - Terese Wall: Recreation Committee; attends all meetings & was asked by the Rec Committee to apply; term to expire March 2026
2. Solar Exemptions: The assessor has approved the following solar exemptions in the amount of \$25,000 each: Map R21, 25 and Map R7, 89. The assessor DENIED the solar exemption for Map R10, 12A-6 (they do not occupy the home; it is being built)

## DRAFT: SUBJECT TO CHANGE

3. Payroll Manifest: \$68,836.82

4. General Fund Manifest: Total: \$100,846.21 (Town: \$40,188.61; NH Retirement: \$60,657.60)

MOTION: R. Bunnell moved to approve the Consent Agenda as presented. Second – V. Morgan; all in favor. MOTION CARRIED

### VII. ADJOURNMENT

MOTION: V. Morgan moved to adjourn at 8:06 p.m. Second – L. Malloy; all in favor. MOTION CARRIED

### NEXT MEETING

Monday, April 24, 2023 – 6:30 p.m., Town Hall Conference Room

Submitted By – Charlotte Hussey, Administrative Assistant