

~~Unapproved~~Approved  
**Candia Selectmen's Public Meeting Minutes**  
**Monday November 28, 2011**

**Attendance:** Chairman Fred Kelley, Vice-Chair Carleton Robie, Selectman Joe Duarte, Selectman Amanda Soares, Selectman Richard Snow, 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 to discuss Pepper and Critchett easements.** Conservation Commission Chair Betsy Kruse asked if the Board had any questions about either of these projects. Chairman Kelley would like the taxes paid up to date for both projects. CCC Chair Kruse clarified if there were taxes in arrears you like that settled. Chairman Kelley replied yes and he was in favor of moving forward with the projects. CCC Chair Kruse said this is a good project because both of the properties connect and maintain connections. Selectman Duarte asked Mr. Critchett in regards to the easement language are there certain things he would object to. Mr. Critchett replied no snow mobiles or 4-wheelers. Selectman Duarte asked what were Mr. Critchett and Mr. Pepper asking from the Board this evening. Mr. Critchett replied that he would like permission from the Board so he can move forward with the easement. Selectman Robie said as far as these easements go the Conservation Commission can do as many as they have money for. When the money runs out you will have to go to the people with a warrant article and they will vote on it. Selectmen Snow replied this would be our normal practice to see if we get grants to cover some of the costs. Selectman Soares said she looked through everything and if this is something you want to do with your property so be it. It was the consensus of the Board to move forward with the Critchett and Pepper easements. Selectman Soares appreciated the new approach and process the Conservation Commission is using by keeping the Board in the loop. CCC Chair Kruse thanked the Board and said they probably need to tweak the process as time goes on. Selectman Soares appreciated they made the conscious effort to have everyone included from the beginning. Selectman Duarte wanted to see the final easement for both of these projects. CCC Chair Kruse explained the Board will have to approve it before the easement is signed. Selectman Snow said they will keep the Board informed as they go along.

**The Board to reappoint Animal Control Officer Stephen Bradley.** Chief McGillen told the Board that ACO Stephen Bradley has been doing a good job. He asked the Board to reappoint Stephen at the same rate of pay. The guys feel comfortable with him. He follows up on all of the animal calls even though it's later in the day. He has worked out and would like the Board to reappoint him. Selectman Duarte motioned to reappoint ACO Stephen Bradley at the same rate of pay. Seconded by Selectman Snow. Chairman Kelley would like to discuss this. Selectman

Soares remembered they had discussed that he would get paid for his hours worked, so if he doesn't work he'll get the 8 hours of pay. They mentioned the possibility that he would only get paid for the hours he worked. So if he worked one hour for the week he would only get paid for an hour. Selectman Snow noted that was the agreement that was originally made. Chief McGillen said this has been agreed on by prior boards. Chief McGillen explained they've had a hard time filling the position for that rate of pay. We did some canvassing of surrounding towns and we're on the lower end of the scale as far as paying the ACO. Selectman Soares mentioned that former ACO Ray Rodier was on call and he didn't work another job. She added the current ACO Stephen Bradley was hired because he didn't have a job. Now he has a full time job and is only doing the job part time. Chief McGillen said he'll take a call at his job and address it at the end of the day. If there is a report of an animal in the road the Officers will go to the call anyway because it's a road hazard. He mentioned that ACO Bradley has been doing the follow up. Chairman Kelley asked if we get a phone call for chickens in the road do we call the ACO to take care of that. Chief McGillen replied the Police Department will respond also. If someone calls Rockingham dispatch they will call the ACO and if they think it's a hazard they will also call the on-duty officer. We know if the ACO is not around we will go down and take care of it. Selectman Snow said this is the agreement Ray Rodier had and this is the agreement Stephen Bradley has. Selectman Robie noted when Stephen was not working a full time job he was around during the day. He didn't think the ACO should be rounding up hogs, chickens, and cows. This is up to the farmer. Selectman Snow said the concern is not with the animal; it's with the ACO protecting the public. He didn't think we should change the pay of the ACO and we are getting our money's worth. This is a unique position. Chairman Kelley called for a vote. Selectman Snow and Selectman Duarte were in favor. Chairman Kelley, Selectman Robie, and Selectman Soares were opposed. Motion failed. Selectman Snow noted if we don't reappoint Stephen we'll have to find another ACO. Chairman Kelley called for a revote. Selectman Snow, Selectman Robie, and Selectman Duarte were in favor and Chairman Kelley and Selectman Soares abstained. Motion carried on a vote of 3 to 2.

Chief McGillen mentioned there has been a slight increase of some burglaries in the area and in neighboring towns. He asked that the residents keep a watchful eye on any activity in their neighborhoods. They've been going for jewelry, because they can cash it in no questions asked. There will be information on the website. The new officer Jake Deignan graduates from the academy this Friday. Chief McGillen mentioned they needed a place to store the OHRV, its currently being stored at a residence. They have a mobile trailer and they would like to leave it in the parking lot for the winter. Chairman Kelley said as long as Road Agent Lewis doesn't have a problem with it then he doesn't have a problem with it.

**The Board to discuss the Diamond Hill Road issue.** Selectman Robie explained a month ago the Board discussed this with the Stevens' and the abutters from Diamond Hill. We came to no resolve. He met with the Stevens' and they gave him a list of what they thought they could do. He met with the Caswell's, the Miller's, and Ms. Otis from Diamond Hill last week and there

was no resolve once again. They wanted Stevens' to conform to the cease and desist that was issued and at this point he spoke with legal counsel. He gave Selectman Robie some direction on which way the Board should go. When he arrived at the meeting this evening Mr. Miller presented him with a list of items they would go along with if Mr. Stevens' would comply. This is pretty much where they started. Selectman Robie asked the Board for another two weeks before they seek legal counsel on this. He thought most of this could be resolved without going to court. He felt this would be in the Board's best interest. Selectman Snow said if we do something outside of the general framework he wants a written agreement that everyone signs and then have some type of public meeting. He didn't want it to appear that it was a backdoor deal. Selectman Soares felt if everyone is willing to work on this she would rather go this route. Selectman Robie thought they could work this out themselves and not get a judge involved. Butch Steven's said he would like to work this out. Chairman Kelley agreed and wanted to keep this out of the court. He thought they could work it out. Abutter Brian Miller realized things have to change and they are moving in the right direction. The Board thanked the abutters. Mrs. Miller asked when they would discuss this again. Chairman Kelley replied the next meeting on December 12<sup>th</sup>. There was some discussion about moving the shifted loom. Citizen Rick Lazott would like to reiterate that this town has spent thousands of dollars to clean up sights and we don't get the money back. Even if we go to court we don't win in the long run.

**Selectman Soares to discuss negotiating the last year of the Waste Management contract.**

Selectman Soares explained we have been in our Waste Management contract for 2 years and we have the option to extend it for a year. Roy Boyer of Waste Management would like to meet with the Board to see what they want to do. She would like to have Facility Operator Whitcher attend the meeting, because he runs the facility and deals with Waste Management. She would like to invite Mr. Boyer to the next Selectmen's meeting. She mentioned a company Zero Waste that would be interested in bidding on the job if they don't renew with Waste Management. They need to discuss it before January. Selectman Snow noted we must be leaning toward reupping with them otherwise we would be sending out RFP's. Selectman Robie thought we have another year. Selectman Soares replied we have the option to add another year. She noted there is a 3% increase with the third year. Selectman Robie clarified they are definitely coming in with an increase. Selectman Soares replied this was something they brought to us during the negotiation process. Facility Operator Whitcher explained originally we beat them up pretty good on the two year agreement; the CPI increase was a sticking point on the contract. This would be the first increase in two years. Selectman Soares said the deal was everything would stay the same for the first two years and the third year there would be an increase. We chose the two year option with a possible extra year. Selectman Snow would like a copy of the contract to review.

**The Board to consider appointing Mimi Alberu as an alternate to the Conservation Commission.** Selectman Snow moved to appoint Mimi Alberu as an alternate to the Conservation Commission. Seconded by Selectman Soares. All were in favor. Motion carried.

**The Board to accept Ellsworth Williams's resignation.** *Selectman Snow moved to accept Ellsworth Williams's resignation with great regret. Seconded by Chairman Kelley.* Selectman Robie questioned what was wrong. He felt the tone of the letter was saying that. Selectman Duarte asked if anyone knew what the problem was. Selectman Soares said the best person to ask would be Superintendant of Cemeteries Jerry Becker. Selectman Robie state he was not accepting the resignation until he hears the story. Selectman Duarte wasn't sure they had a choice. Selectman Soares asked how long Mr. Williams worked for the Town. Selectman Snow replied about 6 years. He noted when an employee says he's leaving there's not much you can do about it. Selectman Robie replied we are going to give him the opportunity and ask him if he can stay. If you like him you can try to keep him maybe sweeten the pot and he might stick around. Selectman Snow noted if there was a problem he would have worked on the problem, but if someone comes in and says "I quit" there's nothing he can do. Selectman Soares asked if he looked into this at all. Selectman Robie said being a trustee of the cemeteries he is concerned about this. Selectman Soares felt that Mr. Williams was a hard worker. Selectman Robie said he was not accepting Mr. Williams's resignation this evening. Chairman Kelley withdrew his second and would like to know what happened. Selectman Robie noted if Selectman Snow is Chairman of the Trustees of the Cemeteries then he should find out what is going on and come back to us. Selectman Duarte said what are we going to do say he can't quit. *Selectman Duarte seconded Selectman Snow's motion. Selectman Snow and Selectman Duarte were in favor. Selectman Robie, Selectman Soares, Chairman Kelley abstained until they find out why.* Selectman Snow told the Board he would talk to Mr. Williams and if there is an issue they will have a non-public.

**The Board to authorize payment of payroll checks and accounts payable checks.** Selectman Snow motioned to approve payment of payroll manifest number 000654-01, checks to be dated 11/23/2011, with a total gross payroll amount of \$16,326.31. Seconded by Selectman Soares. All were in favor. Motion carried. Selectman Snow motioned to approve payment of accounts payable manifest number 110411 checks to be dated 11/23/2011, with a total amount of \$9,259.36. Seconded by Selectman Soares. All were in favor. Motion carried. Selectman Snow motioned to approve payment of payroll manifest number 000655-02, checks to be dated 12/01/2011, with a total gross payroll amount of \$25,053.66. Seconded by Selectman Soares. All were in favor. Motion carried. Selectman Snow motioned to approve payment of accounts payable manifest number 120111 checks to be dated 12/01/2011, with a total amount of \$29,084.35. Seconded by Selectman Soares. All were in favor. Motion carried.

**Approval of Previous Minutes: Public meeting minutes of 11/14/11.** Selectman Soares motioned to approve the November 14<sup>th</sup>, 2011 minutes as amended. Seconded by Chairman Kelley. All were in favor. Motion carried.

**Repaving Crowley Road:** Chairman Kelley questioned Selectman Snow about repaving Crowley Road and why it was done. Road Agent Lewis explained a few years ago they had that road paved in two different sections. Each developer put up the money. The center section was about 6,600 feet long. The center section cracked over the winter. Water and salt got under it and it cracked even worse. He called the paving company and they went back and forth over whose fault it was. He thought it was the asphalt mix or the way it was rolled. The asphalt company crack sealed it for us. It went through the first year okay and the second year it opened up again. Last year they came out and looked at it and decided to do some core samples. They came back this year and suggested shimming it. He agreed but didn't want it paved lanes again, because you would end up with a joint over that broken joint. They paved one unbroken mat of asphalt. They said they would pay \$10,000 worth of shim over that which would cover the whole joint. He knew we didn't have enough money to top coat the whole road, but we could put up \$10,000 also and up 300 tons of asphalt over it. This would save us from top coating that road for quite a few years, plus it would seal it up and we wouldn't have the cracking issue. He talked to Selectman Snow and they were going to use the money from the Moore Highway Fund. They finished the job a week ago. Selectman Snow thought this was a good deal and they wanted to fix it before it got too cold. They put up \$10,300 and we put up \$10,300. It probably would have cost the Town \$6,000 or \$7,000 to crack seal it. Selectman Robie thought it was wise to spend the money on the road. He explained last year when they decided to not turn the money (Moore Highway fund) back to the general fund and they had for the last 20 years. Selectman Snow replied you turn the money back from the Moore Highway fund to the general fund. Selectman Robie replied whether that is fact or not last year they conceded, they came to the Board and asked to use the money on Tower Hill. The Board was in favor of that. Selectman Robie felt that Selectman Snow should have brought to the Board first and before the job was complete. Selectman Snow replied normally he would have but this was something that needed to be done before winter time. We has the deal going and we didn't have a meeting coming up. This is short money for getting roads paved. Selectman Robie said it was a good investment, but the procedure was flawed. Road Agent Lewis stated if he knew he had to go to the Board he would have gone to the Board. This deal came together after our last meeting. He thought this was a smart investment of our money and the Board didn't want to take it out of the Moore fund they could take it out of his operating budget at the end of the year.

**Questions from Citizen Sharon Dewitt of Highland Street:** Mrs. Dewitt pointed out she sees the Board voting "all in favor" and sometimes members "abstain" shouldn't they be "opposing". When you read the minutes and a member abstains they are removing themselves from that vote, instead of saying they oppose something which should be a matter of record. This is a point of clarification you are either in favor, opposed, or abstain. An abstention may be for a member who wasn't at the last meeting i.e. they can't vote to accept the minutes because they weren't there. Mrs. Dewitt mentioned maybe the Board could look into this, because it's important for the public to know how our Selectmen are voting on certain issues. She asked the Board if she was wrong about this. Selectman Duarte replied yes this is the way they should be doing this.

She has written a couple of emails to the Board and she asked if they have a procedure for when the taxpayers email the Board. She emails the Board because she can't always come to the meetings. She mentioned that Selectman Snow emailed her back and that is how she knew her email was received. Administrative Assistant Hansen explained that her email was printed off and put in the Selectmen's sign folder. Mrs. Dewitt wanted to know if the Board sees the email, because she doesn't have access to the sign folder. She wanted to know if her email is put on an agenda so the Board can talk about it. She wanted to know because she can't always come to the meetings and this is the only way to get something addressed. You can't talk about this outside the meetings altogether, so she wanted some clarification on this. Selectman Snow replied we don't have a formal procedure to responding to things that come in which is probably a failure on our part, but there wouldn't have been any discussion on the communications you sent and that would have been in the minutes. There has not been any discussion he is aware of on the email you have sent. Selectman Snow noted she raises a valid point it. It would be nice if we at least acknowledge that we received the communications and we are considering it. Let them know if it's going to come up in a Board meeting. Selectman Soares pointed out all of the correspondence go into the sign folder and if the Selectmen feel like responding to it they respond to it, if not it stays in the folder and gets signed off. Mrs. Dewitt noted Selectman Snow responded because he was showing some respect. She was reading the minutes and paying attention and Selectman Snow was acknowledging that fact. She felt that maybe the Chairman of the Board should send something. She's doesn't see the Board often to be able to talk with them. She has sent two emails now. Chairman Kelley told her she could request in the email that she would like it on the agenda and it would be addressed quickly. Mrs. Dewitt replied then she would have to attend the Board meeting. Chairman Kelley said he would rather address it in a public meeting rather than in an email. It's a complaint they can address it in a meeting. Mrs. Dewitt noted she has small children and her husband travels a great deal and she doesn't want to pay \$8.00 for a babysitter to attend a meeting. The Board doesn't have to agree with what she said in the email, but she would like an acknowledgment. She put her email address, phone number, and address on the email she would have liked a response because it's a respect thing. She noted speaking of respect she noted that Selectman Soares referred to Selectman Snow as a "piss ant" and he likes to stir stuff up. She voted for both Selectman Soares and Selectman Snow and felt they needed to have respect for each other. If she was called a piss ant there would be a total uproar. These are the Selectmen we voted for and they need to figure out a way to work together. She doesn't always agree with Selectman Snow, but he has always shown respect for people. Mrs. Dewitt mentioned she had some questions about the swap shop. She went to sign up for some hours to volunteer and was told the swap shop was only going to be open on Sunday's December through February. She asked if it was decided that it was a safety issue. If that is the reason it's like saying the bus you drive isn't safe so we're only going to do one run a day instead of two. This doesn't make sense to her there are a lot of volunteers. It's one more thing that has been taken away from the people who want to contribute to the community. The Town voted for a swap shop and there are a lot of volunteers and its one more thing that has been taken away from the people who want to contribute to the community. She

didn't think it was right that the Board was limiting those hours. She didn't believe they could say it was a safety issue while you're allowing it to stay open for 6 hours per week. You can't use this as an excuse to cut hours, it doesn't make sense. She was told someone was going to subsidize the electricity then it should be open more. Selectman Soares replied this may not make sense to you but it made sense to the Board when we made the decision. She noted right now it's running with four space heaters, it's a wood building. The decision was there are no space heaters and it will be open on Sunday's. Selectman Soares noted right now she has four volunteer's consistently there every week. She started off with twenty five volunteers and there are currently four. She explained that the four volunteers are perfectly happy with Sunday's. Mrs. Dewitt said she has spoken to some of the regular volunteers and they didn't seem happy with the change. She wasn't sure which volunteers Selectman Soares was talking about. She asked if the Board even notified the volunteers, so the people who can't be there every week are informed. It's like saying to her because she can only be there once or twice per month she doesn't count. She questioned if the volunteers were even notified. It's saying to her that her time doesn't count. Selectman Soares said she posts notes at the swap shop, because a lot of people don't have emails or respond to them. Mrs. Dewitt disagreed because she has a list with emails and phone numbers. She noted volunteers want to be there and now there won't be time to volunteer. Chairman Kelley noted that the old swap shop was closed down every winter and when we did get volunteers they never showed. Now they have volunteers that want to volunteer on Sunday's. Mrs. Dewitt replied it's been open every Saturday and Sunday. She understood that during the winter was difficult. Chairman Kelley replied that he understood what they made a decision on regarding the space. This is a wood building and if something happens it's gone. He didn't know what people wanted. Mrs. Dewitt replied people want it open. Selectman Soares said most people don't want to sit there and freeze and it's not a warm building. She has four individuals who have consistently shared their time and everyone else has consistently not shown up or it's been very sparse. She was sorry that Mrs. Dewitt disagreed, but people don't show up. It will be open consistently on Sundays from 8:30 am to 1:30 pm. Mrs. Dewitt asked what if you can't get someone to fill those hours. Selectman Soares replied then it will remain closed. Mrs. Dewitt replied then you are using the same defense for that as your using against. Selectman Soares replied it works the same as it does during the week and if no one shows up it remains closed. Mrs. Dewitt replied you are saying you are only doing Sundays because no one is showing up to do their shifts. She asked if the swap shop has been consistently open on Saturdays and Sundays for four hours. So why not keep it open on Saturday and Sundays. Selectman Soares replied because we decided on one day. Mrs. Dewitt replied she didn't understand that. Selectman Soares replied she understood but they made a decision. Citizen Rick Lazott said it's no different than changing winter and summer hours.

**COLA for town employees:** Selectman Duarte thought they did pretty well on the budget the past several years. They did put some money in the surplus fund. They gave the employees a bonus last year, but since 2008 there haven't been any raises. The cost of living increase is 3.6%. He gave the Board numbers. This would be a cost of \$25,000 to the Town for a 3%

COLA. This would give the employees a little incentive and let them know we appreciate them. Selectman Duarte noted we are starting to put some money in the surplus fund. We should invest in our people and it's not a tremendous expense for us to do this. The times may change and he would like to keep the people that are doing a good job for us. He felt a COLA of 3 % wouldn't be too unreasonable. He would like to discuss doing this for the employees. Selectman Robie referred back to September 19<sup>th</sup> when the Selectmen sat down to do their budget that is when this should have been discussed. The budget has been made and submitted to the Budget Committee. Selectman Duarte said he wanted to discuss this and is aware we should be doing this at a budget hearing. He wasn't even aware of how well we did this year and he is asking to do something for our people. He felt that 3% wasn't a lot of money. We have \$90,000 going into the surplus fund we can find \$25,000 for our employees. This is his opinion on this. Selectman Snow said that Selectman Duarte had a good point about the COLA it didn't come out until after we did our budget. This is one of the problems with the Budget Committee is they review the budgets so early in the year you don't know what your figures are going to be. The cost of living has gone up maybe we should look at this again and go back to the Budget Committee and let them know what we are thinking. We could have a public hearing and people bring this issue up at the hearing. It could go to the Deliberative Session either one could increase it. They aren't talking about a lot of money. We have talked about looking at a wage and survey study. There is a cost associated with that. Selectman Duarte pointed out that gas has gone through the roof over the past year. There is a lot of inflation out there. He would like to tell the employees thank you very much and give them a little something. He thought they could find this amount of money in the budget. He would like to help offset the cost to the employees and it would be well appreciated. Selectman Snow said we could ask the rep to the Budget Committee to go back to them and discuss this issue. Selectman Duarte would like to pursue this for the employees it's been a long time. Chief McGillen would like to see this pursued in some fashion. Some of employees not just the police officers have had some issues and there was some discussion about meeting with the Select Board. In years past we have had a non public meeting to discuss employee issues and one of them was the COLA several years ago. Some of the town employees would like to meet with the Board to discuss this. He did talk to some of the Budget Committee members about it and they said it was up to the Select Board if they want to do anything. In the past the Selectmen have done something at Deliberative Session i.e. police cruiser. There is feeling from some of the employees that they aren't being noticed or recognized. The Police had a matrix going and they came to the Board and it was a stalemate. They have lost one officer to another agency and he doesn't want to lose anymore. He felt they should at least have a discussion about this with his officers and other town employees. Chief McGillen said he heard at the budget hearing that someone put in a raise for their employee and was told there are no raises. There wasn't any discussion and maybe that meeting wasn't the time for it. In the past department heads were allowed to put in a COLA or some type of number. It was showing that their department was going to bat for them. Selectman Robie said the budget hearing is the day the department heads need to bring these requests to the Selectmen. It's up to the Selectmen to either approve or deny the request. We are way behind on the budget



we are currently working on. Selectman Robie explained September is the time the department heads need to put in the requests. Chief McGillen disagreed this is a work in progress. He has seen the Board make decisions after the budget hearing. So if a cruiser broke down now and he told the board he needed a cruiser they could make a change. Selectman Robie replied if it was an emergency they could make a change. If it snows for a week straight the Road Agent expends his budget it's an emergency and we're going to pay to plow the roads. Chief McGillen mentioned he hasn't gotten the contracted number from the Rocking County Attorney's Office. It might be more than what he budgeted for, because he put last year's numbers. He might be coming to the Board in the future to raise the budgeted amount for this line. He questioned if they would have to bring it to Deliberative Session for the increase in this line. Citizen Larry Twitchell of Highland Street said he didn't know what Selectman Duarte's \$25,000 represents as a percentage of the overall town spending, but it's a mighty small amount for awful lot of goodwill. His view of the Select Board and the Budget Committee is that the Select Board just buckles right under to those people. The Selectmen are the Town leaders and you know what the priorities are you ought to be telling them. If they ignore you then you fight for your employees and you fight for what's right in Town. You go for the special sessions or go for the warrant articles. You start petitions and get the job done he didn't see the Board doing that. You are treating the employees very poorly and you are going to have an exodus. Citizen Rick Lazott of Island Road agreed with Selectman Snow COLA didn't come out until just recently and he wasn't sure they can't mix it. Last year the employees received end of the year bonus's maybe there could be some type of middle ground and give the employees a onetime shot like a bonus. Then take out the COLA for next year. You need a figure and do it as a onetime shot, but you need to consider cola next year. Selectman Robie replied we are already working on that so he can't understand why we are having this discussion. Citizen Rick Lazott said instead come up with the number of the average increase at 3% for a full time employee. Then go with that figure and they would get it in one shot. At next year's budget hearing they can discuss a COLA. If they have the ability and the money to work with they could do based on the 3% but do it in one shot. He agreed with Mr. Twitchell and felt the employees have been overlooked for a long time. We don't value our employees as much as we should financially. They have the same burden we all do. There is a cost of living increase every day of our lives. So maybe we can come up with an agreement or middle ground where the employees can get that money in one shot. Citizen Joanne Beckwith said for a point of information the raise for seniors in social security total to be \$20.00 per month. Her Anthem Blue Cross has increased, so the employees are not getting a raise. Road Agent Lewis didn't think any department thought there was a do or die date of September for the budget. It's only  $\frac{3}{4}$  of the way through the year and we always worked on the budgets for a few months before the end of the year. September is a good time to start on it, but it's early in the year. You really don't know what the rest of the year is going to be. He has done this job for 16 years and it was never just a one shot deal for the budget. Selectman Robie replied as far as wages go if you were really concerned the budget hearing would have been the day to start. Road Agent Lewis noted the COLA number doesn't come out until after the budget hearing. The town always based the wage increase on COLA. It wouldn't

be right for a department to pick a number out of a hat. Selectman Duarte said we have the opportunity to do this for our employees. We are moving \$90,000 to the surplus fund. We didn't have these numbers six months ago. He felt the Board could find the money for a COLA. As a Board they need to be more considerate of our employees and they are not getting a fair shake. Citizen Sharon Dewitt said she like what Selectman Duarte was saying and she understood where Selectman Robie was coming from because the Budget Committee works really hard putting that together. She felt that Selectman Duarte was not disrespecting the process or the Budget Committee. In the end it's all going to come down to the Deliberative Session anyway. She understood the Budget Committee not making those changes, but Selectman Duarte had a point that this information didn't come out until recently and taking care of the employees is important. It goes a long way for satisfaction by even having this discussion. She felt this would be a good leap of faith for the Board to approve this. Selectman Soares asked if money is added at deliberative session into the budget does it have to be used for that or whatever the Board chooses to. Selectman Robie replied it can be used for whatever the Board chooses to. Selectman Soares replied so there is no guarantee that it would be used for what it was intended for. Selectman Snow said the only provision is if something that's not in there - no means no. There has to be some appropriation in order to spend money on it. Selectman Soares clarified if they put in this \$25,000 there is no guarantee it has to be used for this the Board could use it for something else. Chairman Kelley gave an example that they could use it for a new police cruiser not for payroll. Citizen Rick Lazott asked at the time of the budget hearing wasn't the insurance line was left open. Selectman Robie replied we knew we had to budget for that. Citizen Rick Lazott replied you knew you had to make a change to the budget after the budget was done. You left it open ended. Selectman Robie said they vote and approve the budgets in September and now they want to come here in December and make another decision on the budget they decided on 60 days ago. We should have done this 60 days ago. Citizen Sharon Dewitt wanted to clarify she wasn't trying to say we'll just get this put in at the Deliberative Session. She was saying put it in and then the people of the Town could vote on it. Selectman Soares replied it wasn't taken that way she wanted clarification that it could be used for something else. Road Agent Lewis explained in the past when we had the Saturday budget meeting there was never a vote taken. Everyone department was given their guidance by the Selectmen to go back and make changes to the budget. The vote wasn't taken until five or six meetings later so there was room to work on it. It wasn't finalized in a five hour period. This gave room for insurance issues. Now there is no opportunity it's decided in one day and it's  $\frac{3}{4}$  through the year which is tough. Citizen Larry Twitchell told the Board they can provide the leadership and stand up for your employees. You should take a vote tonight and look into this \$25,000 and provide some leadership and hope. It would go in at Deliberative Session and you would have it, not to spend some place else. If not he thought there would be some Selectmen who would not be in office the next election and there would be a move to cut your stipend by 90%. He would start it and get 500 signatures on that petition. Citizen Rick Lazott explained because of SB2 we create a budget and it goes to the Budget Committee. The Budget Committee approves it or not. If they don't approve they go to a default and the Town votes on it. You can

only generate 10% over what has been approved. He's not sure of the citizens understand how the process really works. The Board's hands are tied in some ways. You can stand up and present the budget you support, but the budget committee can vote against you. Citizen Larry Twitchell said you don't let them do that. If this is the budget they are advocating for they need to advocate more strongly. They need to take to the people or the newspaper. They need to let the people know what a big bad bunch of people are on the Budget Committee don't be afraid to have a war if the Town is going to benefit. The Board needs to stand up for what they believe in. This is what the Budget Committee is doing and they are running over the Board like a steamroller. They are a bunch of penny pinchers. Selectman Robie replied he didn't think that was all that bad sometimes. Citizen Larry Twitchell replied I know you do and you're trying to kill a lousy little raise of 3% for your town employees. You won't stand up for them. Selectman Robie replied you're correct because this isn't the time and it hasn't been the time. He hasn't gotten a 3% raise. Anyone in the private sector has to suck it up and when it gets better we'll give our employees a raise. Citizen Larry Twitchell pointed out we have the lowest rate of unemployment in the nation. Selectman Robie noted we have to contribute \$15,000 to the retirement fund. Citizen Larry Twitchell replied because you didn't when the years were good. Selectman Robie replied no because the state said they would pay it and they're not so we have to. Last year we coughed up \$12,000 to give a bonus to our employees and we are looking at doing the same thing this year. It's not 3% but it's 1 ½ % and this isn't going to be year after year if the economy doesn't turn around. We don't know where we will be in 10 years but if we keep adding 3% every year to the employees I may not be able to live here. Selectman Robie said he fights to lower the taxes and to make an opportunity for people to develop land and make a place to live. Selectman Duarte felt somewhere there is a middle ground. If we mention this to the employees they would be agreeable to this. He felt everyone in Town would agree to this. Things may never get better is a hell of an excuse to not give a COLA, because you don't know what is going to happen in the next ten years. He didn't realize we were going to be in such good shape and put \$90,000 in the surplus fund. We have the money why not share that with our employees. He has lived in this Town for seven years and he is very proud of the town employees. He has always been treated very well. When the economy turns around the employees are going to remember how they were treated. This is not a big deal of money and we have put more than that in the surplus fund. The employees would appreciate us looking out for them. This is part of our job. Citizen Rick Lazott reiterated that's why you give a 3% bonus because it doesn't lock the Board in year after year. It gives the Board the flexibility to give a raise next year. Selectman Snow thought the Board was looking at a fundamental difference between what we did in September. The Board put out the word to the department heads that they come in with a level funded budget. When department heads came to the budget meeting they were told no raises. This was the fundamental concept that was presented to those people that showed up. He suggested to Selectman Robie to go to the Budget Committee and tell them the Board is looking at some type of COLA. We have the opportunity to have a public hearing. He believed that you go to the deliberative session with two numbers one is the Selectmen's recommended number and the other one is the Budget Committee's recommended number. If

they both get voted down then you go with the default budget. The Selectmen can decide that they want the number to be higher or lower than what was decided in September. We should be talking to the Budget Committee about this. Chairman Kelley said if you bring something to deliberative session and want to raise or lower it can be defeated right off the bat. Selectman Snow said the point he was trying to make is we left the September budget hearing with the concept there wouldn't be any raises. We are now getting input that maybe we want things a little different and we can have those discussions between now and February. Selectman Soares noted they won't even vote to fund the CYAA why would they vote to add more money to our budget. Citizen Sharon Dewitt said the Board should make a decision on this tonight. It shouldn't be brought to the Budget Committee; they should be informed of what the Board decided. This decision lies in the Board's hands this evening. She understood what the Board is saying about not have raises, but if she had to hear we don't know what is going to happen in the next 10 years. If she knew she might not be getting a raise in 10 years she would suggest going to the place that is paying higher. She felt the Board should say they are for or against it this evening. Selectman Robie said the Board met with the Police Department a while back and we conceded to everything the officers wanted except for COLA increase and a new matrix. They asked the department heads to try to level fund their budgets back in September. They came back with level funded budgets. If the department heads wanted to give their employees a raise they should have put in and took out from some other lines if a raise was that important. He felt between the sick days, the deductibles and last year \$12,000 out of the unexpended funds for our employees. Most of the general public doesn't know about that just that the employees didn't get a raise. He felt \$500 at the end of the year is a nice little bonus for our employees. He took offense on how this was presented to the Board this evening. If the Board wants him to bring something to the Budget Committee he certainly will. The process works and it works pretty well. Selectman Duarte said Mr. Twitchell and I haven't sprung this on anyone. He hasn't even seen Mr. Twitchell. He came in with a suggestion this evening that would be beneficial to the citizens and the employees. He didn't want to spring this on anyone; he just wanted to introduce it to the Board. Selectman Soares asked if he did this because he's up for reelection. Selectman Duarte stated he didn't discuss this with Mr. Twitchell. Facility Operator Whitcher noted that he was at the September 19<sup>th</sup> meeting and what happened was when a department went in front of the Board the first thing that was looked at was the wages. Every department that had an increase in wages was automatically knocked back down. There was no discussion they were told no raises across the Board. Welfare Director Donna DelRosso noted her stipend was cut in half. She questioned how many full time people got ~~raise~~ bonuses last year and they don't even live in town. All of the stipend people live in town and they got nothing. This is their own taxes and they got nothing. Selectman Snow asked if the rep could take this to the Budget Committee and let them know the Board is looking at the possibility of a COLA. It doesn't have to say how much just that the Board is considering it. Selectman Snow moved to send the rep to the Budget Committee and suggest to them the Board is looking at the possibility of COLA for its employees. Seconded by Selectman Duarte. Selectman Robie asked what do you think they are going to say. Selectman Snow replied let them know we may be coming back with a different

budget reflecting a COLA for the employees. Chairman Kelley called for a vote. Chairman Kelley, Selectman Robie, Selectman Soares were opposed. Selectman Snow and Selectman Duarte were in favor. Motion failed. Chief McGillen said it would have been nice to have the Board's support and bring this back to the Budget Committee. Chief McGillen noted there is a lot of support from the community. Selectman Robie said he took the requests (from the Police Department) out to the community and spoke to a lot of people. They came back and fulfilled all of the requests except for one. Chief McGillen replied that he appreciated that but he gets frustrated when he sees other purchases of the town that didn't go through the budget process. He felt his department does a damn good job for the residents and they can put them up against any agency around here. The officers get frustrated because they don't think there is any support from the Board or the Budget Committee. Selectman Robie said we do support you. Chief McGillen said he goes to a budget meeting and is made to feel like he's floating out in the ocean. Selectman Robie said the department heads were invited to the Budget Committee meeting and you didn't show up. Chief McGillen replied I did show up and the meeting was adjourned. Selectman Robie noted the meeting was at 7:00 p.m. He has worked with the Budget Committee for four years now and he sees working the best it can. He further noted the department heads that wanted to talk were there. Chief McGillen said he was there at 7:20 p.m. with his notes. Citizen Sharon Dewitt said she was a little saddened and was hoping the Board would put \$25,000 into the budget and it concerns her that they are so concerned with what the Budget Committee thinks. She questioned why Selectman Soares asked Selectman Duarte if he was up for reelection. She felt Selectman Soares should vote yes on this and let the Budget Committee kill it. Then she looks better and they look worse. She reiterated that it saddens her because the Board of Selectman come up with the budget. Selectman Robie said the Board isn't concerned about what the Budget Committee is going to do the Board is here for the residents of the Town. There are employees and a few people that are in favor of instituting a COLA tonight. This is lopsided and he is here to represent the people. Citizen Sharon Dewitt replied but you are not. You talked about how you took Chief McGillen's list and went to the people. She questioned how many people he talked to and what the demographics were. She asked if it would be fair to say he didn't know her name until this evening. She came to this meeting and the first thing she hears how long have you lived in Town. Selectman Soares is new to town and she's a Select Person. Then its how many meetings have you been to. She gets told she has to go to meetings to have her voice heard and then she's told the Board represents the people and she isn't one of them. She finds this confusing. Selectman Robie clarified when he speaks of demographics, he goes out to the other side to get their opinion. ACO Stephen Bradley mentioned you are here all day and 90% of the population get up and leave town to go to work. This isn't who you are talking to. Selectman Soares says she talks with people around town that she doesn't know. She has no problem talking with people she doesn't know and her demographic is greatly differently than you might think. She does talk to the people who do work and they are not in favor of increasing anything. People are happy that the tax rate is going down. Selectman Snow said one of the reasons we went to SB2 is so the people can vote on it. It doesn't matter who they talk to what matters is do the people have the opportunity to go to the voting booth. If it's not on the

ballot they can't vote on it. Citizen Rick Lazott noted the Selectman still have time to put in a warrant article. He questioned what is stopping this Board from putting in a 3% cola. Chairman Kelley said first thing is that we haven't got to warrant articles at all. He is not ready to make this decision. Chairman Kelley said we haven't gotten to warrant articles yet and he is not ready to make a decision on COLA. Citizen Rick Lazott said it would be better if a warrant article came from the Board instead of a petition.

**Old Recycling Center Closure.** Selectman Duarte asked if the meetings were scheduled for the closing and do we have someone from the DES coming. Selectman Soares said no one from DES is coming to the meeting. Selectman Duarte said there is going to be questions from a lot of the residents and someone from DES should be here. He would like someone present. Selectman Soares explained Doug Kemp is the only person that deals with the closures and he won't come to evening meetings. Selectman Snow suggested sending a letter to DES saying we would like a rep at the meeting to answer any questions on the closure process. Selectman Duarte would like someone at the meetings and he would make the request to DES. Selectman Robie suggested that Selectman Duarte read the closure plan and then decided if he needs a person here. Selectman Duarte said when we have a public hearing there are going to be questions from the public and it would be prudent to have someone from DES here. Chairman Kelley said DES already approved this and now they want to change it. Selectman Duarte replied he didn't want to change it he thought they should have an authority on this here. They will come if we request it. We aren't hiding anything. Selectman Soares said no one wants to show up at our meetings and provide the diverse. It will be the usual group of people. A good portion for the people have too busy of a life to come to these meetings or they don't care. They put us in this position to do what's in their best interest. You're going to get the people who want to save the swap shop and the people who don't. Citizen Sharon Dewitt asked what other groups are there. Selectman Soares said the people in between that haven't made a decision yet. Citizen Sharon Dewitt replied a professional might bring the people in. Selectman Soares noted you would be surprise at how much it doesn't matter. Chairman Kelley noted when you bring in a professional there are usually two people in the audience. Citizen Sharon Dewitt pointed out a professional might help people change their mind. Chairman Kelley agreed he was on the Planning Board for years and they would bring in professionals and two people would show up from the public. If he had concerns about something he would be at the meeting. We have had a closure plan written up and submit to DES for their approval. They have approved it and said it was fine. If we have their rep here they will have to back up what they said in the closure plan. Citizen Rick Lazott noted having been born and raised here and he didn't think people would believe what has dumped at that site for 40 years. The wells might not have tested positive, but the chemicals are there. It's a matter of time before it does show up. The sooner we get out of there and leave it alone the better we'll be. Unfortunately we have some newer residents in Town that don't believe what is under that dirt. Chairman Kelley will ask the DES representative to be here for the hearings.

**Bi-weekly Deposits:** Selectman Robie asked if the deposits are going twice a week. Administrative Assistant Hansen noted it will start on December 1<sup>st</sup>.

**Food Pantry key box:** Welfare Director Donna DelRosso was told by the Women's Club that there will be a key code on the food pantry door. She wanted to know why we were putting a key pad and who's budget is it coming out of. Selectman Soares explained it's a key lock like at the swap shop. It's not a key pad. You put the code in and it holds the key. Welfare Director DelRosso said there was a key hanging on the wall. Selectman Soares reminded Welfare Director DelRosso that they had discussed this that afternoon. She felt it wasn't pertinent to discuss it right now. Welfare Director DelRosso said she was asked by the Women's Club and wanted to respond. She felt Selectman Soares was being unfair because she was just asking a question. Chairman Kelley asked if Selectman Soares had answered her question. Selectman Soares replied it's just a key box, because she doesn't want the key getting lost. We had discussions about this today. Selectman Soares said there will be a key code. Mr. Twitchell asked who will have the code. Selectman Soares replied the Women's Club will have it.

**Thanksgiving Thank you:** Selectman Robie would like to thank the people who donated the food and the Women's Club. Facility Operator Whitcher did hear from someone who received a basket and they really appreciated it. Chairman Kelley has also heard positive feedback. Selectman Soares noted Jeff Cantor does an exceptional job making sure the people in this community enjoy their holidays and the Women's Club always does a great job preparing the baskets. They continue to make the community look good through community service. Citizen Sharon Dewitt asked when the giving tree will be up. Selectman Soares said the first week in December.

Chairman Kelley motioned to adjourn at 9:13 p.m.

Respectfully submitted,  
Andria Hansen  
Recording Secretary