

~~Unapproved~~**APPROVED**  
**Candia Selectmen's Public Meeting Minutes**  
**December 3, 2012**

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

**The Board to appoint John Burnett and James Perier as Firefighters to the Candia Volunteer Fire Department based on Fire Chief Young's recommendation.** Selectman Kelley motioned to appoint John Burnett and James Perier as Firefighters/EMT's to the Candia Volunteer Fire Department based on Fire Chief Young's recommendation. Seconded by Selectman Snow. All were in favor. Motion carried.

**The Board to formally accept the donation of air bags from the Candia Fire Association.** Selectman Kelley motioned to accept airbag donation in the amount of \$4,418. Seconded by Selectman Soares. All were in favor. Motion carried.

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

**Fire:** Selectman Kelley read from the attached report.

**Road Agent:** Road Agent Lewis read from the attached report. They did clean up from the tropical storm. It was a good November there was no plowing. He mentioned that Emergency Management Director Bob Panit met with FEMA and wasn't sure how much they would be reimbursing us. Chief McGillen said he was at that meeting and it was looking good for the town. Selectman Soares asked Road Agent Lewis if he has received any pricing on the asphalt. Road Agent Lewis replied no it was too early. He budgeted it for what they paid this year. This is the best he could do.

**Police:** Chief McGillen noted they had 12 arrests in the month of November. One was for a break in at the golf course. There were arrests for bad checks, motor vehicle violations, and DWI's. They had an officer go to the grand jury for the indictment of an individual who committed a burglary in the early summer. They may be able to get a grant that would help with the purchase of radios. They purchased them with encumbered funds this year. He is working with the webmaster to get the Nixle system on the website. It's a free emergency notification system. The residents sign up and they can register by email or cell phone and they will get emergency notifications from the Police Department. For example, if they have a robbery, a burglary, or a getaway vehicle. It's currently in the works and it's a step to get the information out to the community quicker. He will keep the Board updated on this.

**Building:** Selectman Soares noted that Building Inspector Murray has been staying busy. They have been working on some projects. The numbers they are up from last year (report attached). She noted Building Inspector Murray was going to check out the back half of the roof to determine its life and when it would need to be fixed. The small stuff like the sills can wait until the spring. Chairman Duarte noticed that he was up in revenues and every little bit helps.

**Solid Waste:** Selectman DePuy read from the attached report. It was noted that the landfill numbers went up. Facility Operator Whitcher explained back in October one of the compactors went out, so it's in those report numbers. There was 12 tons that really came from September this is one of the reasons the numbers are up.

**Selectman DePuy to discuss change in holiday schedule policy for the recycling center employees.** Selectman DePuy said right now the recycling center employees have Memorial Day and Labor Day off. These two holidays fall on their regularly scheduled days off. Presently the personnel policy says they must take a day off during the same week and they will get holiday pay. This makes it difficult for the three or four guys to schedule a day off in the same week. In the past they just got paid for a day of holiday pay and worked a full week. There may be some resistance to this so he met with Facility Operator Whitcher and they came up with taking the Sunday before the holiday off. So they would have the Sunday's off before Memorial Day and Labor Day. This would mean the recycling center would be closed on those two days. When he spoke with Facility Operator Whitcher he told him those days are generally slow, because of the long weekend. This would give the recycling center employees a three day weekend. *Selectman DePuy motioned that the personnel policy be changed so the recycling center employees have the Sunday before Memorial Day and Labor Day as their holiday and the remainder of the personnel policy be changed so when other holidays fall on a Monday they get an alternate day off during the week. Seconded by Selectman Snow.* Selectman Kelley thought the reason they were open on Saturdays and Sundays was for the convenience of the people of this town. He thought there was a policy that says we will be open on Saturdays and Sundays. If they start closing it down on those days he thought they were going to run into some problems. He suggested they use those days as floating holidays then they can take them whenever they want instead of using them in the same week. Chairman Duarte asked how often would this happen. Selectman DePuy replied that it would happen twice during the entire year. It was noted the recycling center would be closed Easter Sunday as well and if Christmas falls on a Sunday that would be a day as well. Selectman DePuy said he was only suggesting Memorial Day and Labor Day. Selectman Soares liked the five floating holidays. Selectman Snow thought they should change the policy to say floating holidays at the discretion of the Facility Operator. Facility Operator Whitcher noted they are not busy on either Sunday and the residents are surprised they are open. It would be a nice convenience for the employees of the recycling center. Chairman Duarte didn't have a problem with this and its only two days with in the year. Selectman Snow said we would give the public adequate notice that the recycling center will be closed those two days, but what about requiring the time to be taken in the same week. He felt this was extremely restrictive. Selectman DePuy added it makes it very difficult for Facility Operator Whitcher to get coverage for those weeks. The way it had been done previously is on those weeks they got paid for an extra day and they worked the full week. Selectman Snow asked if they could do a comp day. Selectman DePuy said they could do the floating holidays, but they can't do a comp day. Selectman Kelley said he would go along with the floating holidays. Citizen Ken Goekjian of North Road said many companies and industries provide floating holidays and they do work rather well and what happens if you don't use them by the end of the year you cash them out. So you don't have the administrative issue of what to do with them. This might be an option for the Board to consider. Selectman Kelley agreed with Mr. Goekjian and if they have days left over at the end of the year then pay them for the days that weren't used. Ken Goekjian added you would basically get credit for the hours that weren't

taken. Selectman Kelley said they wouldn't be able to accumulate them year after year. Selectman DePuy thought this sounded like a reasonable alternative to him. Selectman Snow thought they should get rid of the part of the policy that says they need to take the holiday within the same week. They have other departments use comp days. *Selectman DePuy amended his motion to say that the recycling center employees have 5 floating holidays and if they don't use them by the end of the year they can cash them in.* Selectman Soares said if you look at the current policy it says "The Recycling Center will be closed on observed holidays. For a holiday that falls on a day that is the employee's regular day off (Monday or Tuesday), full time Recycling Center employees will be able to take an alternate day off during the holiday week with 8 hours of Holiday pay. Total hours submitted on a time slip for any employee during a holiday week are not to exceed 40 hours." She thought it was clearly defined. They can take their 5 floating holidays at any time, but they still follow the rules that they can't go over 40 hours per week. Ken Goekjian said the policy still says the employees have to take a day with in the week of the holiday. Selectman Soares apologized and noted the policy would need to be changed to they can take their floating holiday when they want, but they still need to stay within 40 hours. Selectman Snow said the policy should say the floating holiday should be taken anytime within the current fiscal year. *Selectman Kelley seconded Selectman DePuy's amended motion. All were in favor. Motion carried.* Ken Goekjian asked the Board what they just approved. Selectman DePuy said his proposal was that the recycling center employees have 5 floating holidays and if they don't use them by the end of the year they can cash them in.

**Heritage Commission Chair Diane Philbrick to discuss proposed warrant article for Old Smyth Library renovations.** Heritage Commission Chair Diane Philbrick said the Heritage Commission has come a long way on this. They are coming down to crunch time on making this happen. The commission is purely advisory and don't have authority on enacting all of these things. This is a Town owned building. They just wanted to update the Board on what their thoughts are. The first is the warrant article itself and they would expect that the Board would do the wording and submission of the article. The total bid price that they have at this point is \$150,000. They are down \$50,000 from where they started. She thought they could get the price down a bit from volunteer work and gifts, but \$150,000 is the number they need to work with right now. The Commission is going to meet tomorrow evening and given the current economic times the lump sum of \$150,000 is not realistic to the taxpayers right now. The proposal that they have is that this could be paid for over a period of 5 years on a loan. The annual payment for the town would be approximately \$33,000. She felt \$33,000 per year in order to save and re-use that building seems reasonable and a doable project, but not all at once. The loan would have to be negotiated through the Board. The other issue is they would like to do a capital gifts campaign which would require a separate account set up through the Selectmen's Office. Chairman Duarte asked HC Chair Philbrick to explain what they plan to do with the building. HC Chair Philbrick said the building needs a handicap lift, a new septic system, a bathroom that is fully accessible, it needs to have its mechanical systems checked and updated, the electrical work needs to be redone, and the stacks that are in the interior of the building will be removed. The handicap access will be from the parking lot through the lower level. The front door will not be changed at all. Citizen Linda Bergeron of Diamond Hill Road asked what the function of this building is going to be. HC Chair Diane Philbrick would like to see the building be open to everyone in Town for whatever activity. It can be used for meetings, conferences, and possibly private functions. She would like to see the Town use the building again. It's been empty for 10

years and it's holding on, but it can't stay like that. Linda Bergeron said with all due respect can't that kind of money be used in other areas instead of the building and is this an absolute necessity. HC Chair Diane Philbrick replied that depends on what you see as being the character of the town you live in and why you live in this town. She noted the building is on the national library of historical places. It is registered as a historical place and it is an identifying and signature building in town. Linda Bergeron said she understood that, but we need funds for other areas in this town. HC Chair Diane Philbrick said that will have to be the decision of every voter. Chairman Duarte thanked HC Chair Diane Philbrick and understood there was a lot of work involved in this project. He thanked the Heritage Commission for all of their extra efforts. He felt the citizens of the town should make the decision. Citizen Ken Goekjian asked if the building is on the historical register does that mean it's protected. HC Chair Diane Philbrick didn't think it was. Ken Goekjian pointed out that if it does start to deteriorate at some point they may need to take it down. He noted it's a brick building it's not a controlled burn situation. HC Chair Diane Philbrick pointed out that library's are made out of brick for their fireproof status. This building could be the premier place for storage. Ken Goekjian thought it was important for someone to find out how much it would cost to take the building down. It seems the options are to restore it and maintain it or take it down either way there's still a cost. Linda Bergeron said they want to restore it without a specific function for it. It's not a definite income maker for the town. She wasn't trying to be disrespectful, but they can't justify that amount of money for a building that might be used. HC Chair Diane Philbrick explained this is the reason for spreading out the cost out, so it wouldn't be a tremendous burden on the taxpayer. Chairman Duarte asked Selectman Snow to work with the Heritage Commission on this warrant article.

**The Board to decide on health insurance plan.** Selectman Kelley thought they should do the same thing as last year and help the employees out with their deductibles. He didn't think they needed to hire a health reimbursement company. He felt they could handle it in the office. Chairman Duarte agreed they have a small group and felt they could manage it. He asked Selectmen's Assistant Eastman if she got prices on these companies. Selectmen's Assistant Eastman replied she did and they ranged from \$900 to \$1,200. Selectman Snow asked if they would run into any regulatory problems if they don't do this. Selectmen's Assistant Eastman said she sent an email to Atty. Mayer on this and hasn't received an answer yet. Chairman Duarte asked the Board if they looked at the plans and were there any that they liked. Selectman Kelley said he liked the Anthem BCBS plan. Chairman Duarte asked the Board if everyone liked this plan. He thought this plan was the best option to go with. Selectman Kelley motioned to go with health insurance plan Anthem BCBS (HNEVP54VE) and they take care of the health reimbursement plan in house. Seconded by Selectman Snow. All were in favor. Motion carried.

**The Board to discuss possible COLA for employees.** Chairman Duarte said there is misinformation that our employees themselves were asking for raises and that is not correct. He came up with the suggestion, because he thought they earned it. He felt they have been keeping the costs down and they earned it. The COLA he is proposing is 1.7%. The reason for the COLA is not to give a raise but try to compensate for what they are losing. He noted next years inflation is going to be a lot higher. He felt that 1.7% was a small enough percentage. He has talked with department heads and he thought they could manage those costs without increasing their budgets. He is bringing it up this evening so they can have some more discussion on it. Selectman Kelley asked what the total amount would be for everyone. Selectman DePuy replied

\$14,699. Selectman Snow said he personally felt it should be 1.5%. Selectman Soares didn't think this was necessary at all. You gave a 3% COLA and you defied the voters when they voted against it last March. Giving people money is an instant gratification, it doesn't necessarily mean they are going to work better, harder and they're going to enjoy their jobs any better. Money is nice to get, but it doesn't last forever, it doesn't make your job nicer if you're not happy with your job. We haven't gotten rid of any jobs everyone still has their jobs and just giving people money doesn't make them work harder. Giving people challenges, more to do in their job, and more goals to obtain makes them do their job better. Throwing money at them does not make them work better. There are people who are willing to work for less and that won't burden our taxpayers. You have to think of the overall issues, we submitted a budget to the Budget Committee and we did not put this in there. This is not fair, because this was brought about after the fact. If you decided on doing this you should have decided before we submitted our budget. We could have discussed it at budget time and it could have been presented to the Budget Committee. People don't have this money and they voted it down at the last voting session. You seem to think that people didn't vote it down. Chairman Duarte stated they didn't. Selectman Soares pointed out the Selectmen's budget got voted down with the increases in it. Chairman Duarte said the overall budget got voted down, but the individual COLA was voted on as yes twice. What happened is when they added additional increases to the budget the overall budget was turned down. The individual COLA was approved at the SB2 meeting. Selectman Soares noted not by the voters. She was talking about the voting session in March when everyone has a say. The citizens voted for a default budget, which means the raises you proposed and the additional money for the CYAA failed. So by giving the 3% increase this year you defied the voters when they clearly said no. Now you are trying to give a 1.7% increase again. Selectman Duarte said he personally didn't give anyone an increase it's a Board decision and four of the five approved the COLA. This is a decision of the Board and they agreed to give the employees a COLA. Selectman Soares said the majority of the Board agreed to give the employees a COLA and defied the voters when they clearly said no. She felt that 1.7% was in excess you should not be giving, you can't keep giving everyone the same amount. She mentioned that Selectman Snow said SC Johnson gives out bonuses to their employees. They are a multimillion dollar corporation they can afford to take care of their employees and they give their employees merit raises based on their work. We are a town and have a limited budget. It's based on what the taxpayers have to pay. We have to be responsible for the taxpayers by keeping taxes affordable. We have to run our town effectively without cutting our town services, but we can't tell the residents too bad you are going to have to foot the bill. Chairman Duarte mentioned we have some communities that fair the same as we do. He read from the attached list of towns who are giving a COLA. We are not the only ones that are helping our employees. Selectman DePuy noted as we have seen in the budget process the cost everything is going up – fuel, telephone, all of the expenses that we have in our budget that we cannot control. The cost of services that the Town provides will go up as well. The one thing we can control to some extent is how much we pay our employees. We could toe the line and not give them increases but that wouldn't be fair to them. They are faced with the same increases that everyone else is facing and the town is facing. We are paying increased costs for all of the expenses we have. He didn't think it was fair to balance the budget on the backs of our employees. He looked at the COLA for the past few years, in 2009 it was 2.4%, 2010 it was 1.5%, and we didn't give our employees a COLA for those years. For 2011 it was 3% and we gave our employees a COLA but we waited half the year so it was really 1.5%. So far through October of this year it's a 2.2%

increase. So he is in favor of the 1.7% increase, but it doesn't keep up with the numbers he sees for the cost of living. He understood there are people here on fixed incomes that are hurting and sympathizes with them, but when they were working and employed they probably expected to get a raise every year. These really aren't raises they are cost of living increases and we are not keeping up. Selectman Snow noted that Selectman Soares believed that the vote for the default budget was specifically because of COLA. He didn't think that could be proven. He did believe that Candia has an excellent group of employees and they deserve everything we can afford to give them. He would personally recommend a 1.5% increase, because they gave a 1.5% last year (for a half a year). He felt 1.5% was a more reasonable number than 1.7%. They did ask the public to the meeting and would like to find out what they think. Citizen Judy Szot of Libby Road believed the years that you talked about when the employees didn't get a COLA, they did get bonuses. Selectman DePuy replied they did get bonuses at year end of \$100 - \$300. Judy Szot replied then they did get something. She understood the cost of everything is going up, but the costs for the citizens are going up also. The people on fixed incomes don't have any way to make up that difference of this raise that you are giving to other people. She would take exception to his comment about the public employees thinking they should have a raise. She was a public employee (school teacher) her whole life and when times were like this she was glad she had a job. Sometimes they went through negotiations and they didn't get a raise. She didn't care because she knew her husband didn't have as much work some years and times were tough, but she knew she would have a paycheck. She felt with all of the increases in the budget they have to be considerate of what our citizens can pay for and asking for this raise and not putting it in the budget wasn't a fair thing to do for our people. She would disagree whole heartily with the Board about this budget. You raised the budget at Deliberative Session and the raise in the budget was for two things the CYAA and raises. Your budget lost and it lost because of those two things. If people wanted it then why did they vote for a default budget? They said we don't want those two things and you went and gave raises anyway. Citizen Ken Goekjian of North Road said there had been discussion about the voters rejecting this. This is a dangerous assumption. You have no idea why the budget failed. The budget might have failed with no amendments what so ever. You don't get to do exit polls to find out why people voted the way they did. It is the biggest complaint for those who don't like SB2 have about it. The only discussion that occurs on the budget is at Deliberative Session and it is under attended. This is a huge hole in this process. The bottom line is once the amount gets voted that is for this Board to administer the budget. It's a bottom line budget and you can move things around. You may like it or not, but this is the way it works. The only thing they could have done was hold a public hearing on it. He noted Selectman Soares made a statement, which he agreed with, is that no one is entitled to a raise. No one is entitled to it, but do they deserve it and can they afford it. Those are the two points that need to be considered. It is a balancing act. Everything that we as a town want to do hurts someone in town. This has always been true. This is why we have the abatement process to handle the true hardship cases. The balance between employee and employer is a tough balancing act to manage. On the one hand we can't be throwing money all over the place, because no one can afford it. On the flipside if you don't treat your employees in a reasonable fashion, eventually the economy recovers and the job market goes back and those companies that abused their employees find themselves without any. All of their best employees that are competent, outgoing, and good at their jobs will get offers all over the place. If we didn't treat them well they'll leave. It's a balancing act of maintaining the good will of our employees and treating them in as fair of a fashion as we can afford. Superintendent of

Cemeteries Jerry Becker said last year all of the employees were given a COLA and every department head stayed within their budget for that increase. This year you asked us to do the same thing and flat line our budget, so there were no increases in our budget. This money that you are talking about would come out of our budgets for this year. It would not be an increase; it would just come out of what we had to do in every single department. He questioned do they do the same thing with the school? Citizen Linda Bergeron of Diamond Hill Road said she was confused if we are contemplating spending \$150,000 for an old building that has no function and yet we don't pay our town employees. Citizen Gary York of Hemlock Drive noted we are saving 5% of \$62,000 on our health insurance and building permits up this year. So revenues appear to be on the increase. The Selectmen, the department heads, and the employees appear to be doing what they should be doing and managing their funds appropriately. One of the things the Board needs to look at is the cost of replacing an employee and the importance of employee maintenance or retention. So we are not paying for additional costs of training a new officer and outfitting a new officer. He is not picking on the Police Department, but that is a pretty significant cost. They have exemplary departments and their budgets are lower compared to surrounding towns. Employee retention is a cost that needs to be looked at long term not short term. It's \$14,000 with no increase in the budget. These aren't merit raises they are below cost of living increases. He agreed with Selectman Soares that this should have been brought up during the budget process. Chairman Duarte said sometimes when they wait to get the social security COLA number it doesn't coincide with the right time frame. Citizen Ingrid Byrd of Depot Road said she was torn on this issue, because she does believe people need to know that they are doing a good job and they are rewarded for the quality of their work. She didn't believe in COLA's for this reason. She believes in merit increases and it should be tied to what a person is already making. You have some employee's making \$22 to \$24 dollars per hour and the COLA will be a lot more for them instead of someone who is making \$10 per hour who is doing an even better job. She thought they should get away from COLA's and consider merits. She noted there is over a 1/2 million dollars in outstand property taxes; this means there's a heck of a lot of people in town who cannot pay their taxes. Yet the Board is sitting here saying we are going to give salary increases and we don't care if people can afford it. It seems that there has to be a better way to deal with this issue. The Board is saying they don't care to the people who can't pay their tax bills. Chairman Duarte felt they were not saying that. They are saying the employees are doing a good job, they would like them to continue doing a good job, and although they don't have the money they want to help them with the COLA increase. He noted productivity of the employees was always important in the sales business and it was mentioned this evening. When you lose a key person it's not always what it takes financially to get that person replaced, but getting the right person for the job. They have a phenomenal group of people. They go over and above and out of their way to help you. He is amazed that they have a low rate of complaints, if they have any at all. They may not see an increase in productivity, but they did see a boost in morale. You can't see it but you can feel it. There may be people in town that are struggling, but this is why they have a Welfare Department to assist them. He isn't trying to take something away from someone and give it to someone else. They aren't giving anyone a raise they are giving them a cost of living to help deal with inflation. It's not the same as it was three years ago. He noted one of the biggest increases is the cost of gas and it reflected in our budget. They aren't asking for a lot they are talking about \$14,000 to help the employees offset some of the costs they are going to have to deal with. They can't take care of everyone in town that has a job with another employer. Our people do a good job and they deserve it, not

everyone is going to agree with it, but at least they can have a discussion about it. The point is do we give a COLA or not. He felt they should. Everything done is by the majority of the Board. One Selectman has no power at all. Officer Dan Gray said he hears the word entitled and he can speak for himself, his department, and other employees that he has never heard anyone say they are entitled to anything. This issue on the COLA and whether it's given or not he doesn't have a problem with that. If they have an opinion that the taxpayers can't afford it that's fine and that is why the Board makes the decisions. He is probably one of the employees that will benefit from a yes vote, but it doesn't bother him either way. He understood how government works, because he is a taxpayer in another community. He had some comments about what Selectman Soares said in the November 19<sup>th</sup> minutes. He read "they have not received anything above what we normally get as far as work output from the employees by giving them a 3% COLA" and "everyone can have someone else do their job much better, much more efficiently, and for less money". He asked Selectman Soares what resources she had referenced, what data she compiled, and what expertise does she have in employee management to come up with these statements that you put on public record. Selectman Soares said it's basic knowledge that you are going to have someone who doesn't have a job willing to prove they can do the job. They may not have the same skills as you but they are going to work just as hard if not harder to prove they can do the job. If you have someone who is making too much money, you are going to go with someone who you are going to pay less. You will have to train them and figure out that cost, but they are going to work harder and get themselves to the same level at a faster rate because they are determined to do it. Someone may just be comfortable at their rate and may do their job efficiently and good, but in business there is always someone underneath you who will try to take you out and take your job. It's part of the human race. Officer Dan Gray thought she was making a lot of arbitrary statements about the employees of this town which aren't based on fact rather than her own speculation. He stated when he read the November 19<sup>th</sup> minutes he was completely discourage and found it completely insulting for the employees of this town who give dedicated service. Selectman Soares appreciated his opinion and she has her opinion. Selectman Snow said there are five people on the Board and they all have their own opinion to which they are entitled. It doesn't represent anything other than their specific opinion. Citizen Rudy Cartier of North Road found the statement interesting that "everyone is replaceable" and "everyone can have someone else do their job much better, much more efficiently and for far less money". If you think about it that's what happened to manufacturing in the United States. It's now over in China, because they work cheaper. He noted that it was said any increase amount of money would not increase the budget. It would come out of the savings from the department heads efficiently operating their departments. This will not impact the taxpayer what so ever. He just got his tax bill and he noticed the town's portion of the tax bill went down a considerable amount. This shows to him super efficiency as to who they have as employees and who is running the departments. He mentioned the comment about how the town is owed ½ million dollars in taxes and is this last year's taxes or does it go back further. He noted that he has seen in past town reports that some of these outstanding taxes go back 5 or 10 years. Selectman Soares noted it's since 2008. Citizen Rudy Cartier said it's about \$125,000 per year so it's not unusual. He would use the Police Department as an example of what you want to do to make sure you are running an efficient organization. Chief McGillen came up with a matrix to make sure the officers were paid a decent amount of money so they wouldn't leave. It doesn't matter if it's a police officer or a new office worker you will still need a good learning curve. There is no formal training in the front office; it's all on the job training. So you could



have someone in for six months that's not up to the efficiency of anyone that was in there. Solid Waste is another good example the guys are always busy down there. You just can't have someone come in and take over and expect that they will be that efficient. He mentioned from the November 19<sup>th</sup> minutes that Selectman Soares asked why they had extra money in the budget. They should have extra money in the budget, because if everyone is doing their job they shouldn't be spending up to the last cent. They have employees of this town that are being vilified for no reason and they should be congratulated and thanked for what they are doing. He thought 1.7% for a COLA was nothing. He felt it was reasonable and he supported it. The employees are not entitled to it, but they do deserve it. Citizen Ken Goekjian said he would like to use himself as an example. He is an engineer, has been for a lot of years and is very good at it. There are a heck of a lot of people that do what he does for a lot less money. Oddly people still call him and he gets multiple job offers of people calling him daily. If you are happy with your job and you are good at it you motivate. He teaches the young buck coming up, because he wants them to be better than him someday. In the field he is in if someone can do it better that's great. The bottom line is the people who have experience and are good at their job, the experience counts for something. There are companies that espouse that theory they can get someone to do cheaper, but those companies aren't around anymore. He suggested because there has been concern expressed that this didn't go through the budget process and it could have. As a corrective measure perhaps the Board could publish the differential and if anyone wants to they can propose an amendment on the floor at Deliberative Session to reduce the budget by that amount. He personally felt this proposal will fail. It would give people a formal say since it didn't go through the budget process. It would be a gesture of good faith from the Board to bring it up in this forum. This way you won't have people saying later that they didn't know. Selectman Kelley agreed with Mr. Goekjian that there is never a good turnout at Deliberative Session. Selectman Snow moved to give a COLA for 2013 in the amount of 1.5% for discussion. He thought 1.5% was a reasonable number. Chairman Duarte amended Selectman Snow's motion and moved to give a COLA increase in the amount of 1.7% effective January 1<sup>st</sup>, 2013. Seconded by Selectman Snow. Chairman Duarte, Selectman Snow, Selectman Kelley, Selectman DePuy were in favor and Selectman Soares was opposed. Motion carried on a vote of 4 to 1.

**The Board to authorize payment of payroll checks and accounts payable checks.** Chairman Duarte announced the grand total of payroll and accounts payable checks for November 29<sup>th</sup> and December 6<sup>th</sup> is \$659,891.82. Selectman Snow motioned to accept the total payroll and accounts payable checks in the amount of \$659,891.82 for November 29<sup>th</sup> and December 6<sup>th</sup>. Seconded by Selectman Kelley. All were in favor. Motion carried.

**Approval of Previous Minutes: Public and Non-Public meeting minutes of 11/19/12.** Selectman Soares motioned to approve the Selectmen's Public meeting minutes of November 19<sup>th</sup>, 2012 of presented. Seconded by Selectman DePuy. All were in favor. Motion carried. Selectman Soares motioned to approve the Non-Public meeting minutes of November 19<sup>th</sup>, 2012 as written. Seconded by Selectman Kelley. Chairman Duarte, Selectman Snow, Selectman Kelley, and Selectman Soares were in favor. Selectman Snow abstained. Motion carried. Selectman Snow said it should be noted that no decisions were made for this non-public.

### **Other Business**

**Water Tank replacement:** Selectman Snow moved to authorize the withdrawal of \$2,600.03 from the Town Office Building Expendable Trust Fund for the cost of the replacement of the fire suppression system water storage tanks. Selectman Soares thought they didn't need to make a motion and they can just take it from the right account.

**Non public minute's clarification:** Citizen Judy Szot asked about approving the non public minutes. Selectman Snow said he suggested making a statement in the public portion of the non public meeting stating that no decisions were made.

**Road Safety Audit:** Chief McGillen recommended that they do this and to improve safety. They have had a lot of close calls at these intersections. Selectman DePuy said he represented two residents and both got into accidents at these intersections. Selectman Snow motioned to authorize Chairman Duarte sign the NH DOT Road Safety Audit Application for the Raymond Road intersections with NH Routes 43 and 27. Seconded by Selectman Kelley. Chairman Duarte, Selectman Snow, Selectman Kelley, Selectman DePuy were in favor and Selectman Soares was opposed. Motion carried on a vote of 4 to 1.

**Complaint letter:** Selectman Soares said there was a complaint letter sent to Chairman Duarte that was not brought to her attention and she would like to address it. Chairman Duarte said they can't discuss this. Selectman Soares said they can because it's about her and what he did was inappropriate. She understood she was not part of the Women's Club, but she had four people that needed something extra for the holidays. They gave her their names in confidence. She gave the information to Administrative Assistant Hansen and she forwarded to Linda McHugh of the Women's Club. She numbered my sheet and gave it back to Administrative Assistant Hansen who gave it to me. These people are unable to pick up their baskets and she delivered it to them. This is the idea of the holiday baskets; it's to give a little more to people who don't have it. She apologized for interfering with the Women's Club, but she felt she followed the process. She felt they jumped to conclusions. Chairman Duarte stated these people needed to fill out applications. If they don't fill one out they can't get a basket. He noted they sent her an email. Selectman Soares said these people wanted to remain anonymous. Chairman Duarte said they need to follow the process. Selectman Soares said she was accused of stealing by Mr. Duarte. Chairman Duarte stated he never accused her of stealing and she needed to read the letter (from the town attorney) a little more carefully.

Chairman Duarte motioned to adjourn at 8:20 p.m. Seconded by Selectman DePuy. All were in favor.

Respectfully submitted,  
Andria Hansen, Recording Secretary