

~~Unapproved~~ **Approved**
Candia Selectmen's Public Meeting Minutes
Monday March 14, 2011

Attendance: Chairman Fred Kelley, Vice-Chair Carleton Robie, Selectman Joe Duarte, Selectman Amanda Soares, Selectman Richard Snow, Selectmen's Assistant Cheryl Eastman, and Administrative Assistant Andria Hansen.

7:00 p.m. Chairman Kelley called the Public Meeting to order and immediately followed with the Pledge of Allegiance.

The Board will discuss assignments of departments and address Chairmanship.

Chairman: Selectman Robie motioned to nominate Chairman Kelley as Chair. Seconded by Selectman Soares. Chairman Kelley, Selectman Robie, and Selectman Soares were in favor. Selectman Snow and Selectman Duarte were opposed. Motion carried on a vote of 3 to 2. **Vice-Chair:**

Selectman Soares motioned to nominate Selectman Robie as Vice Chair. Seconded by Chairman Kelley. Chairman Kelley, Selectman Robie, and Selectman Soares were in favor. Selectman Snow and Selectman Duarte were opposed. Motion carried on a vote of 3 to 2.

Budget Committee: Selectman Duarte motioned to nominate Selectman Robie. Seconded by Chairman Kelley. All were in favor. Motion carried. **Budget Committee's Alternate Rep:**

Selectman Robie motioned to nominate Selectman Soares. Seconded by Chairman Kelley. All were in favor. Motion carried. **Building Department:** Chairman Kelley motioned to nominate

Selectman Soares. Seconded by Selectman Robie. All were in favor. Motion carried.

Cemetery: Chairman Kelley motioned to nominate Selectman Snow. Seconded by Selectman Robie. All were in favor. Motion carried. **Conservation Commission:** Chairman Kelley

motioned to nominate Selectman Snow. Seconded by Selectman Soares. All were in favor. Motion carried. **Elections:** Chairman Kelley motioned to nominate himself and Selectman

Snow as the secondary. Seconded by Selectman Robie. All were in favor. Motion carried.

Emergency Management: Chairman Kelley motioned to nominate himself. Selectman Snow noted statutorily the Chairman oversees this department. **Fire Department & Forestry:**

Chairman Kelley motioned to nominate Selectman Robie. Seconded by Selectman Duarte. All were in favor. Motion carried. **Health & Welfare:** Selectman Duarte motioned to nominate

Selectman Soares. Seconded by Selectman Robie. All were in favor. Motion carried. **Heritage**

Commission: Selectman Snow motioned to nominate Selectman Robie. Seconded by Selectman Duarte. All were in favor. Motion carried. **Highway:** Chairman Kelley motioned to

nominate Selectman Snow. Seconded by Selectman Robie. All were in favor. Motion carried.

Parks & Rec: Chairman Kelley motioned to nominate Selectman Snow. Seconded by Selectman Soares. All were in favor. Motion carried. **Planning Board:** Selectman Duarte

motioned to nominate Selectman Soares to be the primary rep and he would like to be the secondary rep. Seconded by Selectman Snow. Selectman Snow and Selectman Duarte were in

favor. Chairman Kelley, Selectman Robie, and Selectman Soares were opposed. Motion failed. Chairman Kelley motioned to nominate Selectman Robie as the primary rep and Selectman

Soares would be secondary rep. Seconded by Selectman Soares. All were in favor. Motion carried. **Police:** Chairman Kelley motioned to nominate Selectman Duarte. Seconded by

Selectman Robie. All were in favor. Motion carried. **Solid Waste:** Selectman Duarte nominated himself to be the Selectmen's Rep. Seconded by Selectman Snow. Selectman Snow

and Selectman Duarte were in favor. Chairman Kelley, Selectman Robie, and Selectman Soares were opposed. Motion failed. Chairman Kelley motioned to nominate Selectman Soares.

Seconded by Selectman Robie. Chairman Kelley, Selectman Robie, and Selectman Soares were in favor. Selectman Snow and Selectman Duarte were opposed. Motion carried. **Solid Waste Committee Selectmen (two):** Selectman Robie motioned to nominate Selectman Snow and Selectman Soares. Selectman Soares noted that Selectman Snow would be the primary rep and she would be the secondary rep. Seconded by Chairman Kelley. All were in favor. Motion carried. **Old Recycling Center/ Incinerator Closure:** Chairman Kelley motioned to nominate Selectman Soares. Seconded by Selectman Robie. All were in favor. Motion carried. **Town Office:** Chairman Kelley nominated himself. Seconded by Selectman Robie. All were in favor. Motion carried. **Safety Committee Selectman:** Selectman Robie motioned to nominate Chairman Kelley. Seconded by Selectman Soares. All were in favor. Motion carried. **Town Website:** Chairman Kelley motioned to nominate Selectman Snow. Seconded by Selectman Robie. All were in favor. Motion carried. **Exit 3 Property Marketing:** Chairman Kelley motioned to nominate Selectman Duarte. Seconded by Selectman Soares. All were in favor. Motion carried. **Vacant Old Library Building (two):** Chairman Kelley motioned to nominate Selectman Robie as the primary rep and Selectman Snow as the secondary rep. Seconded by Selectman Soares. All were in favor. **Metro Center:** Chairman Kelley motioned to nominate Selectman Snow. Seconded by Selectman Soares. All were in favor. Motion carried.

The Board will hold a Public Hearing in accordance with RSA 41:11, the purpose of this hearing will be to set a policy for the seasonal posting of weight limits on all town maintained roads during the mud season. Chairman Kelley opened the public hearing. Road Agent Lewis noted that last year they never had to post the roads. He felt they would have to post them this year and will be posting them soon. Selectman Robie motioned to allow Road Agent Lewis to post the roads during mud season. Seconded by Chairman Kelley. All were in favor. Motion carried. Chairman Kelley closed the public hearing.

The Board will hold a public hearing in accordance with RSA 674:40a for the purpose of accepting Halls Mill Road as a town road. Chairman Kelley opened the public hearing. Road Agent Lewis explained this is a formality. He mentioned everything has been done (inspections, paperwork, etc). Selectman Robie motioned to accept Halls Mill Road based on the Planning Boards recommendation. Seconded by Selectman Soares. All were in favor. Motion carried. Road Agent Lewis mentioned the bonds have been released on this road about a year ago. Once the deed is recorded the money can be returned. Chairman Kelley closed the public hearing.

Departmental Reports: Highway, Police, Fire, Building, Solid Waste & any other depts.

Highway: Road Agent Lewis noted it snowed a lot in February. They had 18 spreader runs for the month of February. There were 6 plowable snow storms. They had to push back the snow banks on all of the roads with a grader and loader. There was some tree clean-up due to high winds. He did the usual plow maintenance. Chairman Kelley thanked Road Agent Lewis for cleaning up the tree that fell on Langford Road. Chief McGillen added he helped out tremendously. Selectman Soares mentioned the town roads were in a lot better shape than the state roads during the recent snow storms. She thanked Road Agent Lewis and his crew.

Police: Chief McGillen explained the department has been busy. He and the Sergeant have been doing a lot of follow up. There were a couple of burglaries last month and they have some leads. The department has been taxed they are down an officer and Officer Kevin Bowen

resigned on Friday. He thanked the community and he has enjoyed his time working here. We'll miss him and he regretfully accepts his resignation. He has worked for the town for 11 years and has done a good job for the department. The County Attorney's office has praised his work. He was on the Attorney General's Child Task Force involving sexual predators. **Discuss filling vacancies in the Police Department.** Chief McGillen would like to get the position filled as soon as he finds a suitable candidate. They've received 20 resumes and would like the Board's permission to fill the position. Officer Bowen's last day is the 26th of March. They have certified part time officer's applying for the position. This will save the Town money, because they don't have to send the officer through the Police Academy. He will look at these candidates first. He would like to fill two part time vacancies for a part time officer that is long overdue. When he came on 11 years ago they had 4 or 5 part time officers in addition to the full time staff. Over the years the part timers left and they are down to one part time officer. It's getting taxing for the guys. They have a good group of guys who put a lot of hours in. They have accrued a lot of vacation time and they only have one part time officer to cover vacation time. He felt part timers are a benefit because they fill in when the guys are on vacation or out sick. He would like to hire two part timers out of this pool of candidates. They wouldn't have to pay state retirement, insurance, or overtime. He was looking to pay \$13.00 to \$15.00 per hour depending on their experience. He would like to get the Board's permission so he can do backgrounds on these people and look at potential hires. There are benefits to having part timers. There is flexibility and you don't have to pay retirement. He would come back to the Board with a proposal. He would like to increase the departments training which needs to be improved. A better trained department would be a benefit to the community. They currently have officers that would like to go to school but have had to hold off on it, because shifts come first. He felt this could be done without raising the police budget and he could make this work. They have \$25,000 in that line and he thought it was raised \$5,000. Chief McGillen felt they could hire some good candidates without raising the budget. They have some equipment they could provide. This would increase the coverage that they need. Sometimes they have officers that are working in the office and they need people out on the road to handle the regular calls. It's hard when you're working with other agencies to drop what you're doing to respond to an alarm. They have been doing it, but it's taxing. Chairman Kelley asked how many part timers are you looking for. Chief McGillen replied that he is looking for permission to hire two. They currently have one part time officer. *Selectman Snow moved to authorize the Police Chief to provide the Board with more information on hiring two part time police officers. Seconded by Selectman Duarte.* Selectman Soares added that Chief McGillen is also looking to hire a full time officer. *Selectman Snow moved they authorize the Police Chief to hire a full time officer and to proceed with the process of attempting to develop a procedure for getting two part time officers.* Chief McGillen replied he has a procedure to fill the vacancies he is asking the Board for authorization to do so. They have to follow the training academies guidelines to hire an officer. He will not take any short cuts on hiring the part time officer. *Selectman Snow motioned they authorize the Police Chief to hire a full time replacement for Officer Bowen and to hire two part time officers for the vacant part time positions. Selectman Robie thought they should do the motion in two parts. Selectman Robie motioned that the Police Chief interview potential part time candidates that could fill two part time positions and bring a recommendation back to the Board. Seconded by Chairman Kelley. All were in favor. Motion carried. Selectman Snow motioned to authorize Chief McGillen to provide the Board with a recommended candidate for the full time position vacated by Officer Bowen. Seconded by Selectman Duarte. Selectman Snow, Selectman Duarte and Selectman Soares were in favor and Chairman Kelley and Selectman Robie were opposed.* Selectman Soares explained she voted yes because she would

like to see Chief McGillen bring a potential candidate to the Board. Chief McGillen clarified he would bring a potential full time candidate to the Board and then they will discuss hiring them. Citizen Carla Penfield questioned if the Board was allowing the Chief to bring a full time candidate, but they have not agreed to hire the candidate. She asked if the Board would be discussing the merit of filling that position sometime in the future and will they be discussing the possibility of not filling the position. Selectman Soares noted it's a public meeting and public input is allowed on whether to fill a position or not. Citizen Carla Penfield asked if they will bring a candidate forward before they have this discussion. You shouldn't have a candidate waiting in the wings and then decide whether or not they are going to fill the position. There should be some discussion about filling the position at all. Chief McGillen explained they usually get approved to hire. They find a candidate, go through the testing process, and then tell the candidate it's a conditional offer of hire. They have to pass a background check, a polygraph if they deem it necessary, and they have to pass a physical agility test. If they pass these requirements they are hired by the Town of Candia pending final approval by the hiring authority which is the Board of Selectmen. Citizen Joanne Beckwith told the Board this conversation is coming across like they are not hiring a full time person. Selectman Duarte felt they have a qualified Police Chief and we're fortunate to have one of his caliber. He knows the type of candidate to fill this position and would be best for the community. We need to approve his candidate if that is the person he picks. When we start telling department heads who they can hire and can't hire this might be a problem down the road. Citizen Ingrid Byrd asked how many full timers do we have now. Chief McGillen replied they have six full timers, but will have five when Officer Bowen leaves. Citizen John Penfield questioned if we need six full time officers. He remembers when it was just Mr. St. Onge. He felt they have increased the population by that many and they now have six full time officers. He questioned if they needed that many officers. Chief McGillen replied yes and you get what you pay for. They have officers with experienced and trained and they do the job properly. You can get someone in here for \$10.00, but you won't have the experience. Citizen Jon Penfield replied he looked at the departmental report and didn't look like they were that busy last month. He wasn't being critical but maybe they should keep it one man less in these economic times. Chief McGillen explained the stats don't reflect how busy they are. Citizen John Penfield reiterated he wasn't being critical, but times are hard and he's a taxpayer. Chief McGillen mentioned that the new officer won't start near what Officer Bowen was making which is a savings. Citizen Carla Penfield noted last year they had an officer out for a while and how long was he out. Chief McGillen replied about three and half months. She questioned if there is a rush to fill the position, they were missing a man last year for an extended period of time. The Town toed the line just fine and there wasn't a rash of crime. She questioned why they can't try it with one less man. She suggested Chief McGillen take his time with this and maybe spend six months with five full time men and see what it feels like. Chief McGillen respectfully disagreed because the guys are taxed and it just won't work. They need to support the employees and not have a revolving door. In addition, these officers's have to pick up the slack. It's nice to get paid time and a half, but it's taking time away from their family time. Citizen Rick Lazott said he had the privilege of working with Chief McGillen and his officers for four years. It gave him the opportunity to see what goes on in the background. He felt that it was imperative to have men, because it would help reduce the stress on the other officers. We will be better off financially, because we're hiring person for less money and you won't have the same overhead. You need the continuity of the six officers. The part timers don't take part in these investigations. There not chasing down leads through other departments. He thought they would be foolish if they don't let Chief McGillen hire a sixth officer. This won't adversely affect the budget. You don't want to jeopardize losing the other

guys because they feel over worked. Citizen Ingrid Byrd asked if we are still covering the highway for the state. Chief McGillen replied they have been helping out quite a bit, especially with the past few storms. He explained if there is an accident on Route 101 and the State Police aren't in the area Candia Police will get there first. The State Police will usually take over once they get to the accident. Sometimes his officers are on the highway and they catch people (i.e. drunk drivers) before they get into town. He primarily keeps the officers in town. Citizen Ingrid Byrd wondered if it would make sense to hire three part timer officers instead of two and hold off on hiring a full time person. This would free up the full time officers to do the investigating and follow up on cases. Chief McGillen stated they have to fill the full time position and we have the funds to do it. Citizen Fletcher Perkins asked how many hours do the part timers work. Chief McGillen replied up to 16 hours per week. They usually come in on the weekends. Citizen Fletcher Perkins asked how much do you appropriate for part timers. Chief McGillen replied \$25,000 for the year, but doesn't even come close to that. The part time officer they have now has been here for ten years and is paid well because he was part of the matrix. The part time officers he hires would not be part of the matrix they would be paid hourly with no benefits. The Board might want to come up with an hourly rate. Citizen Fletcher Perkins questioned if you put on two part timers and one full timer that would put us at seven officers. Citizen Ron Thomas stated he didn't want to see full time officers working overtime. He would prefer to see part timers come and work the extra overtime hours. He felt that the Board and some of the Citizen's were sandbagging Chief McGillen this evening. Chief McGillen went through a budget process and the Select Board had multiple questions about staffing for the year. He went to the Budget Committee and they had multiple questions about staffing for the year. Now you're going to pull the rug out from underneath him and tell you're taking an officer away. He felt this was ridiculous. The Board has representatives that work with the Police Department and they established a budget, so let him fill the position. Chairman Kelley would like to table this discussion for this evening. Chief McGillen replied that he would rather not he would like to start looking at candidates. *Selectman Duarte motioned to allow Chief McGillen to hire a full time officer to replace the officer who resigned. Selectman Robie seconded for discussion.* Selectman Robie said in these economic times we are not pulling the rug out from any department. When the budget was set we had employees in the community and we certainly don't want to let anyone go. This was never their intent. They have six officers and we funded the budget. We have an officer resigning and they just gave authority to hire two part timers with the possibility of three. He felt Mrs. Penfield made a good argument that we got by for three months with a reduced staff and one part timer. He noted they recently cut a full time position to part time and it has worked out well. They need to look at the budget and if you put a full time person in you have to fund it in your 2011/2012 budget. At this point it has been possible to do, but down the road we may have to look at cutting the budgets further. If this point comes you would hate to lay a full time person off. Selectman Duarte felt the safety in this community has been handled very well by the Police Department. He can't see why we're telling our Police Chief that has been here for ten years how to hire people. Selectman Duarte repeated his previous motion. *Selectman Duarte motioned to authorize Chief McGillen to fill the full time position. Seconded by Selectman Snow. Selectman Snow and Selectman Duarte were in favor.* Selectman Soares wanted to look into this before she votes and didn't feel comfortable making a decision this evening. *Chairman Kelley and Selectman Robie were opposed. Selectman Soares abstained. Motion failed due to a tied vote. Selectman Snow moved to table this discussion until the March 28th meeting. Seconded by Selectman Duarte. All were in favor. Motion carried.*

Prescription Drug Take Back Program: Chief McGillen said they did this last year. They take back any unused prescription drugs. The date will be April 30th and this will be posted on the town website with the time. He asked if Welfare Director DelRosso could let the senior citizens know about it. It's free and anonymous. Last year they took back 17 pounds of pills. They go to the DEA and they dispose of them. They will have a drop off point and no questions will be asked. Chairman Kelley asked how the turnout was last year. Chief McGillen explained there weren't that many people, but they took back a lot of drugs. Selectman Duarte said there is a bill on the floor about the take back program and it looks like it's going to pass. He felt it was a good program.

Fire: Selectman Robie said the Fire Department had regular truck and building maintenance for the month of February. They painted the inside of the fire station. He explained the department was very busy in the beginning of the month with all of the accidents on the highway.

Building Department: Selectman Soares noted that Building Inspector Ciardi had 13 permits issued for the month of February. They have 5 open code enforcement cases. Building Inspector Ciardi is working on these cases, but they will be around for a while. There have been 30 inspections performed and 16 CO's/CC's & closed permits. The year to date permits fees are \$1,445.94. Selectman Soares mentioned that Building Inspector Ciardi would like to do the fourth Tuesday evening of the month for the ZBA meeting. She noted things have been slow and he doesn't need to be in the office every Tuesday evening. He would adjust his hours accordingly. It was the consensus of the Board to allow Building Inspector Ciardi to work the 4th Tuesday of the month.

Solid Waste: Selectman Soares went over the numbers for January first. They land filled 16.53 tons of C& D which is down from last year. Recyclables for January were as follows: mixed paper – 8.51 tons, cardboard – 2.88 tons, #1 - #7 plastic – 1.65 tons, tin cans- .92 tons, #2 natural plastic - .31 tons, aluminum cans - .27 tons, and 26 bales = 14.53 tons. They did have glass at 10.14 tons and electronics at 3.33 tons. The total amount of material recycled in January 2011 is 55,992 lbs. which equals 28 tons. The amount of revenue for the month of January is \$1,916.20. Recyclables for February were as follows: mixed paper – 12.54 tons, cardboard – 4.04 tons, #1 - #7 plastic – 2.93 tons, tin cans- 2.20 tons, #2 natural plastic - .31 tons, aluminum cans – 1.07 tons, and 43 bales = 23.09 tons. The monthly recycling rate for February was 48%. This is really good considering the average for other towns is 34% (according to Don Maurer at DES). They shipped out 26 bales of mixed paper for the month of February weighing 34,320 lbs and 10 bales of cardboard weighing approximately 11,580 lbs. The yearly total for recycling was 56,000 which is very good revenue for the Recycling Center. She noted the guys continue to do a good job.

The Board to make official the full-time status of Land Use/Building Department Administrative Assistant Sharon Robichaud. Selectman Robie explained that Administrative Assistant Robichaud who works in the Land Use Office has been working 32.5 hours which is considered full time. She took on more hours when we went from the full time Building Inspector to part time. *Selectman Robie motioned to make Administrative Assistant Sharon Robichaud a full time employee. Seconded by Selectman Soares.* Selectman Duarte felt before they rushed into this they ought to see if they can save some money by not putting her on full time immediately. He acknowledged that Administrative Assistant Robichaud has done a good job, but it sounds different now than the conversation a few minutes ago. He apologized to the

Police Chief on his behalf not for the Board. Chief McGillen agreed with Selectman Duarte and there was no disrespect to Administrative Assistant Robichaud but it's disheartened to hear this. He felt Administrative Assistant Robichaud does a wonderful job and didn't want to prohibit her to what she was entitled to, but didn't see the savings. Selectman Robie noted the other option would be to put her back to 28 hours and hire another part time person to pick up the workload. Selectman Snow asked if the Fire Department could handle the administrative work. Selectman Robie replied her work load increased when the Building Inspector became part time. Selectman Snow replied the Fire Department has a secretarial position in their budget and is that Sharon that they are paying for. Selectman Robie replied there isn't any secretarial wages in the Fire Departments budget. Selectman Duarte said he misspoke and they ought to offer Administrative Assistant Robichaud the full time position. She has earned it and he would hate to go against that, she is well deserving of the full time position. Selectman Robie called for a vote on his previous motion. *All were in favor. Motion carried.* Selectmen's Assistant Eastman asked if this was effective as of today. The full time position is effective as of today.

Officer Kevin Bowen's resignation: Selectman Snow motioned to accept the resignation of Officer Kevin Bowen with deep regret. Seconded by Selectman Duarte. All were in favor. Motion carried. Citizen Rick Lazott thought something should go into Officer Kevin Bowen's file for an exemplary job done before he leaves.

The Board to authorize the approval of the grant to update the Candia Emergency Operations Plan and the amount of the grant. Chairman Kelley motioned to accept the Emergency Management Performance Grant in the amount of \$5,000.00 for updating the Candia Emergency Operations Plan. Seconded by Selectman Soares. All were in favor. Motion carried.

Emergency Management Director Panit and School Maintenance Director Peter Barbuto to recommend a contractor to install the emergency shelter generator. Emergency Management Director Panit explained that he and Mr. Barbuto reviewed the three bids and they decided on Gemini Electric whose bid came in at \$64,562. Mr. Barbuto explained that Gemini Electric did the generator in the Auburn School and he had no issues. Selectman Snow clarified this included installation and service. Emergency Management Director Panit noted this didn't include the site work. They have sufficient funds in the grant to have the site work done, which Dennis Lewis will be doing. Selectman Robie clarified we will fund this out of our fund balance until the job is completed. Then we will get reimbursed through the grant. Mr. Barbuto explained they will set up a meeting with Gemini Electric, EM Director Panit, Dennis Lewis, and himself to go through how they're going to orchestrate this in a smooth manner. Our goal is to try to get this done over April vacation. EM Director Panit explained they have to submit the receipts and paperwork to the State within 30 days. Selectman Snow added when we do the public hearing to accept the grant he will strongly suggest they get a written plan between the school district and the town. We need to have a piece of paper that says who is doing what. EM Director Panit said they've already discussed this with Karen Smith and the Superintendant. The two things that would be outstanding would be the fuel cost and the maintenance. The School Board and EM Director Panit (on the behalf of the Town) offered to split the cost as far as responsibility. Selectman Snow felt this should be written down somewhere. Chairman Kelley motioned to accept EM Director Panit's and Mr. Barbuto's recommendation to hire Gemini Electric in the amount of \$64,562 to install the generator for the emergency shelter at the Moore School. Seconded by Selectman Soares. All were in favor. Motion carried.

The Board to authorize an increase in petty cash from \$20.00 to \$100.00. Selectmen's Assistant Eastman explained we are at \$20.00 for petty cash currently and we run through that pretty quick. She's asking for an increase so it's easier to make change. Chairman Kelley motioned to increase the amount of petty cash to \$100.00. Seconded by Selectman Robie. All were in favor. Motion carried.

The Board to authorize payment of payroll checks and accounts payable checks. Selectman Snow motioned to approve payment of payroll manifest number 000617-0, checks to be dated 03/10/2011, with a total gross payroll amount of \$14,046.54. Seconded by Selectman Soares. All were in favor. Motion carried. Selectman Snow motioned to approve payment of accounts payable manifest number 030211 checks to be dated 03/10/2011, with a total amount of \$48,846.88. Seconded by Selectman Soares. All were in favor. Motion carried. Selectman Snow motioned to approve payment of payroll manifest number 000618-03, checks to be dated 03/17/2011, with a total gross payroll amount of \$14,409.34. Seconded by Selectman Soares. All were in favor. Motion carried. Selectman Snow motioned to approve payment of accounts payable manifest number 030311 checks to be dated 03/17/2011, with a total amount of \$36,575.47. Seconded by Selectman Soares. All were in favor. Motion carried.

Board members to sign ambulance contract. Selectman Robie explained this contract came in from Rockingham Ambulance and they agreed to renew their contract at no charge. The length of the contract will be five years. Selectman Robie explained years prior they just renewed the contract year after year and this year they put it out to bid. There were four ambulance companies that replied. The Fire Department looked at the bids and came back to the Board with this recommendation. Citizen Rick Lazott asked if we normally get a list of what the ambulance companies charge the citizens. Welfare Director DelRosso noted that she recently received a bill for ambulance service and it was \$500. Selectman Robie explained they charge regardless. The fee is just to have them on call. Citizen Rick Lazott asked out of the four companies did they ask how much these companies charged as a transport fee from Candia. Selectman Robie replied they charge what the insurance company pays. Welfare Director DelRosso explained she received a bill for \$500 yesterday and the insurance company does not pay it. Citizen Rick Lazott wanted to know how much the other companies charged per ride. This is part of the criteria you ask for when you go out to bid. Selectman Robie replied this was the Fire Departments responsibility and they brought back the best one to us. He's sure they compared all of the contracts and felt they selected the best contract. They have done their due diligence. Selectman Rick Lazott noted when you are dealing with an ambulance service they could be charging a different rate to transport patients. Selectman Robie reiterated the Fire Department did their research on this. He thought the rate was acceptable because no one is complaining. They are doing the service at no cost. Citizen Rick Lazott asked if this cost would be reflected on the patient. Selectman Robie replied he asked them the same question and they did the best they could with what was available.

Approval of Previous Minutes: Public meeting minutes of 2/28/11. Heritage Committee member Ron Thomas provided clarification regarding the PSNH donation for Semiquincentennial event. He explained the Fitt's Museum Foundation is separate from the Fitt's Museum and it is a registered 501c3 nonprofit organization and they report to the Attorney General every year. Mr. Thomas thought this would be an easier way to accept donations. Selectman Soares motioned to accept the minutes of February 28th, 2011 as amended. Seconded by Chairman Kelley. All were in favor. Motion carried.

Holiday Schedule for employees. Selectman Soares mentioned that she had information from when the holiday schedule was changed back in 2004. She noted the holiday schedule was changed to be consistent with the State, but there was no clarification as to why they changed the holiday hours to 9 hours (Recycling Center). She wanted to know why the Recycling Center employees are paid for 9 hours instead of 8. They should make it consistent with everyone else. Selectman Snow said we should be paying everyone for their daily work hours. He questioned what if the employee works more than 9 hours for that day. Selectman Soares replied the employees are told to not work more than 40 hours per week. They work 5 days per week and it should be 8 hour days. Selectman Snow questioned why not pay them the hours they work. Facility Operator Chuck Witcher explained everyday they work is a different amount of hours. The 9 hours paid is for a Monday, which is a day they are not scheduled to work. This was considered a benefit when he was hired and it is only on Monday's. He noted this is not across the board because all departments are treated differently. Selectman Soares replied that she understood that but not all departments are being paid 9 hours if the holiday falls on a Monday. She is just trying to make things consistent. Facility Operator Witcher replied she was right but each department is treated differently. Chief McGillen questioned the fact that his officers work 10 hour days and this is something he should look into. Selectman Soares noted the officers are getting paid for 8 hours. Selectman Soares' other concern is that she has gone through the time sheets and saw that holiday hours were added to a week's worth of regular hours. Facility Operator Witcher replied even though they don't work Monday's they still work 40 hours per week. She didn't think this should be the way it's done. Facility Operator Witcher replied so when a holiday falls on a Monday they shouldn't be paid for it. Selectman Soares stated they would get the holiday pay in with their regular hours. She replied your getting 52 hours of pay. Facility Operator Witcher noted he is getting paid for the holiday. So if a holiday falls on a Monday we're not going to get paid. Selectman Soares replied you'll get the holiday pay, but you don't go over the 40 hours. Selectman Snow thought this conversation was inappropriate for a public meeting. Selectman Robie disagreed as long as they keep it in order. Selectman Soares clarified that they have asked the employees not to work over 40 hours. Facility Operator Witcher replied that he would defend his time slip; one of those days was seven hours of vacation time. He worked the other 33 hours and put in for the holiday he was entitled to have. He questioned if they were going to start taking holidays away from them. Selectman Soares replied they are entitled to have holidays, but it's a 40 hour work week and your vacation time and holiday time figure into your 40 hours. Facility Operator Witcher stated no its not and both of those are a benefit. He is entitled to so much personal and vacation time and he used it. They are entitled to 9 hours of vacation time when a holiday falls on a Monday that they are not scheduled to work. Selectman Soares replied this is not how it works in a business. Facility Operator Witcher stated we are not talking about a business. Selectman Soares replied this town is a business and you are an employee of this town. Facility Operator Witcher replied that he is aware of that and he is aware that he has a benefit of a holiday that everyone else is getting paid for. Selectman Soares said she is not taking away his vacation or holiday's but the work week is 40 hours not 52. She felt they need to figure out what the Recycling Center's normal work week is, because there is no overtime. Facility Operator Witcher stated if Selectman Soares has a problem with his time slip should this be covered in a public meeting. Citizen Ingrid Byrd stated she didn't hear a name mentioned by anyone on the Board. If a name got brought up it was not brought up by a Selectman. She felt they are talking tax payer money and that puts it in a public meeting. You can't talk about how taxpayer money is disbursed in non public meeting. It's a matter of public record and salaries fall under that. Citizen Rick Lazott

noted that Selectman Soares made a general reference that the employees at the Recycling Center were being paid 9 hours for a holiday. Chairman Kelley noted that former Selectman Gary York agreed on the Monday holiday hours for the Recycling Center employees. Selectman Soares stated this is something that will be looked into. Chairman Kelley would like to table this discussion until the next meeting.

Raymond Planning Board. Selectman Soares asked Selectman Snow if anything happened at the recent Raymond Planning Board meeting. Selectman Snow replied that he didn't have any new information.

Dragon Mosquito report. Selectman Soares mentioned that Dragon Mosquitoes write up in the Town Report mentioned there was a plan in place for next year. She apologized for not fixing this before it went into the report. It was her fault for not getting the funding in before the budget time. If it is necessary they can spray. The application is in with the State. Selectman Snow asked what the Boards intention for mosquito control was this year. He questioned if it was the Boards position to not do mosquito control this year. Chairman Kelley replied they don't have the money in the budget. There was no EEE last year. Selectman Snow replied maybe because we had a mosquito control program. Chairman Kelley stated he was not in favor of a mosquito control program. Selectman Robie noted they gave mosquito money in the fall to apply for the spraying permit. If we have another outbreak he is sure the Board will find the funding to get it done. Selectman Snow felt they should find the money to do what they did last year. Selectman Robie replied they had this discussion at least three times. Selectman Snow replied they didn't have this discussion. Selectman Robie said if they wanted a mosquito program they would have appropriated the money and put it in the budget. Selectmen Snow felt they just forgot about it. He wanted to go on record saying they should find a way to do it somehow.

Al Couch's request: Selectman Duarte mentioned that SWC Chair Al Couch wanted to meet with the Board and Doug Kemp from DES. He would like to know the reason why they don't want this meeting. Selectman Duarte noted his second request was to get a copy of the closure plan. He didn't care if it was a rough draft. Selectman Duarte asked Selectman Soares how long has she been working on this. Selectman Soares replied about a year. Selectman Duarte asked if there was a reason why it hasn't been done yet. Selectman Soares replied that it's intense research and she is going over the ash testing right now. Selectman Duarte asked if Mr. Couch could see a copy of the rough draft. Selectman Soares replied that she would leave a copy in the Selectmen's Office. Selectman Duarte felt they should set up a meeting with DES, because he has questions about the closure himself. Citizen Rick Lazott asked if they could move forward with removing the buildings now. Selectman Robie stated before they can move forward they need to have a closure plan submitted to the State. Selectman Snow felt it would be a good time to have a public hearing when the closure plan is available. Selectman Soares replied that she has all of the answers in emails from Doug Kemp; she talks with him once a week. Selectman Snow thought it would be appropriate for DES to come to a meeting and have a public hearing on the closure plan. Selectman Duarte agreed and felt they had nothing to hide. Citizen Ingrid Byrd found Selectman Duarte's comment offensive. It implies that you think someone is being dishonest. She wanted to know who requested this. Selectman Duarte replied SWC Chair Al Couch. Citizen Ingrid Byrd noted that he came to a recent Selectmen's meeting and made a total spectacle of himself screaming at the Board. If he knew what he was talking about he would have been a lot more effective if he used his voice in an appropriate manner. She felt what he

did cost him a lot of credibility. The Town was very clear about what they wanted for that building. She thought they needed to let Selectman Soares get this done and she felt they didn't need a public hearing with DES. Chairman Kelley felt if Mr. Couch is concerned about this where was he for the past year and a half and he didn't feel what he was doing to Selectman Soares was unfair. They need to let Selectman Soares do her job. Selectman Snow stated we have a request from a citizen how are we going to answer it. Selectman Duarte said he would reply back to Mr. Couch, but he would suggest having DES come to a meeting. Selectman Snow reiterated we have a request from a citizen how are we going to answer it and who is going to answer it. Selectman Soares replied that she would send him a letter and let him know when there is a plan to view in the office.

Auburn property: Selectman Snow moved that they do not appeal the decision by the Auburn Board to abate our taxes for the gravel pit in Auburn. Selectmen's Assistant Eastman explained she spoke with our DRA rep this afternoon and he is under the impression that it doesn't have to be land owned in our own town. He is going to meet with the Director tomorrow and go over this case with him and see what the Director feels is the right way to go. He will have an answer by the end of the week. Selectman Snow motioned to table this article until the next meeting. Seconded by Chairman Kelley. All were in favor. Motion carried.

Energy Audit: Selectman Robie explained that he met with a gentleman this morning that is doing an energy audit for the Old Smyth Library. He offered to do an audit on any of the town buildings free of charge (Town Hall, Smyth Library, Fire Department, and Recycling Center). Ron Thomas clarified that it would be an assessment. Selectman Robie noted they could contact the Selectmen's Office if they would like to have this done.

Minutes on Website: Ron Thomas noticed on the website that the Selectmen's minutes say "see attached" but there is never any attachments. If it's technically possible could we scan the attachments in? Selectman Snow replied that he and Catherine have been working on this. Chairman Kelley noted that the attachments can be pretty substantial. Ron Thomas thought it would be nice to see them on the website, so he doesn't have to make the trip down to the office.

Defibrillator in Town Office: Citizen Joanne Beckwith asked if the Town had a defibrillator in the Town Hall. Chairman Kelley replied they did not but they're working on it. Chief McGillen mentioned that he would bring it up at the next Safety Committee meeting.

Absentee Ballots: Citizen Ingrid Byrd mentioned that the absentee ballots were not available in a timely fashion. Her husband was going to be out of town and it was made available to him the Thursday before voting. If he had been away his right to vote would have been denied. They need to be made available more than 4 or 5 days before voting. **Deliberative Session minutes:** Citizen Ingrid Byrd wanted to know why the Town Deliberative Session minutes were not in the Town Report. They should have been in the Town Report, because anyone who didn't manage to get to the Deliberative Session had no way of finding out what the discussions were. This would have helped them on voting day. The ballot was not in the Town Report. She felt something has to be done to get these items in the Town Report next year. Just because this is an elected position it doesn't excuse poor workmanship. Selectman Duarte felt she should send something in writing to the Board so they can take some action on it. Citizen Rick Lazott thought this was a Secretary of State issue and the Board doesn't have any jurisdiction. Selectmen's Assistant Eastman agreed with Citizen Ingrid Byrd and noted that the ballot was in

the Town Report, but not in a ballot format. She typed it in, because she didn't get it from the Town Clerk. Citizen Ingrid Byrd thought that everything was taped and why couldn't the town tape the minutes. It was noted that the Deliberative Session minutes were taped. Citizen Ingrid Byrd asked why weren't they typed then. Chairman Kelley replied this is not their responsibility and when he asked for them he was told no. Citizen Rick Lazott noted the only way you can file a complaint on an Elected Official is to go through the Secretary of State. Citizen Ingrid Byrd felt this was really inappropriate. Chairman Kelley said they did receive the minutes after the election. Citizen Ingrid Byrd asked what the timeline was after a meeting that the minutes have to be available to the public. Selectman Soares replied five business days. Citizen Ingrid Byrd stated it wasn't five business days. Citizen Rick Lazott asked if there was a deadline for the ballot to be available. Ron Thomas mentioned that the absentee ballots didn't come back from the printer until that Thursday. He noted the timeline was shorter this year.

Boy Scout donation: Selectman Snow recused himself from this discussion. Selectman Assistant Eastman asked if the Board would like to give the Boy Scouts a donation. Selectman Soares motioned to donate \$300 to the Boy Scout's for the delivery of the Town Reports. Seconded by Chairman Kelley. Chairman Kelley, Selectman Robie, Selectman Soares, Selectman Duarte were in favor. Selectman Snow abstained. Motion carried.

Road Side Clean Up: Selectman Robie mentioned the Heritage Commission will be doing this project. They will clean up and bring it to the Recycling Center. Facility Operator Witcher mentioned in the past they have set up a table for people to sort the trash and to just let him know. Ron Thomas said they will try to get it done by the end of April. The contact person is the Town Clerk.

Chairman Kelley motioned to adjourn at 9:15 p.m. Seconded by Selectman Soares. All were in favor. Motion carried.

Respectfully submitted,
Andria Hansen, Recording Secretary