

November 9, 2015

TOWN OF CANDIA
ROAD AGENT'S REPORT
Month of October 2015

Work Summary:

Graded on Hook Road & Tower Hill Road

Culvert cleaning

Patching as needed

Installed signage on Patten Hill Road – near the Abe Emerson Marsh



Dennis Lewis
Road Agent

No Crime Incident Event Breakdown

Event	Description	Total	%
AAC	Assist-Animal Control Officer	2	01.0
AAP	ASSIST-AUBURN POLICE DEPARTMENT	9	04.5
ACF	Assist-Candia Fire Department/Rescue	22	11.0
ACH	ASSIST-CHESTER POLICE DEPARTMENT	0	00.0
ACP	Animal Complaint	8	04.0
ADP	ASSIST-DEERFIELD POLICE DEPARTMENT	4	02.0
AFG	assist-NH Fish and Game	0	00.0
AHP	ASSIST-HOOKSETT POLICE DEPARTMENT	1	00.5
AOA	ASSIST-OTHER AGENCY	5	02.5
ARP	ASSIST-RAYMOND POLICE DEPARTMENT	5	02.5
ASP	ASSIST-NH STATE POLICE	10	05.0
ATL	ATTEMPT TO LOCATE	0	00.0
CAL	COMMERCIAL ALARM	7	03.5
CAS	Citizen Assist	19	09.5
CRA	Cruiser Accident	0	00.0
CSB	Civil Standby	0	00.0
DCF	Discharge Firearm	0	00.0
DEL	DELIVER MESSAGE	0	00.0
DIS	Disturbance	3	01.5
DOM	DISTURBANCE (DOMESTIC)	4	02.0
LPR	Lost Property	3	01.5
MIP	Missing Person	0	00.0
MOT	Motorist Assist	6	03.0
MVC	Motor Vehicle Complaint (speeding)	11	05.5
NBR	Neighbor Dispute	0	00.0
NIN	911 hang ups (accidental)	3	01.5
NOI	NOISE COMPLAINT	1	00.5
OHR	OHRV complaint	0	00.0
OTH	Other	0	00.0
PIN	Police Information	22	11.0
PS	Paperwork Service (subpoenas,etc)	9	04.5
RAL	RESIDENTIAL ALARM	11	05.5
RHZ	Road Hazard (Wires/Tree Down)	5	02.5
SDA	Suspected Drug Activity	2	01.0
SDT	Sudden Death	0	00.0
SEC	Security Check	3	01.5
SPN	SUSPICIOUS PERSON	1	00.5
SSA	Suspicious Activity	10	05.0
SSV	Suspicious Vehicle	8	04.0
VIN	VIN VERIFICATION	5	02.5
WEL	Welfare Check	1	00.5
---	Not Specified	0	00.0

Grand Total: 200

11/04/2015

10/01/2015 - 10/31/2015

Offenses (State Law) By Month

	<u>OCT</u>	<u>TOTALS</u>
SIMPLE ASSAULT	2	2
THEFT: POCKET-PICKING	1	1
THEFT; FROM A MOTOR VEHICLE	1	1
THEFT; ALL OTHER	3	3
THEFT OF LOST OR MISLAID PROPE	1	1
ATTEMPT TO COMMIT FRAUD	1	1
THEFT OF SERVICES	1	1
CRIMINAL MISCHIEF (VANDALISM)	4	4
CRIMINAL TRESPASS	1	1
VIOLATION OF PROTECTIVE ORDER;	1	1
DOG CONTROL LAW; RUNNING AT LA	4	4
DOG A MENACE, NUISANCE OR VICI	2	2
SUSPENDED REGISTRATION (OPERAT	1	1
NOTIFICATION TO POLICE OF VEHI	2	2
DRIVING AFTER REVOCATION OR SU	1	1
TOTALS	<u>26</u>	<u>26</u>

**Candia Volunteer
Fire Department
11 Deerfield Road
Candia, NH 03034
603-483-8588
603-483-0252 fax**

Memo

Date: November 09, 2015
To: Board of Selectmen
Re: Monthly Report

OCTOBER 2015 HIGHLIGHTS

1. Regular Truck and Building Maintenance
2. Training on RIT (Rapid Intervention Training)
3. EMS Training

SHARONS REPORT FOR THE TOWN

Current Period: 10/1/2015 to 10/31/2015, Prior Period: 10/1/2014 to 10/31/2014

00:00 to 24:00

All Stations

All Shifts

All Units

All Activity Types

Category	Current Period		Prior Period	
	Count	Staff Hrs	Count	Staff Hrs
Dispatch/Remote Station Incidents*				
EMS Incidents	0	0.00	0	0.00
NFIRS Incidents	0	0.00	0	0.00
	<u>0</u>	<u>0.00</u>	<u>0</u>	<u>0.00</u>
EMS Alarm Situations				
No Location Provided	1	1.50	0	0.00
	<u>1</u>	<u>1.50</u>	<u>0</u>	<u>0.00</u>
Fire Alarm Situations				
Combustible/flammable spills & leaks	2	10.40	0	0.00
Cover assignment, standby at fire station,	0	0.00	1	1.04
Dispatched and cancelled en route	1	1.62	1	1.02
Electrical wiring/equipment problem	0	0.00	1	0.60
Emergency medical service (EMS) Incident	22	61.16	16	49.91
False alarm and false call, Other	1	0.24	1	0.08
Good intent call, Other	1	147.00	2	3.58
Mobile property (vehicle) fire	0	0.00	2	12.32
Natural vegetation fire	0	0.00	1	1.96
Rescue, emergency medical call (EMS),	5	9.94	1	2.00
Structure Fire	1	2.90	0	0.00
System or detector malfunction	1	0.86	2	4.17
Unauthorized burning	1	1.02	0	0.00
Wrong location, no emergency found	0	0.00	1	2.12
	<u>35</u>	<u>235.14</u>	<u>29</u>	<u>78.80</u>
Non-Incident Activities				
Administrative	0	0.00	1	0.00
Company Training	4	2.00	0	0.00
Driver Training	2	2.60	10	13.00
Duty Sunday	5	17.00	11	0.00
Equipment upkeep	1	1.50	0	0.00
Fire Permits (Forestry)	7	320.00	5	5.00
Inspection Activities	1	0.75	0	0.00
Protective Clothing	0	0.00	2	5.00
Radio Maintenance	2	13.50	1	2.00

* Staff hours for Fire Alarm responses that have an associated EMS alarm record are considered shared hours. Shared hours are posted only with the EMS alarm responses to avoid duplication of staff hours in totals.

SHARONS REPORT FOR THE TOWN

Current Period: 10/1/2015 to 10/31/2015, Prior Period: 10/1/2014 to 10/31/2014

00:00 to 24:00

All Stations

All Shifts

All Units

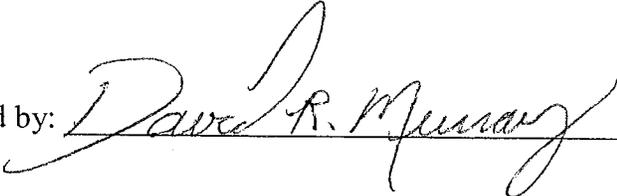
All Activity Types

Category	Current Period		Prior Period	
	Count	Staff Hrs	Count	Staff Hrs
Non-Incident Activities				
Station Standby - Town Coverage	5	195.00	0	0.00
Station Work	0	0.00	2	4.00
	<u>27</u>	<u>552.35</u>	<u>32</u>	<u>29.00</u>
Permits Issued				
BRUSH Burning Permit	14		0	
SEASONAL Fire Permit	6		0	
	<u>20</u>		<u>0</u>	
Training				
Administrative Procedures	0	0.00	4	25.00
Cold Emergencies	10	20.00	0	0.00
CPR	0	0.00	8	20.00
EMS Scene Safety	0	0.00	19	38.00
Fire Control, Flammable liquids	0	0.00	14	56.00
General Driver Training	0	0.00	12	21.50
Hazmat Awareness and Operations	0	0.00	15	33.75
Rapid Intervention Team	26	57.00	0	0.00
	<u>36</u>	<u>77.00</u>	<u>72</u>	<u>194.25</u>

* Staff hours for Fire Alarm responses that have an associated EMS alarm record are considered shared hours. Shared hours are posted only with the EMS alarm responses to avoid duplication of staff hours in totals.

OCTOBER, 2015 Building Activity Report Summary

	October 2014	October 2015
Permits Issued	37	47
New Code Enforcement Cases	0	0
Open Code Enforcement Cases	6	4
Code Enforcement Cases Closed	0	0
Inspections Performed	74	107
CO's/CC's & Closed Permits	25	38
Renewed Permits	2	6
Revenue October, 2014 \$1953.00+ \$338.76 =\$2,291.76		Revenue October, 2015 \$3093.72+ \$257.12 =\$3,350.84
Revenue YTD, 2014 \$13,029.34 +\$2,291.76 =\$15,321.10		Revenue YTD, 2015 \$13,187.48 + \$3,350.84 =\$16,538.32

Submitted by:  Date: 11/10/2014

October 2015

INSPECTION BREAKDOWN including cc's

<u>Commercial, Mixed, L1, L2</u>	
Building (BP)	4
Electrical (EL)	
Gas Piping (GP)	
Plumbing (PL)	
Generator (GE)	
Demolition (DE)	
Oil Burner (OB)	
Gas Burner (GB)	
Foundation only (FO)	
Bed Bottom (SE)	
Sign (SI)	
<u>Residential</u>	
Building (BP)	27
Electrical (EL)	20
Gas Piping (GP)	3
Plumbing (PL)	2
Generator (GE)	
Demolition (DE)	2
Oil Burner (OB)	
Gas Burner (GB)	
Septic (SP)	3
POA/LS	
Solar (SO)	8
Finals	38
Violations (VI)	

Total Inspections: 107

BREAKDOWN PERMITS ISSUED

<u>Permit's issued Breakdown</u>	
Building (BP)	15
Electrical (EL)	15
Gas Piping (GP)	5
Plumbing (PL)	1
Generator (GE)	
Demolition (DE)	1
Oil Burner (OB)	1
Gas Burner (GB)	
Foundation only (FO)	
Solar (SO)	6
Septic system (SE)	2
Mechanical (ME)	
Signs (SI)	
Use/POA/LS	1
Total Permits:	47

October 2015

The Candia Recycling Center recycled the following during October 2015:

- 1) Mix paper- 12 bales = 18,223 lbs = 9.11 tons
- 2) Cardboard – 9 bales = 12,721 lbs. = 6.36 tons
- 3) #1 -#7 plastic – 3 bales = 3897 lbs. = 1.95 tons
- 4) Tin cans – 3 bales = 4445 lbs. = 2.33 tons
- 5) Aluminum cans = 1 bale = 1061 lbs. =.53 ton
- 6) #2 natural plastic - 1 bale = 922 lbs. = .46 tons
29 bales = 41, 269 lbs. = 20.63 tons

1 load of glass 21,040 lbs. = 10.52 tons

1 load of electronics = 6250 lbs. = 3.12 tons

Total recycled during October 2015 = 68,559 lbs. = 34.28 tons.

There were three loads of scrap metal marketed, 28.26 tons which generated \$1695 in revenue.

There were 13.08 tons of mix paper and 8.53 tons of cardboard marketed which generated \$881 in revenue.

There were 7.29 tons of Aluminum cans marketed which generated approx. \$6995 in revenue.

Total revenue for October 2015 = \$9,571.

**TOWN OF CANDIA
PERFORMANCE AND PERSONAL DEVELOPMENT EVALUATION**

Name: _____ Position: _____

Dept: _____ Date Employed: _____

Purpose of Review: _____

THE PERFORMANCE REVIEW

The Performance Review provides a time to honestly review skills, knowledge, performance, and expectations. In addition, strategies are planned by which the individual, through specific action steps, may increase job performance, potential, and success levels. Performance Reviews enable employees to assess their current job performance and plan for improvements and career growth.

Non-exempt Personnel Performance Reviews will cover four (or more) specific areas. These are:

1. **Job Knowledge:** The relevant knowledge and skills brought to the daily work.
2. **Professionalism:** Attitude and demeanor in portraying the professionalism.
3. **Staff Interface:** Ability and effectiveness in working with coworkers and with other departments.
4. **Communications Skills:** Ability to communicate effectively with customers and other employees.
5. **Other:** If applicable.

The following rating will be used to evaluate individuals in the designated areas:

0 Inadequate 1 Less than satisfactory 2-4 Performs as expected 5 Commendable 6 Outstanding

1. Job Knowledge:

- | | |
|------------------------------|--|
| ___ Quality of Work: | Consistently delivers accurate, neat, and complete work. |
| ___ Quantity of Work: | Handles satisfactory quantity of work. |
| ___ Timeliness: | Completes work with prescribed time frames. |
| ___ Follow Through: | Follows through on all tasks without waiting for supervisory prompting. |
| ___ Foresight: | Foresees needs and prepares for them without supervision. |
| ___ Equipment Usage: | Understands and can fully utilize job-related equipment. |
| ___ Organization: | Organizes tasks according to priority. Maintains a neat and organized work station. |
| ___ Policies and Procedures: | Adheres to and consistently implements all Town Policies and Procedures. Supervisory assistance sought for exceptions. |
| ___ Problem Solving: | Solves operational, data entry, and service problems when necessary, with accuracy. Accepts the responsibility for solution until the problem is resolved. |

COMMENTS:

_____ **Total Numerical Rating
In Job Knowledge**

2. Professionalism:

- Opening and closing Greeting Skills: Greets all inquirers promptly and courteously.
- Professional Bearing: All inquiries from the public and/or fellow employees are handled professionally and courteously with the inquirer's concern taking precedence over personal concerns or opinions.
- Attire: Attire and appearance reflect the Town's image.
- Reliability and Initiative: Fulfills job responsibilities and expectations with prompting.
- Punctuality and Attendance: Arrives on the job and returns from breaks and lunches on time. Has a good attendance record.
- Flexibility: Accepts change and adapts to the needs of new situations.
- Confidentiality: Does not discuss confidential information except as necessary for work-related matters.
- Self Development: Demonstrates consistent willingness to gain additional knowledge and learn new skills.

COMMENTS

**Total Numerical Rating
In Professionalism**

3. Staff Interface:

- Reaction to Supervision: Accepts supervisory direction positively and willingly. Identifies with supervisor's priorities and undertakes appropriate support activities.
- Team Player: Cooperates and works effectively with other staff members and assists others in reaching common goals. Assists new staff members in gaining job skills and helps integrate new staff members into the team.
- Department Interface: Works politely and effectively with other departments.
- Consistency of: Demonstrates pleasant and positive behavior consistently. Concerns that may effect self or others are brought to the supervisor.

COMMENTS

**Total Numerical Rating
In Staff Interface**

4. Communications Skills:

- Telephone: Uses appropriate telephone procedures with all calls; identifies Town and/or departmental, listens, undertakes problem solving, takes accurate messages, and provides telephone support to callers.
- Verbal Skills: Speaks well grammatically; articulates well.

- ___ Writing Skills: Writes legibly and uses correct grammar.
- ___ Listening Skills: Receives information completely and processes it; clarifies whenever necessary.
- ___ Customer Transfer to Other Departments: Uses polite transfer procedures.

COMMENTS

___ **Total Numerical Rating
In Communication Skills**

5. Other:

Unanticipated Responsibilities or Special Accomplishments:

Describe significant work performance that was not part of defined job responsibilities. Noted here should be exceptional work for which the employee should receive recognition.

Additional Comments:

Summarize. Include the individual's strengths, potential, weaknesses, and the actions steps that will be undertaken to improve performance where necessary and develop growth.

SUMMARY OF ALL RATINGS

(Total all ratings and divide by the number of responses that were rated.)

- 1. Job Knowledge _____
- 2. Professionalism _____
- 3. Staff Interface _____
- 4. Communication Skills _____
- 5. Other _____
- TOTAL:** _____
- divided by _____ = _____

Employee Comments: Include discussion regarding your perception of past and future performance exceptions, your needs for growth, the action steps you'll take, your assessment of your present position, etc.

We have discussed this review, understand its contents, and agree to continue to work together in a manner mutually beneficial to ourselves, our Department and the Town.

SIGNATURES AND DATE:

Supervisor

Employee

Date

EVALUATION (PROBATIONARY) PERIOD

The Board of Selectmen shall establish evaluation or probationary periods for each separate occupation in Town service on the basis of such factors as the complexity of job tasks, unique or difficult nature of work operations, the importance of work activities and decisions, and the time involved to reasonably accomplish an evaluation of full job adaptation. Generally, regular, full-time employees will serve a 90-day evaluation period, during which time their job progress will be formally evaluated by the standards established for areas of job responsibility. Regular, part-time employees will serve evaluation periods commensurate to the number of hours served in evaluation by full-time employees.

Employment may be terminated at the will and discretion of the Town at any time during the evaluation period. In cases of evaluation release from Town service, formal advance notice by the Town is not required.

PERFORMANCE AND PERSONAL DEVELOPMENT REVIEWS

Department heads will review the performance and personal development of their regular employees at the completion of their evaluation period and at the first year anniversary of their date of employment with the Town; regular Town employees will be reviewed thereafter annually from their date of employment.

SALARY INCREASES

Salary adjustments within established ranges in the approved budget shall not be automatic, but shall be based upon the merit system as recommended by the department head and approved by the Board of Selectmen. Promotions from one job classification to another may be made by the Selectmen at any time, subject to a 6-month evaluation period.

FITNESS FOR DUTY EVALUATIONS

The Town will continue to evaluate its employees' fitness for the performance of their duties. The Town will continue to determine the types and frequencies of such evaluations. Such evaluations may include medical examination by a physician and a physical fitness review, in addition to an objective analysis of each employee's competence and skill in carrying out his/her assigned duties over a defined period of time. The employee shall be permitted to permanently affix any written responses he/she chooses to such evaluations and shall receive a copy thereof.

ATTENDANCE

All employees are expected and required to be in attendance, prepared to commence work activities, and at designated work locations, days and assigned hours. Employees are required to notify their supervisors of any anticipated absence prior to the start of their work day.

C.R.
RJM
MSB
FK
AB



Rochester Innovates in Merit Pay for Municipal Employees

By Daniel W. Fitzpatrick

This July, the City of Rochester entered a new phase in its conversion to a merit pay system for city employees. A third wave of city workers began their first year of pay-for-performance. The system, which includes both union and non-union municipal employees, is the first expanded merit pay program of its kind in New Hampshire.

Matthew H. Upton, an attorney with Drummond Woodsum, has represented the city in the merit pay negotiations and says Rochester is at the forefront of a national trend to bring performance measurement to municipal employee pay.

“Where it has been introduced, it is as a hybrid system,” said Upton “I’ve never seen another city go to a full merit pay system. Still, I expect we will see other cities looking at one, as taxpayers continue the call for accountability in other areas, such as we’ve seen in standards-based learning.”

A Building Block

According to the “The Development of a Pay-for-Performance Appraisal System for Municipal Agencies”—a 2012 case study by Michael A. Mulvaney of Eastern Illinois University, William R. McKinney University of Illinois at Urbana-Champaign, and Richard Grodsky of Grodsky Consulting, LLC—a well-designed employee performance appraisal instrument is critical to a successful municipal pay-for-performance system. According to the study, it also can be problematic when “both employees and management often view the performance appraisal process as frustrating and unfair.”

The study found that development of the appraisal system had to engage both municipal managers and employees and required a commitment to the upfront training of

the management personnel tasked with implementing the new system.

In Rochester, that finding held true. The city began the transition from a traditional, stepped-pay system to merit pay more than two decades ago. The first group of employees to move to the new system were Rochester’s non-union employees in September 1994. The Police Department was the first group of unionized employees to undergo the transition to merit pay. That process was completed four years ago.

The need to rethink the evaluation process became apparent early during the transition to the new system. Rochester Police Chief Michael J. Allen called it “the most critical aspect” of the system, and said department managers and employee representatives spent considerable time developing the form that he said “documents individual contributions” to the department and the city. He noted that an effective form brings transparency to the process.

“The evaluation process has to be fair, it has to be equal, it has to be objective, and it has to be transparent,” said Chief Allen. He added: “It took time to get to that point. We spent a year working on the scoring system, training supervisors and getting union buy in.”

Door to Opportunity

While the evaluation process can be an onerous one for both employees and managers, Rochester has tried to reframe the process and educate everyone about how it works. For employees who recently transitioned to the new system, many see it as an opportunity to be recognized and remunerated for their contributions to the city.

ROCHESTER *from page 23*

"If you work hard, you are rewarded. That's good for our members individually and as a group, and it's good for the city, too," said Dixon. His union, which has 43 members in Rochester, was the largest group represented in the current crop of employees to join the merit pay system. He noted that the city and the union have agreed to reconvene later this year to review any issues regarding the new system that have arisen.

Dixon noted that one of the most popular elements is the opportunity for longer-term employees to be eligible for salary advances of up to 4 percent. Under the old, stepped pay system, longer-term employees were at a disadvantage once they achieved the top rung and were limited to cost-of living increases.

City Benefit

The Eastern Illinois University study found the possibility of increased pay can prove a strong motivator for employees, and it does so on multiple levels: "Taken together, the employee's participation in the appraisal process and the clearly stated areas for employee improvement led to higher perceptions of fairness and acceptance of the supervisor's ratings."

There are also benefits to the city, in the form of higher productivity and greater control over payroll costs.

"The ability to reward employees for the positive contributions they make to the city is central to the pay-for-performance model the Rochester City Council envisioned when it first began discussions about merit pay in the 1990s", said Rochester Mayor T.J. Jean. He is also quick to recognize that

the evolution of merit pay at the city was possible thanks to the ongoing commitment to the concept by not only the city, but also its employees.

"The City Council is very pleased with the progress we've made on the merit pay system," said Mayor Jean. "I remain thankful to all of the stakeholders who have worked so hard to develop a merit system that is fair and equitable to both the taxpayers and outstanding employees of our community."

Daniel W. Fitzpatrick, ICMA-CM, PRP, is City Manager for the City of Rochester. Contact Dan at dan.fitzpatrick@rochesternh.net or 603.332.1167.

MELANSON HEATH
ACCOUNTANTS • AUDITORS

- Frank Biron, CPA, President
- Scott McIntire, CPA, Vice President
- John Sullivan, Vice President
- Sheryl Stephens Burke, CPA, Vice President
- Karen Burke, CPA, Manager
- Alina Korsak, CPA, Manager
- Erica Lussier, CPA, Manager
- Patrick Mohan, CPA, Manager
- Karen Snow, CPA, Manager
- Eric Demas, Supervisor
- Brian McDermott, CPA, Supervisor
- Jennifer Reddington, CPA, Supervisor

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Nashua Office:
102 Perimeter Road
Nashua, NH 03063

Manchester Office:
121 River Front Drive
Manchester, NH 03102

MELANSONHEATH.COM

(800) 282-2440

Craig Sandler

From: Chuck Whitcher [chuck.whitcher@hotmail.com]
Sent: Friday, October 30, 2015 2:23 PM
To: cdsandr@comcast.net
Subject: WM offer

Hi Craig -

i just spoke with Roy Boyer fro Waste Mang. regarding the offer. What he said is that because there was a roll back in the price per ton they cannot for go the CPI increase, however he did say that they would honor our current rate which is \$68 per ton for MSW and C&D and \$125 per haul for the next three years without a CPI increase. If you have any questions I will be here at the Center this weekend or use my cell.

Thank you,
Chuck

Craig Sandler

From: Chuck Whitcher [chuck.whitcher@hotmail.com]

Sent: Friday, November 06, 2015 10:03 AM

To: cdsandr@comcast.net

Subject: WM contract

Craig - I have just run some numbers from the WM proposal. It seems like the first offer, slight roll back of prices with a 2% CPI increase is better than holding our current rate for the next three years. They will roll back the disposal price per ton to \$68 per ton (current rate \$69.36), after the first full year there will be a 2% increase, which brings it to our current rate, \$69.36. So it seems that we will get a better rate for one year and then pay our current rate for the next two years. If you have any questions, just let me know,

Thank you,
Chuck

Proposed Service Offering for Contract Extensions

As we have discussed, we are looking to continue to be a valuable partner to the Town of Candia Transfer Station. We completely understand the extreme budget pressures municipalities are facing and are committed to working with you to provide cost relief through a new Agreement. The Town's new rates will become effective the first full month after the new contract has been executed. The new contract will be three years beyond the current contract term.

Current Rates

Service Type	Transportation Fee Per Haul	Disposal Fee Per Ton	Rental Fee Per Month
Solid Waste WM Owned 2 – 40 Compaction Containers	\$127.50	\$69.36	\$0.00
C&D WM Owned 1 - 30 yd Container & 1-40 yd Container	\$127.50	\$69.36	\$0.00
Glass WM Owned 20 yd Container	\$235.00	Paid by Town	\$0.00

Proposed Service Offering for a Three Year Extension

Service Type	Transportation Fee Per Haul	Disposal Fee Per Ton	Rental Fee Per Month
Solid Waste WM Owned 2 – 40 Compaction Containers	\$125.00	\$68.00	\$0.00
C&D WM Owned 1 - 30 yd Container & 1-40 yd Container	\$125.00	\$68.00	\$0.00
Glass WM Owned 20 yd Container	\$235.00	Paid by Town	\$0.00

The above rates again will become effective the first full month after the new contract has been executed. The rates above will also remain firm until February 1 of 2017. At which time as per the terms of the Town's current agreement the annual increase will only be a 2%.