

**TOWN OF ASHLAND
BOARD OF SELECTMEN MEETING
MONDAY, APRIL 6, 2020 at 5:30 p.m.
ASHLAND TOWN OFFICE
20 HIGHLAND ST, ASHLAND, NH**

Note: Emergency Order #12 released by the Governor waived the provision requirement of having a Board of Selectmen physically present for a public meeting. The provision was waived due to the current COVID -19 pandemic. Therefore, there is the possibility a quorum of the board won't be physically present. This meeting will be broadcasted live through PBTv and we encourage those who would like to participate use the zoom video conference function or phone conference number. If issues occur during the meeting we ask that you please call 603-968-4432 or email the Town Manager at townadmin@ashland.nh.gov.

Phone conference number: (712) 770-5027
Participant code: 535617

- I. PLEDGE OF ALLEGIANCE**
- II. CALL TO ORDER**
- III. APPROVAL OF MINUTES**
 - a. BOS meeting(s); 3/30/2020
- IV. NEW BUSINESS**
 - a. Appointment interviews for two Scribner Trustees (one- and two-year terms)
 - b. Ashland employee compensation
 - i. Police Department Hazardous Duty Pay Stipend
 - ii. Ashland Town Clerk/Tax Collector
- V. OLD BUSINESS**
- VI. SELECTBOARD ITEMS**
- VII. ADJOURN**

Posted on 4/3/2020 at the Town Office building and town website

The Ashland Board of Selectmen reserve the right to enter nonpublic session when necessary according to the provisions of RSA 91-A. Any person with a disabling condition who wishes to attend this public meeting and needs to be provided reasonable accommodations to participate, please contact the Ashland Town Office at 603-968-4432 so accommodations can be made. It is asked that such requests be made with prior notice.

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**TOWN OF ASHLAND
BOARD OF SELECTMEN
MEETING MINUTES
MONDAY, MARCH 30, 2020
ASHLAND TOWN OFFICE
5:30 P.M.**

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Note: due to concerns over COVID – 19 the Governor declared an Emergency Order #12 pursuant to Executive Order 2020 – 04 that waived the provision (RSA 91-A2, III (b)) in which a quorum of the board must be physically present. The board had a quorum physically present for this meeting but in others were not able to attend, set up a teleconference and zoom video conference. Due to technical difficulties the meeting at the Ashland Water & Sewer conference room the meeting was moved to the Town Office.

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I. CALL TO ORDER – Prior to calling the meeting to order, the Town of Ashland Chairman of the Board Eli Badger read a meeting preamble invoking the provisions of RSA 91-A: 2, III (b) and stated that all votes shall be done by roll call vote. Chairman Badger and Selectmen Frances Newton were present for the meeting but used the zoom video conference function. Vice Chairman Kathleen DeWolfe, Selectman Allan Cilley and Selectman Jamie Lyford were physically present. Also present with Chairman Badger was Mardean Badger. Present at the meeting; Town Manager Charles Smith, Town Clerk/Tax Collector Patricia Tucker, Chief Will Ulwick, Public Works Director Craig Moore and David Ruell reporting for the newspaper. The meeting started at 5:35 p.m.

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II. APPROVAL OF MINUTES

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MOTION: Vice Chairman DeWolfe
To approve the meeting minutes of March 16, 2020.
SECOND: Selectman Newton
VOTE: 3-0
MOTION PASSED

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III. NEW BUSINESS

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a. Ashland Town Clerk/Tax Collector:

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i. Deputy Town Clerk/Tax Collector Appointment – Vice Chairman of the Board Kathleen DeWolfe updated the Board of Selectmen about the state statute pertaining to this position and how the oversight would fall under the Town Clerk/Tax Collector. Vice Chairman DeWolfe expressed concerns with the lone applicant be related to the Town Clerk/Tax Collector. At this time Vice Chairman DeWolfe did not believe there was an emergency to appoint at this time and made the following motion:

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MOTION: Vice Chairman DeWolfe
To hold the position open until a candidate satisfies the town policy.
SECOND: Selectman Lyford

1 **DISCUSSION:** Chairman Badger questioned what happens if the board
2 doesn't receive another applicant? Vice Chairman DeWolfe read a section of
3 the personnel policy about employment of relatives, in which, "no immediate
4 relative of the hiring authority shall be employed by the town, unless no other
5 qualified person applies for the vacant position" was stated. Vice Chairman
6 DeWolfe preferred to advertise longer. Selectman Lyford had concerns with a
7 relative being a superior. Selectman Newton suggested changing the motion to
8 keeping the position open until May 4th. Board agreed.

9 **MOTION CHANGED:**

10 *To hold the Deputy Town Clerk/Tax Collector position open for applicants until*
11 *May 4th.*

12 **VOTE:** 4 – 1 (Selectman Cilley voted nay)

13 **MOTION PASSED**

- 14
15 ii. **Ashland camper tax** – Town Clerk/Tax Collector Tucker asked the board if
16 they wanted to waive a camper being taxed on the first billing due to COVID –
17 19. The owner of the camper lives in Massachusetts and has had difficulty
18 registering the camper by the April deadline. Taxation will occur on the second
19 billing.

20
21 **MOTION:** Selectman Newton

22 *To waive the April 1st registration fee for the camper living in Massachusetts.*

23 **SECOND:** Selectman Cilley

24 **VOTE:** 5 – 0

25 **MOTION PASSED**

- 26
27 iii. **List of Tax Deeds:** Tax Collector Tucker said the deadline list of tax deeded
28 properties is May 27th. Since the timing of the list isn't good the Tax Collector
29 asked for a 'blanket deed waiver.' Letter will still be sent out to property owners
30 on the list saying they are still responsible to pay. The properties will be on the
31 tax lien list and continue to accrue interest for late payment.

32
33 **MOTION:** Selectman Newton

34 *To allow the Tax Collector to use a blanket deed waiver for this year's tax*
35 *deeded properties.*

36 **SECOND:** Vice Chairman DeWolfe

37 **VOTE:** 5 – 0

38 **MOTION PASSED**

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40 iv. **Northern Pass files** – Town Clerk Tucker asked the Board about throwing
41 away the old Northern Pass files. Board concurred but asked to try and keep
42 items that might pertain to the town.

- 43
44 b. **Ashland Police Department acceptance of donation** – Ashland Police Chief Ulwick
45 made a request to the board for the acceptance of a \$740 donation from Meredith Village
46 Savings Bank (MVSb) to purchase of an Automated Electric Defibrillator (AED) for a

1 police cruiser. The board accepted the donation and thanked MVSB for the donation.

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3 **MOTION:** Vice Chairman DeWolfe

4 *To accept the \$740 donation from MVSB for the purchase of an AED.*

5 **SECOND:** Selectman Newton

6 **VOTE:** 5-0

7 **MOTION PASSED**

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9 c. **Ashland union town employees Collective Bargaining Agreement** – Town Manager
10 Smith reviewed a few highlights and negotiated changes to the agreement. Financial
11 increases to the agreement were approved at town vote in March 2020. Agreement
12 takes effect April 1st, 2020 and ends March 31st, 2023.

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14 **MOTION:** Selectman Newton

15 *To accept the union town employees collective bargaining agreement.*

16 **SECOND:** Vice Chairman DeWolfe

17 **DISCUSSION:** Selectman Cilley did not agree with wages and compensation
18 increases being based on a percentage.

19 **VOTE:** 4-0-1 (Selectman Cilley abstained)

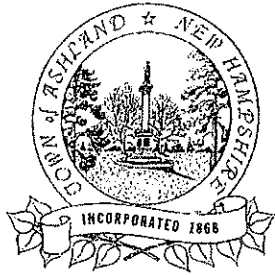
20 **MOTION PASSED**

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22 **IV. SELECTBOARD ITEMS**

- 23 a. **Ashland Scribner Trustee appointments** – Vice Chairman DeWolfe requested the
24 appointment interviews for the Scribner Trustees start at the boards next meeting
25 Monday, April 6th. Due to the COVID – 19 issues and social distancing it was
26 encouraged the applicants be interviewed via phone and video conferencing. Selectman
27 Cilley asked whether it was a requirement applicant attend? Chairman Badger said it
28 was the applicant’s choice but prefers the candidates appear for the interview. Town
29 Manager Smith to schedule the interviews for Monday.
- 30 b. **Online meetings** – Selectman Newton encourage the board to have more phone and
31 video conference meetings until our community gets through the COVID – 19
32 pandemic.
- 33 c. **Town budget** – Selectman Lyford made a motion that until at least May 4th the
34 departments have a spending freeze on the budget be implemented and only essential
35 needed purchases are completed until at least May 4th. Motion wasn’t seconded.
36 Selectman Cilley mentioned the board shouldn’t hinder the utility departments with this
37 spending freeze. Board asked that the departments justify any nonessential spending
38 requests.

- 39
40 **V. ADJOURNED** – the Board of Selectmen adjourned at 6:52 p.m. and will reconvene at their
41 next meeting scheduled for Monday, April 6, 2020.

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43 *On behalf of the Ashland Board of Selectmen Town Manager Charles Smith wrote these meeting*
44 *minutes on April 1, 2020.*



TOWN OF ASHLAND
APPOINTMENT APPLICATION

BOARDS, COMMITTEES AND COMMISSIONS

(Appointments are made as vacancies occur)

Name Richard Ogden
Address 213 Oak Brook Rd Lived in Ashland since 1973
Day Phone 968-3263 Evening Phone same
Email reogden@aol.com

I am interested in volunteering for one or more of the following, in order of preference:
(1st choice, 2nd choice, etc.):

Capital Improvements Plan (CIP) Committee

Conservation Commission

Economic Development Committee

Heritage Commission

Housing Standards

Planning Board

Zoning Board of Adjustment

Other Scribner Fund

Tom Peters

March 16, 2020

P.O. Box 674
204 Highland Street
Ashland, NH 03217

RECEIVED

MAR 16 2020

BOARD OF SELECTMEN

Board of Selectmen

Highland Street Office
Ashland, NH 03217

Nomination for Scribner Memorial Trustee

Dear Select Board,

I hereby Nominate Richard Ogden as Trustee to renew his position on the Scribner Memorial Trustee Board.

Richard Ogden has selflessly provided over 45 years of his experience and time to keep the Scribner Trust and other funds under his authority safe.

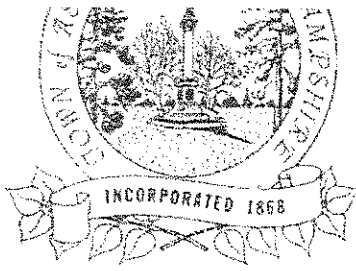
Your appointment will allow him to continue to provide his wisdom to Board decisions.

Your consideration is appreciated.

Sincerely,

A handwritten signature in black ink, appearing to read "Tom Peters", with a large, stylized flourish above the name.

Tom Peters



TOWN OF ASHLAND

APPOINTMENT APPLICATION

BOARDS, COMMITTEES AND COMMISSIONS

(Appointments are made as vacancies occur)

Name LISA D. Rollins

Address 8 MAPLE DR

Lived in Ashland since 1963

Day Phone 677-6996

Evening Phone same

Email ldr@cleaning@roadrunner.com

I am interested in volunteering for one or more of the following, in order of preference:
(1st choice, 2nd choice, etc.):

Capital Improvements Plan (CIP) Committee

Conservation Commission

Economic Development Committee

Heritage Commission

Housing Standards

Planning Board

Zoning Board of Adjustment

Other Scribner Trustee

Occupation Library Assistant / Self Employed LDR Cleaning

Employer Ashland Town Library Since 03 Volunteer / 05 hire

Do you feel there could be any conflicts of interest with your personal beliefs, occupation, or employer by being appointed to serve on what you have applied for? No Yes

Education Ashland HS, NHTI, Granite State College, ROC-NH

Relevant Experience Rural Bend Cooperative founding member, ACCOUNTING, office procedures, COMMUNITY LEADERSHIP, Toastmasters International
Volunteer time available per week _____

Have you been previously appointed to any Town or School District Boards, Commissions or Committees? No Yes If yes, list all _____

Are you willing to serve as an alternate member? No Yes

Are you willing to serve on a sub-committee? No Yes

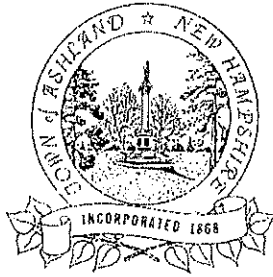
I would like to change/improve the following BETTER Communication and cooperation between the Scribner Trustees and Library Trustees. Oversight of funds available.

The greatest personal attribute or qualification I can bring to this appointment is hardwork, dedication and my experiences on boards and committees at Rural Bend and toastmasters. I have a background in accounting.

I would like to be appointed because the people of Ashland deserve a vibrant safe, usable space for a library, community space. The voters have approved funds towards this purpose and I believe being together with both boards a vision, plan and

Signature Asha D. Rollins Date 3/25/2020
goal can be achieved

Please submit this form by mail to: Town of Ashland, P.O. Box 517 Ashland, NH 03217 or email to townadmin@ashland.nh.gov



TOWN OF ASHLAND
APPOINTMENT APPLICATION
BOARDS, COMMITTEES AND COMMISSIONS
(Appointments are made as vacancies occur)

Name Susan MacLeod

Address 91 Sanborn Road

Lived in Ashland since 3/2007

Day Phone 831-0081

Evening Phone 831-0081

Email wiseacre1@myfairpoint.net

I am interested in volunteering for one or more of the following, in order of preference:
(1st choice, 2nd choice, etc.):

Capital Improvements Plan (CIP) Committee

Conservation Commission

Economic Development Committee

Heritage Commission

Housing Standards

Planning Board

Zoning Board of Adjustment

Other Scribner Trustees

Occupation proofreader

Employer Village West Publishing Since 7/2017

Do you feel there could be any conflicts of interest with your personal beliefs, occupation, or employer by being appointed to serve on what you have applied for? No Yes

Education yes - lifetime learner

Relevant Experience elected Library Trustee (1992-95) - other, see attached

Volunteer time available per week open schedule for availability

Have you been previously appointed to any Town or School District Boards, Commissions or Committees? No Yes If yes, list all! see attached

Are you willing to serve as an alternate member? No Yes

Are you willing to serve on a sub-committee? No Yes

I would like to change/improve the following The transparency required as this Committee operates for Town-owned property.

The greatest personal attribute or qualification I can bring to this appointment is my sense of commitment, and ability to seek information necessary for making informed, legal decisions; attention to detail

I would like to be appointed because it's time for change - fresh perspective r. needed.
"No problem can be solved from the same level of consciousness that created it."

A. Einstein

Signature Susan MacLeod Date 3/25/2020

Please submit this form by mail to: Town of Ashland, P.O. Box 517 Ashland, NH 03217 or email to townadmin@ashland.nh.gov

Board of Selectmen adopted on April 30th, 2018

Susan MacLeod
wiseacre1@myfairpoint.net

(C) 603-831-0081; (H) 603-968-7287

EXPERIENCE ON BOARDS (since locating to NH in 1988)

- 1989-2002 Not-for-profit housing cooperative (Dudley Brook Cooperative) in the town of Deering which helped to develop communication and negotiation skills, budgeting process knowledge; served as Secretary, Vice President and President, and Head Gardener
- 1989-1992 Deering Planning Board, Conservation Commission and Zoning Board of Adjustment Land Use Assistant; took minutes, prepared applications, general office work, research on land use laws
- 1990-2001 The Deering Association Board of Directors, a local conservation organization; Secretary and newsletter publisher
- 1991-1996 Northeast Organic Farmers Association, NH (NOFA-NH) Board of Directors; Recording and Membership Secretary, newsletter publisher, workshop committee, grant writer, lobbyist, interim treasurer, Interstate Council Representative
- 1991 NH Audubon Sexual Harassment Policy Committee (working as Editor in Communications Dept.)
- 1992 NH Audubon Time Management Training Committee; created handout materials and conducted workshop and counseling
- 1992-1995 Elected Deering Library Trustee; organized and ran the children's reading program
- 1992-1995 Deering Community School Board of Directors as Secretary; publisher of all printed material.
- 1997-2002 *The Deering Connection*, the local newsletter; co-founded and served as editor and publisher under the auspices of nonprofit Friends of Deering. Remained on Editorial Board until 2002.
- 2008-2016 Ashland Garden Club Board as Second Vice President, Vice President, President; lead gardener for Town Hall garden and re-planting and maintenance of Flag Island
- 2010- Ashland Planning Board; started with Master Plan update; Chair 2012-2018
- 2012-2017 Ashland Capital Improvements Program (CIP) Committee, Planning Board *ex officio*, minute-taker
- 2012-2018 Ashland HEAL; Ad Hoc Committee, Community Garden Committee
- 2013- Ashland Area Recreation Association; Board of Directors, Recording Secretary; grant writer
- 2013-2016 Ashland 150th Committee; one of the establishing members
- 2013-2018 Ashland Zoning Board of Adjustment, Planning Board liaison
- 2014-2018 Ashland Economic Development Committee; chair 2015-17; Planning Board liaison, secretary
- 2014-2016 Ashland Historical Society Reuben Whitten Project Subcommittee; worked to restore the Whitten House; co-wrote grants, researched, and assisted in organizing events and publicity; painted and cleaned the house, did grounds work.
- 2016-2018 Ashland Heritage Commission; 2017 chair; 2016 wrote LCHIP grant
- 2017- Ashland Memorial Park Trustee; maintenance of gardens (since 2013); wrote DES PBN 2017

TRAINING for municipal positions

NHMA workshops: 2012 *Procedural Basics for Planning and Zoning Boards*; 2012 *Innovative Land Use Controls*; 2014 *How to Run a Land Use Board*; 2014 Local Officials Workshop (*Knowing the Territory*); OEP (now OSI) Conferences in 2011, 2015 and 2017; 2017 *Right to Know Law for Land Use Boards*

LRPC work sessions: 2013-2019, latest on water quality protection; HEAL workshops: 2013-2015 Walk/Bike, Community Outreach planning; NH Listens: 2014 Facilitator training; Institute for Rural Design: 2014-present monthly webinars on various planning ideas; 2014: two grant-writing workshops; Humanities Council: 2018 *Building Community through Oral History* by Jo Radner

Attendance Record through to April (term up) or December 2018:

<u>Board</u>	<u>#mtgs</u>	<u>#attended</u>
AARA:	68	68
AEDC:	42	42
CIP:	51	51
HC:	28	28/26 as member
MPT:	4	4
PB:	175	173
ZBA:	20	20

TOTAL ON BOARDS SERVED: 8 nonprofit, 9 municipal; at least 11 nonprofit committees

Susan MacLeod
91 Sanborn Road
Ashland, NH 03217-4422
(H) 603-968-7287, (C) 603-831-0081 wiseacre1@myfairpoint.net

Work Experience in NH

Proofreader for an Industry publication * Tai Chi Chuan Instructor * Personal Care Service Provider * Café Manager * Childcare * Stablehand/Property Caretaker * Housekeeper/Personal Assistant * Housekeeper at a local inn * Newspaper Ad Builder/Paste Up/Commercial Processing * Receptionist/Store Assistant * Publications Editor, Secretary/Clerk/Newsletter Production (Desktop Publication)

Other Previous Work Experience

Bookshop Assistant (primarily mail/phone order) * Quality Control/Methods & Training, Proofing and Trafficking Manager * Supervisor Paste-Up Department * Book Page and other printed materials Make-up (Journeyman) * Advertising Department Traffic Clerk * Silk-screen Printing: preparation * Book Publication: page proof preparation

Skills developed from work experience

- All of the jobs in print and advertising involved deadlines. Being organized to manage time, to communicate well, maintain equanimity, and have an eye and memory for detail all are necessary to meet deadlines with a quality product; learned all the jobs in the process from manuscript to press.
- Experience in a middle management position in a publishing division of a large corporation further developed my skills to train and evaluate 54 employees. As Quality Control Manager, the responsibility to produce on schedule and on budget, and to be accountable for the quality of work was my job description.
- At the *Concord Monitor*, I trained as a "floater" learning all the pre-print tasks for the newspaper.
- Personal care, childcare and equine care required patience, creativity, an open mind and compassion.
- Property management, both at the housing cooperative, and as a paid position caring for a 40+ acre property required building a knowledge base of gardening, horticulture, mowing techniques, using heavier equipment as well as painting, masonry, clapboard and roof replacement and record keeping.
- Cafe management required budgeting, supply buying, customer service, supervising and scheduling a staff.
- As store assistant and receptionist at NH Audubon, I was constantly challenged to research and learn about the natural world to better answer questions from the public.
- I have taught tai ji chuan since 1997, and also have been a workshop instructor for various organic gardening topics, the *A Matter of Balance* program, time management, and organizational techniques.

Community experience

As my work pattern shows, I like to stay close to home and be involved in my community. From 1989 to 2002, I lived in the Dudley Brook housing cooperative in the town of Deering which helped to develop communications and negotiation skills, budgeting process knowledge, along with hands-on experience in roofing, siding, brick-laying and other home repair jobs. I became civically involved by working for the three land boards, served as an elected Library Trustee, as well as joining the local conservation organization and helping to start the local newsletter. When a community school formed, I joined the board and sent my son to the school until its demise. In the public school, I became class mother in my son's elementary grades, and unofficial "team mom" and scorekeeper for my son's HYAA baseball teams. By 1997, all my part-time jobs were within a ten-minute commute, choosing location and connections with people over a career. I also considered these jobs more as commitments and relationships which have endured well after the employment aspect was over.

In Ashland, I got involved in 2007 with the Ashland Garden Club (President 2014-15) and the Ashland Area Recreation Association in 2013 as secretary, have volunteered teaching time at the Plymouth Senior Center since 2008, joined the Ashland Planning Board in 2010, the Capital Improvements Program Committee in 2012, the Economic Development Committee in 2014, the Zoning Board of Adjustment in 2013, the HEAL grant ad hoc committee with its Community Garden in 2013, the 150th Anniversary Committee 2013-16, the Heritage Commission in 2016, worked with the Memorial Park Trustees from 2013 and in 2017 became a Trustee, and with the Ashland Historical Society on the Restoration Project for the Whitten House 2014-16. In 2013, I revitalized the Town Hall garden and continue to maintain it.



TOWN OF ASHLAND

APPOINTMENT APPLICATION

BOARDS, COMMITTEES AND COMMISSIONS

(Appointments are made as vacancies occur)

Name Richard F. PARÉ

Address 119 WILSON ROAD

Lived in Ashland since 1979

Day Phone 603-968-3510

Evening Phone 603-968-3510

Email RFP@AH.ADL.COM

I am interested in volunteering for one or more of the following, in order of preference:
(1st choice, 2nd choice, etc.):

Capital Improvements Plan (CIP) Committee

Conservation Commission

Economic Development Committee

Heritage Commission

Housing Standards

Planning Board

Zoning Board of Adjustment

Other SCRIBNER TRUSTEE

Occupation NEW ENGLAND SALES MER INC N.Y. STATE

Employer ASTEC INDUSTRIES Since 2008

Do you feel there could be any conflicts of interest with your personal beliefs, occupation, or employer by being appointed to serve on what you have applied for? No Yes

Education HILL SCHOOL AND VARIOUS EDUCATIONAL COURSES OVER THE YEARS

Relevant Experience 20 YRS TOWN TRUSTEE

Volunteer time available per week AS NEEDED, AS ALWAYS

Have you been previously appointed to any Town or School District Boards, Commissions or Committees? No Yes If yes, list all TOWN TRUSTEE 20 YEARS

Are you willing to serve as an alternate member? No Yes

Are you willing to serve on a sub-committee? No Yes

I would like to change/improve the following PROTECTION OF SCRIBNER TRUST TO MAINTAIN
THE LAST WILL AND TESTAMENT OF E. SCRIBNER GIFT TO TOWN OF ASHLAND

The greatest personal attribute or qualification I can bring to this appointment is _____

20 YEAR OF CONTINUED SERVICE, LEADING AND PROTECTING TRUSTS
DURING THE DEFAULT OF TOWN MONIES AND THE RECESSION OF 2008

I would like to be appointed because MY HISTORY, INTEGRITY, PROFESSIONALISM

AND KNOWLEDGE OF TOWN'S STRUCTURE, VISION TO THE FUTURE

Signature R.A. Jones

Date 2/15/2020

Please submit this form by mail to: Town of Ashland, P.O. Box 517 Ashland, NH 03217 or email to townadmin@ashland.nh.gov

Board of Selectmen adopted on April 30th, 2018

Tom Peters

March 16, 2020

P.O. Box 674
204 Highland Street
Ashland, NH 03217

RECEIVED

MAR 16 2020

BOARD OF SELECTMEN

Board of Selectmen

Highland Street Office
Ashland, NH 03217

Nomination for Scribner Memorial Trustee

Dear Select Board,

I hereby Nominate Rick Pare' as Trustee to fill the vacancy on the Scribner Memorial Trustee Board.

With over 20 years' experience as a Trustee he has done his part in protecting the Scribner Trust as well as the various other accounts under his authority.

He has been a huge asset to the Scribner Board and hope, with your appointment, he will continue to be.

Your consideration is appreciated.

Sincerely,

A handwritten signature in black ink, appearing to read 'Tom Peters', with a large, sweeping initial 'P'.

Tom Peters

April 2, 2020

SEIU Local 1984
207 North Main St.
Concord, NH 03301

Ashland Police Department
20 Highland St
Ashland, NH 03217

Dear Chief Ulwick,

We are in a time of unprecedented crisis and now more than ever we rely on our Law Enforcement Employees who are First Responders and who swear an oath to protect our communities while providing important law enforcement, communications and emergency services.

It is no secret that law enforcement personnel are inherently at risk when those responsible for transport, custody and control are in the same confined spaces with those who may be infected. Law Enforcement employees who have transportation responsibilities will be transporting arrests to and from correctional facilities and possibly exposing their family members, co-workers and other civilians to possible contagions contracted from the close vehicle quarters. Your employees cannot simply "work from home" and accomplish their mission.

The Coronavirus (COVID-19) has been detected in Law Enforcement Employees and the incarcerated in various facilities across the nation. Law Enforcement Employees face a higher risk of exposure due to their professional responsibilities and required interactions. Stopping the spread of COVID-19 is of critical importance to fulfilling our oath of duty to protect the public.

Therefore, the State Employees' Association of New Hampshire on behalf of its members at the Ashland Police Dept. proposes that you immediately incorporate a Hazardous Duty Pay Stipend in amount of \$2.00 per hour for all hours worked. This wage enhancement would be consistent with what we are seeing public employers incorporate in other work locations in New Hampshire where critical services must be maintained during this time of national crisis.

Please contact me at your earliest convenience, via the email address below to discuss what arrangements may be made to memorialize this arrangement.

Neil Smith
nsmith@seiu1984.org
SEIU 1984
On behalf of the members of SEIU Chapter 31