At the January 25th, 2021 worksession the Town Moderator and Select Board determined that the meeting location for Town meeting normally held in March would be unsafe due to COVID, therefore per NH RSA 40:4, the decision was made to hold the meetings virtually as outlined in House Bill (HB) 1129.

To quote the head of CDC (Center for Disease Control): “Now is NOT the time to relax the critical safeguards that we know can stop 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.”

HB 1129 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 were then be accepted by email, mail or phone. Names, addresses and phone numbers must be included in all correspondence.

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 as follows:

www.plymouth-nh.org
www.townclerkplymouthnh.com

Ballot voting on Warrant Articles 2 through 19 will take place on Saturday, April 17th, 2021 from 9AM to 12PM at the Plymouth Elementary School gymnasium. Masks are required and social distancing as well. Should you not want to wear a mask or are uncomfortable entering the building there will be a parking space provided out front and one of the Supervisors of the Checklist will bring you a ballot so you can vote. They will then bring it back inside and place it in the box.

The first question, Warrant Article #2, will be to ask the 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 and services provided by the town will take a hit due to the increases in costs. The proposed 21/22 Fiscal Year budget is only up 4.9% over Fiscal Year 20/21 excluding the $2,500,000 Bond. This amounts to a projected 61 cent increase in the tax rate. This does not take in to account revenues expected from grants and any increase in assessments due to new construction so we anticipate the Town portion of the tax rate to be a much less impact.
**MARCH 9, 2021 – BY BALLOT VOTE:**

**Article 01: Election of Officers**

To elect the following town officers which appear on the official town ballot for the ensuing year:

1. Selectmen-3-year term, (John Randlett, Ted Wisniewski, and Caroline Dowling)
2. Supervisors of the Checklist-6-year term, (Susan Jane Clay)
3. Cemetery Trustee-3-year term, (no one signed up)
4. Library Trustee-3-year term, (Winnie Hohlt and Charlene Whitman)
5. Library Trustee-1-year term, (Bridget Powers)
6. Moderator-2-year term (Robert Clay)

**APRIL 17, 2021 BY BALLOT VOTE:**

**NOTE FROM MEMBERS OF THE ADVISORY BUDGET COMMITTEE:**

The Advisory Budget Committee reviewed the budgets with the individual departments and made recommendations to the Select Board and town administration. It is our understanding that at least a couple of the recommendations were adopted. We found that the budget was prepared in a good faith effort to represent the needs of the town.

**Article 02: Optional Town Meeting Procedures**

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.

**NOTE:** In a quote from the head of CDC (Center For Disease Control): “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.” This Optional Town Meeting article is being presented as a requirement under the new HB1129 which allows this procedure of voting to be utilized under the State of Emergency COVID 19 regulations. Further, the law allows the
Selectmen to proceed with approval of the following warrant articles by ballot vote. In order 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 2021-2022 year will default back to the 2020-2021 budget with required adjustments according to NH RSA. This means town services will take a hit because we will be unable to keep up with the rising costs of things needed to ensure the maintenance and upkeep of the Town.

**Article 03: Designation of Destination for Env Studies & Eco-Tourism**

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.

The Selectmen recommend passage of this warrant article

**NOTE:** This article’s intent is to clearly state to residents and visitors alike that we, 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.

We believe that this will boost the future economic development of Plymouth.

The Select Board approved this information as a resolution in April of 2017 and are asking for the support of the Town to promote this designation further.

**Article 04: Acceptance of Martin Estates Road**

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

This warrant article replaces the warrant article presented by petition – Majority Vote Required
Article 05: Pemi Oxbow Recreation Area

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.

The Board of Selectmen recommend passage of this article.

White Mountain Trails Collective to make this project a reality, and are excited about the recreation opportunities it will bring these communities and surrounding areas. In easy walking distance to the downtown Main Street area of Plymouth, Plymouth State University and the Holderness School, this project fulfills a multi-community need for outdoor recreation that is both diverse and inclusive. Because of their mutual, long-standing interest in protecting and managing these lands as open space, Plymouth agrees to hold a conservation easement on the properties in perpetuity for public outdoor recreation, and to participate in an oversight committee with one or more representatives from the conservation commission, and to collaborate with trail maintainer groups and conservation advisors in managing the proposed trail network and the lands it is on. 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: Acceptance of Operational Budgets

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:

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salaries, Fees and Expenses - Selectmen’s Office</td>
<td>$ 403,195</td>
</tr>
<tr>
<td>Election, Registration, Vital Statistics - Town Clerk’s Office</td>
<td>$ 157,650</td>
</tr>
<tr>
<td>Financial Administration</td>
<td>$ 345,964</td>
</tr>
<tr>
<td>Reappraisal of Property</td>
<td>$ 75,000</td>
</tr>
<tr>
<td>Contract Services Legal &amp; others</td>
<td>$ 185,488</td>
</tr>
<tr>
<td>Personnel Administration</td>
<td>$ 1,500</td>
</tr>
<tr>
<td>Planning and Zoning</td>
<td>$ 210,106</td>
</tr>
<tr>
<td>Land Use Enforcement</td>
<td>$ 31,595</td>
</tr>
<tr>
<td>General Government Buildings</td>
<td>$ 47,400</td>
</tr>
<tr>
<td>Cemeteries</td>
<td>$ 60,967</td>
</tr>
</tbody>
</table>
The Board, at the recommendation of the non-profit budget committee reviewed each request included in the final two appropriations - “Health Agencies & Intergovernmental Welfare Agencies” on this article. These requests are detailed by agency in the budget and the 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: Collective Bargaining Agreement

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)

<table>
<thead>
<tr>
<th>FISCAL YEAR</th>
<th>ESTIMATED INCREASE</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>21/22</td>
<td>Police $22,387.00</td>
<td>$55,314</td>
</tr>
<tr>
<td></td>
<td>Fire $32,927.00</td>
<td></td>
</tr>
</tbody>
</table>

**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

The Board of Selectmen recommend passage of this article.

NOTE: This warrant article includes a multitude of Town departments and agencies this year which have previously been separate warrant articles by department. Non-union and non-contractual employees in these departments are budgeted to receive a 1.5% cost of living adjustment.
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.

The Board of Selectmen recommend this article.

NOTE: This warrant article allows the Town to hold one special meeting to address items within warrant article #7 (Collective Bargaining Agreement), if that article does not pass.

**Article 8: Special Town Meeting Collective Bargaining Agreement**

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. (majority vote).

The Board of Selectmen recommend passage of this article.

**NOTE: 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 personal 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 9: Police & Dispatch**

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:

<table>
<thead>
<tr>
<th>Department</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Police</td>
<td>$1,752,825</td>
</tr>
<tr>
<td>Dispatch</td>
<td>$518,488</td>
</tr>
</tbody>
</table>

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

The Board of Selectmen recommend passage of this article.

**NOTE: 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, 2 shift sergeants, 1 school crossing attendant, 1 dispatch coordinator, 1 dispatch supervisor, 1 administrative assistant, 1 deputy chief and 1 chief.

**Article 10: Police Parking**

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.

The Board of Selectmen recommend this article.

NOTE: 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.

The amount available in this special revenue fund as of 6/30/2020 is $116,000.

**Article 11: Police Resource Officer**

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.

The Board of Selectmen recommend this article.

NOTE: This budget includes 1 police resource officer in a unionized position. The SAU #48 school system reimburses the Town of Plymouth 75% of this budgeted amount each year.

**Article 12: Fire & Ambulance**

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:

<table>
<thead>
<tr>
<th>Department</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fire Department</td>
<td>$1,532,752</td>
</tr>
<tr>
<td>Ambulance</td>
<td>$131,570</td>
</tr>
</tbody>
</table>

The Board of Selectmen recommend passage of this article.

NOTE: 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. The remainder of the staff which includes: 4 Fire Fighter/AEMTS, 2 Captain/AEMT, and 2 Captain/Medics 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. Further, 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: Highway Department & Street Lighting**

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:

<table>
<thead>
<tr>
<th>Department</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Highway Department</td>
<td>$1,138,773</td>
</tr>
<tr>
<td>Street Lighting</td>
<td>$62,000</td>
</tr>
</tbody>
</table>

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.

The Board of Selectmen recommend passage of this article.

**NOTE:** The highway department budget includes a cost-of-living adjustment for 1.5% for 7 full time and 2 part time employees. The 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. The grants being worked on include a TAP grant which would assist the improvement of a project for sidewalks near the entrance to the school system.
**Article 14: Bartlett Road Improvements**

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

The Board of Selectmen recommend passage of this article.

**NOTE:** This warrant article was put on the warrant by the Board of Selectmen who express 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. Further, 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/businesses in this area.

**Article 15: Capital Land and Improvements**

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

The Board of Selectmen recommend passage of this article

**NOTE:** Purpose of these items are:

- **Landfill Monitoring** - $8,400 to continue the Town’s obligation of monitoring the landfill
- **Improve Road Construction** $202,000– New Hebron Road Reconstruction of 750 ft and Boulder Point complete overlay
- **Crushed Gravel** – As stock allows the highway department will crush 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: Capital Machinery, Vehicles and Equipment

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

The Board of Selectmen recommend this warrant article.

NOTES:

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

Fire – Portable Radios – The Towns of 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 replaces a few of the older radios this year.

Ambulance – Defibrillators – In 2020-2021, the fire department purchased a new defibrillator for the department. This appropriation is for the balance due on that purchase.

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

Ambulance – Tools & Power Lift – 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: Capital Machinery – Vehicle**

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

The Board of Selectmen recommend passage of this article.

**NOTE:** This piece of equipment will be replacing the 2008 plow truck.

**Article 18: Capital Reserve**

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

The Board of Selectmen recommend passage of this article.

**NOTE:** The amount of funds being requested to put into capital reserves this year has been reduced by members of the Selectmen as they feel that the 2 bonds were approved by voters over the past few years to help departments acquire some of their infrastructure needs.

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 Town’s CIP committee will be evaluating the needs of the department later this year to update the needs of the departments.

**Article 19: Other Business**

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