

~~Unapproved~~ **Approved**
Candia's Selectmen's Public Meeting Minutes
November 28, 2016

Attendance: Chairman Boyd Chivers, Vice-Chair Susan Young, Selectman Scott Komisarek, Selectman Russ Dann, Selectman Mark Laliberte, and Administrative Assistant Andria Hansen

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

The Selectman will hold a public hearing to accept quarterly grants and donations in accordance with RSA 31:95-b, III (a). Chairman Chivers motioned to open the public hearing to accept the quarterly grants and donations. Seconded by Selectman Young. Chairman Chivers announced the grants received. The first one was from the State of New Hampshire for the Highway Block Grant in the amount of \$34,803.65. Selectman Dann moved to accept the Highway Block Grant in the amount of \$34,803.55. Seconded by Selectman Young. All were in favor. Motion carried. The second grant received was from New Hampshire the Beautiful, Inc. for the horizontal baler in the amount of \$5,000.00. Selectman Dann wanted to thank Facility Operator Chuck Witcher for doing this extra work. Selectman Dann moved to accept the grant from New Hampshire the Beautiful for the horizontal baler in the amount of \$5,000. Seconded by Selectman Young. All were in favor. Motion carried. Chairman Chivers moved to close the public hearing. Seconded by Selectman Dann. All were in favor. Motion carried.

The Board to consider the following items for approval and placement on the Town Warrant:

3A. To See if the town will vote to authorize the Board of Selectmen to sell town owned property, identified as Map 410 Lots 161, 162, and 161-1, subject to the condition that the sale shall result in a use or uses compatible with the Town of Candia Zoning Ordinance, and shall not require an expenditure of public funds. This article shall replace all previous articles on the subject. Chairman Chivers said the last time they considered this warrant article it was agreed by this Board that the town already has the authority to sell this property. At the last meeting they agreed to follow that procedure. He sent Atty. Mayer an email and told him that's what our plan was. He wrote back and said it was his recommendation they propose this article because there has been so many representations made with respect to the sale of that property that the town is expecting something now. The commitment was made many years ago to build a 40,000 square foot grocery store and that was the condition in which the town was appropriating money for the purchase of that property. Atty. Mayer's feeling was they would end up with a lawsuit from somebody that was dissatisfied with the decision of the Board to sell it and use other than a grocery store and this is his recommendation. Selectman Dann wanted to clarify this is the Exit 3 property. Chairman Chivers added "*Sale shall be subject to 41:14-a.*" Chairman Chivers asked Selectman Komisarek if this warrant article has the support of the Planning Board. Selectman Komisarek said that it would. Chairman Chivers asked if he could think of a way to improve it. Selectman Komisarek didn't think so. Chairman Chivers asked if anyone in the audience had any questions or concerns with this warrant article. There were no

questions or concerns. Selectman Komisarek motioned to move this warrant article to the warrant. Seconded by Selectman Laliberte. All were in favor. Motion carried.

3B. To see if the Town will raise and appropriate the sum of Ten Thousand Dollars (\$10,000) for the Planning Board to be used for strategic planning and economic initiatives at Exit 3 with the intent of increasing revenue for the Town of Candia. Selectman Komisarek said he would like to propose a small change to that. He would like to address Selectman Young's comments at the last meeting. He had every intention of adding after Exit 3 "and other relevant areas" to address Selectman Young's comments. Selectman Laliberte said he understood where they were going with this, but what are they determining as relevant. Is it areas connected to on or about that area? Could it mean the village? Selectman Komisarek said part of that is with the intent of increasing revenue. So if something comes up and they see an opportunity then they are not bound by that. This is so they are not locked into using it specifically for that one specific project. Selectman Laliberte asked if the intention of it was to use it for that one, this is a project they deemed as being the most important part of the economic development of our town right now. He doesn't disagree with the concept but the concern that he had was this was for Exit 3 and the properties right around there. He is not against the Board looking at this in other areas, but if our feeling was we really wanted to put our top priority on Exit 3 that's what the funds were for. He is open to discussion. Selectman Komisarek said the idea was to have money for planning and being an advocate of Exit 3 he kept hammering that home. This is a place that he thinks this is our greatest opportunity to increase revenue. Somehow when Chairman Chivers came up with his proposal it was about the sale of the property not about the planning. This warrant article is about the planning. He circled back to see what the intent of the Planning Board and it wasn't specifically about Exit 3. This was something he kept using as a primary example. Selectman Laliberte said theoretically they could have this approved and theoretically very little or no money could be used (for Exit 3) if some other project was deemed very important. Selectman Komisarek said the whole idea is increasing revenue, so in the past they didn't have any sort of budget for any sort of planning. Now the idea is if they don't do something to increase revenue particularly in the commercial areas, this is what the money would be used for. At the end of the day it's a good investment to increase revenue from commercial sources. Selectman Young said when they took the \$10,000 out of the town budget it had to come in as a warrant article for the Planning Board to continue to have planning money whether it was for Exit 3 or other relevant areas. There was discussion between some taxpayers and whether they wanted this or not. They can decide whether this is worthy. Chairman Chivers asked why limit this to Exit 3 and other relevant areas. Selectman Young said when you say other relevant area's you're not limiting it to Exit 3. She wasn't sure it was going to pass with something this broad. She thought the way it he presented it "economic initiatives at Exit and other relevant area's" it gives the Planning Board money to plan for whatever they think their priorities are. Selectman Laliberte agreed if the goal is for strategic planning and economic initiatives with the intent of increasing revenue within specific areas. If this is what they are trying to do he would move to amend the warrant article. Selectman Laliberte suggested striking "at Exit 3". Selectman Komisarek agreed with that amendment. Selectman Komisarek moved to approve this article for the warrant as amended. Seconded by Selectman Laliberte. All were in favor. Motion carried.

3C. To see if the town will vote to raise and appropriate the sum of \$15,000 to conduct an engineering study of potential traffic circulation and roadway alignment improvements on NH Route 43 and NH Route 27 within the "Four Corners": area as detailed in the Town of Candia Transportation Plan. The products of the engineering study would include a conceptual design for the improvements, determination of the cost for the improvements, and identification of potential right-of-way impacts for the improvements. The study could support a request by the Town for inclusion of the project in the State of NH Transportation Improvement Program which would be needed to secure federal and state funding for the project. Chairman Chivers explained this warrant article was drafted by a specialist by SNHPC in response to a request from our Transportation Sub Committee. They spent a better part of the year trying to improve the two intersections. They finally came up with this idea to put a by-pass near the boar works place. They were thinking about a traffic circle there or a roundabout and rerouting all of the Route 43 traffic behind the fire house and coming out on Route 43 behind the fire hall. They would eliminate two major intersections. The first recommendation was to appropriate \$15,000 for the engineering study which will enable the town to kind of assess the validity of this plan. They have an appointment with the DOT on Wednesday. They are invited to talk with the traffic safety guys and highway engineers. This is the background on this warrant article. Selectman Dann asked how this was going to affect the yellow light. Selectman Komisarek said it would go away. Selectman Dann thought there was a study by the state a long time ago and what was their recommendation. Chairman Chivers said to reroute the whole thing. Selectman Young said easier said than paid for. Selectman Komisarek said the reason they have to spend that money is they need to get relatively close cost information before the state will include it in their long term plan. Selectman Dann asked if they would be purchasing property. Selectman Komisarek said no. Selectman Young said this is a study and that is it. She mentioned that she's had several calls since the tax bills have gone out and if the tax payers want this that is fine. She thought it was going to be a rough March election trying to get money for anything. She doesn't particularly agree with this, but she thought there might be some kick back and they may end up losing some of these other warrant articles. It's getting to be too much. Selectman Dann asked if they will have a plan for people to see at Deliberative Session. They will need to have more than just the warrant article for people to understand. Road Agent Lewis asked about the plans and Jack Munn was supposed to drop them off. Chairman Chivers said they were delivered this afternoon and the Transportation Committee hasn't had a chance to review them. They will have a poster for the Deliberative Session. Selectman Laliberte said he was leaning against this and not because he didn't think it was necessary. Sometimes when you go into these sorts of things and you start adding things onto a warrant what happens is you get people deciding what is important and what is not. If you have too many important things something's get bulldozed under. He wouldn't want to see this get bulldozed under; he felt they should wait a year. They already have the \$10,000 for the Planning Board to do strategic planning and he thought this was a very important thing. It is a way they can market their town and bring in some revenue. He felt an engineering study was going to be important at some point but they are adding layers upon layers of money we are asking the citizens to pay. He would like to see them wait a year on this. He is inclined to vote against this, not because he is against it but because he doesn't want to see it get sunk. This was not to disparage the work the Transportation Committee has done. Chairman Chivers asked what Selectman Komisarek's feelings were on this. Selectman Komisarek said he supported it. The three of them came out of that committee and they said the recommendation was to come up

with a warrant article to see if there is public support. He knows \$15,000 seems like a lot of money but they are looking at federal and state funding. They are looking at addressing one of the fundamental real problem areas in the community. When he talks to people about this they say that they think it would be great and let's move things forward. He thought some people are of the mindset that \$15,000 is a lot of money; he is the mindset that it is money well spent. He would be inclined to support it this year. Chairman Chivers said the Road Agent Lewis was part of this committee and asked what he thought of it. Road Agent Lewis said there were three different proposals and the state had two which addressed the issues with traffic. This was the third proposal which they came up with SNHPC to make it all flow better. If this is the time to do it fine and if the people don't want to do it that's fine too. When they put this out there they didn't realize there was a \$10,000 warrant article coming up also. Now there is \$25,000 on the table for planning. This makes this look at lot different. He is not as inclined to put it on the warrant as he was before. He thought maybe if there was a way to combine the two and maybe they could get the job done for a total of \$15,000 or \$20,000. This might be a better sell. Selectman Young said she was afraid this was not going to get the support. She felt that March is going to be like November's election, there is going to be a lot of surprises. Chairman Chivers asked if it was the Board's recommendation to put this off for a year. Road Agent Lewis said when you start putting a lot of things on the warrant you are apt to lose them all. Chairman Chivers asked which is the more important of the two. Road Agent Lewis thought the planning was more important. Selectman Young agreed because it was on there before. Road Agent Lewis said it dictates the need for the traffic change. Selectman Young said they can put them both on there and let the voters decide, she's not opposed to that but she would do it with caution. Selectman Laliberte said the worst thing that could happen is that both of them could get shot down. Selectman Dann agreed and thought they should support the \$10,000 and basically talking Exit 3. If they get that up and running next year they can put in the \$15,000 and they'll be generating income. Chairman Chivers asked Selectman Komisarek if he wanted to hold off for year on this warrant article. Resident Joyce Bedard asked when it is worded "To raise and appropriate the sum of \$15,000" does this mean the taxes won't go up. She noted the Selectman Komisarek mentioned they could apply for grants. Chairman Chivers said it is going to be paid with tax money. Selectman Young said they might get grants or something like that at the end of the year. You need to budget for what you know is going to happen. Resident Joyce Bedard clarified that this is going to directly going to affect the budget. Selectman Young said all of these articles will. Road Agent Lewis said they are trying to run a Planning Board on \$2,000 a year when it is becoming obvious that \$2,000 a year isn't what's necessary to run our Planning Board. They keep adding warrant articles and maybe they should look at a budget increase for the Planning Board. The Planning Board does need more money to do an adequate job. Otherwise things don't get done because of lack of funding. The warrant articles are a risky way to fund that. Selectman Komisarek said they approved the \$10,000. Resident Carleton Robie thought the fifteen year old Master Plan showing something happening at the four corners which its really good to see someone working towards making something happen. He felt this was important and the community thought it was important. He also thought they should get that \$10,000 back in the operating budget for planning. Chairman Chivers said then they would withdraw the warrant article. Resident Carleton Robie said that would be correct. He also thought that people would be very receptive to spending \$15,000 at the four corners. This is part of their Master Plan. It has been for fifteen years and finally someone has opened the book and said let's do something with the Master Plan. The Planning Board needs money to plan and

someone has act as a planner. Chairman Chivers said would put the \$10,000 back in the budget, withdraw the \$10,000 warrant article, and submit the \$15,000 warrant article. In that case does the Board want to push forward with the \$15,000 warrant article? Selectman Laliberte asked Selectman Young what her thought was on this since she is the liaison for the Budget Committee. Selectman Young said she is always in favor of the final say going to the voters. If they need to do it this way she is fine. She is not in favor of putting the \$10,000 back in the town's budget. There is going to be enough problems with that tiny budget and the school budget. She thought it was going to make it very hard for the Budget Committee. She would support every one of these and let the voters decide. Chairman Chivers said the issue before this Board is the \$15,000 warrant article. Resident Carleton Robie said just to clarify the \$10,000 was put into the operating budget by the Selectmen on September 17th. Two years ago they put in a \$5,000 and it passed. Last year they put \$10,000 in the budget and it passed. This year they put it in the budget and it was going to pass until it got to the Budget Committee. The people want to do some planning. He thought from talking to a couple of people on the Budget Committee about that he wished they had stuck around that night. He was talking about Exit 3 so much that the question was raised what if that property doesn't sell. This was the justification and if the property doesn't sell they wouldn't need that money. Everyone thought it was tied with the sale of the property when it really had nothing to do with that. He thought they should go back before the Budget Committee on the 14th and they still have Deliberative Session to try and get the \$15,000 on the warrant. You have to get on the state list, so if you start going out 8 or 9 years. This is something that was brought up in 2002 so he would see that as the most important. Then try to get the Budget Committee to look at the \$10,000. Selectman Dann agreed and they really didn't have a chance to defend it, so they should go back to the Budget Committee on the 14th and ask for the \$10,000. Chairman Chivers asked if there was as consensus to move this warrant article forward. Selectman Young said she would put whatever they want in front of the voters. Selectman Komisarek motioned to move this warrant article to the warrant. Seconded by Selectman Dann. All were in favor. Motion carried.

3D. To see if the Town will vote to authorize the Selectmen to transfer the responsibility for and the management of the following town-owned properties to the Candia Conservation Commission. 1. New Boston Road (Map 406-100-1) 18 acres North of the North Branch River, abutting the existing 82 acre Deerfield Road Town Forest (401-001-001). New Boston Road (Map 406-103-1) 20 acres North of the North Branch River, abutting the existing 82 acre Deerfield Road Town Forest (Map 401-001-001). Further, to designate these properties, in accordance with RSA 31:110, as part of the Candia Town Forest System. This action would be of no cost to Candia Tax payers. Conservation Commission Chair Susan Wilderman explained both of these parcels are on the other side of the river. There is no frontage on either of these properties and they abut the town forest. This property receives quite a bit of use by the townspeople. If this was to pass they would be looking at expanding the trail area. Selectman Young said she and her son walked that trail for the first time last weekend. What an awesome place. The Conservation Commission should be commended. She asked if there was a survey that denotes exactly what they are talking about here. CCC Chair Wilderman explained when the 82 acre piece was put into a conservation easement. There was a lot work that was done and that included surveying the land. The boundaries are on that and Jim Franklin did some of the work on this. Selectman Young asked if the town owns these two pieces. CCC Chair Wilderman said they do own them. From a land management prospective it makes more sense to have a town forest that is a larger area than to have little fragmented pieces. This would

allow the continuity in that space. She explained that transferring the responsibly means that the Conservation Commission would be taking care of them. It just means they would maintain it. They are not talking about an easement. Selectman Laliberte said as a member of the Conservation Commission he wanted to say they have done a lot of work on this. CCC member Dick Snow was the person that brought the genesis of this together and wanted to thank him for that. In addition, he supports this warrant article. Selectman Dann asked if they would be taking care of the forest management and would they have a forester coming in to take care of that. CCC Chair Wilderman said with these two pieces there wouldn't be a whole lot of forest management. There would be a potential for that when the time comes to look at selective on the conservation properties. These pieces are not ready for a harvesting. As a Commission they do look at the properties and have a plan of harvesting at different points in time which would allow for re-growth. This would all be done with a licensed forester. Chairman Chivers called for a motion to approve the warrant article. Selectman Laliberte motioned to move this warrant article to the warrant and support it. Seconded by Selectman Dann. All were in favor. Motion carried.

3E. To see if the Town will vote to raise and appropriate the sum of Two Hundred Dollars (\$200) in support of the Southeast Watershed Alliance. Chairman Chivers said that both of these warrant articles have the Conservation Commissions endorsement and recommendation for support (3E and 3F). Selectman Laliberte motioned to move this article to the warrant. Seconded by Selectman Young. All were in favor. Motion carried.

3F. To see if the Town will vote to raise and appropriate the sum of One Hundred Dollars (\$100) in support of the Lamprey Rivers Advisory Committee. Selectman Laliberte motioned to move this article to the warrant. Seconded by Selectman Young. All were in favor. Motion carried.

The Board to consider the appointment of Michelle Robert to the Candia Volunteer Fire Department. Fire Chief Young said Michelle was an EMT awhile back. He is enthusiastic about having her come on board with the Department. Selectman Komisarek moved to appoint Michelle Robert to the Candia Volunteer Fire Department as a Firefighter based on Fire Chief Young's recommendation. Seconded by Selectman Dann. All were in favor. Motion carried.

The Board to announce 2017 health insurance coverage for Town employees and policy changes related to the allocation of premium contribution. Chairman Chivers said the Board met on November 18th to discuss the 2017 insurance coverage for the Town employees. They had to sign a new contract in the month of December. They had the insurance consultant Michelle Simoneau here to help them weight through this. The Board came to a consensus. Right now they offer Town employee's one plan Harvard Pilgrim and it is the most expensive plan that Harvard offers. The current arrangement is that the Town employees pay 5% for the single person, a two person pays 15%, and family plan pays is 25% of the premium. They were looking at a total premium increase for that plan is 8%. It was suggested to offer the employees a variety of plans. If they want to opt for a pricier plan they will subsidize their premium to the extent they would subsidize the low end plan. They also talked about changing the premium contribution for the Town employees. It was 5% for each class of person. Based on Selectman Young's study of surrounding towns they found out the Town of Candia offers a really good plan for its employees but they pay a higher percentage of the premiums than the surrounding towns. They can help the town out by reducing our premium that we pay on the standard plan and still

allow the employees who want to opt for a more expensive plan that opportunity provided they want to pay the difference. He noted they didn't have a motion or a vote when they decided on the insurance coverage. The first thing they agreed to was increase the employee contribution to the health insurance premium. The single goes from 5% to 10%, the two person goes from 15% to 20%, and the family plan goes from 25% to 30%. It was the consensus of the Board that this would be a fair way to shift the costs around. The second thing they agreed to do was to keep the Harvard Pilgrim standard plan. The two other plans, one which is the one the Town employees are currently enrolled in. The town will subsidize the optional plan chosen by the employee to the same extent they would subsidize the standard plan. In theory the town's premium is going to go down a little bit and the people who stay in that plan their premium will go up and then down. They are paying a larger percentage of a larger amount. This summarizes what took them an hour and a half to get to. Selectman Young wanted to comment this was not done lightly. It was going up 8% and the town pays over \$85,000 for eight individuals and it could be nine. The insurance representative who represents the Town of Candia said the employees have the gold best buy plan and it is the best plan you can get. She noted they kept the full buy out for the individuals that are not taking the insurance. They also kept the current agreement to pay the first \$750 after their deductible. There are other things they kept in there. They were only dealing with health insurance. They are still offer disability insurance, life insurance, etc. In order to make it affordable and sustainable to the town but fair to the employees they still offered the gold plan. They went down two plan levels and they will now offer that as a base line plan. They are still in line with surrounding towns. She spoke with all of these towns personally. They have much different plans then they have. A lot of our taxes are paid by people on Social Security and Medicare. They did not get any cost of living for 2016, plus their Part B Medicare went up about 10% and the Part A went up 9%. These people who are existing on Social Security are getting a COLA of zero. For 2017 they are getting a .03% COLA. On top of the they are going to have to pay their deductible which went up. This about \$40 per month for Medicare Part B and this doesn't include Part A. She felt they have to start considering their entire community. She didn't think it was sustainable or fair. It is going to get to the point where these people can afford their taxes. They are supporting the town and school budget and if they can't sustain it if they don't all work together. Her idea was to ask the employees to pick up a little bit more. She was sure they are doing the same with the School Board. If they can do that they can get costs down. If you want to keep that gold plan you are welcome to but the town will only contribute a certain amount. She said this is something she felt they had to do. Selectman Komisarek thought the realization he has come to is that health care has become a nightmare for everyone and costs are going up for everyone. No one is winning in this game. If you look at the Affordable Care Act things have become much less affordable. If you look at our costs, we have been absorbing it over the past 5 years. He knows the employees are going to look at this as a pay cut, but health care has gone up and the value of the benefit is increasing and they have been absorbing it. Selectman Young said they have been keeping up with COLA where Social Security has not. Selectman Komisarek said when Michelle was talking she did say this was a very rich plan. Selectman Young added she did say it was considered a gold plan. Resident Carleton Robie noted the Select Board over the years has always looked the insurance plan and not increased if for the employees. They raised the deductibles all of the time and there was lesser and lesser insurance. Our employees have no way to gain money through merit. The only thing our employees ever got was a small cost of living raise. Without a merit plan to tell an employee you are going to increase their insurance portion that is cutting their pay without

giving them more money. He thought this is why the Selectmen did it the way they did over the years because they didn't have a system to reward our employees who deserve more money. If everyone got a dollar raise and you said there is an increase in their health insurance no one would have a problem with that. Just increasing their side of the premium, he's not sure if this is the right way to do it. Selectman Young said she didn't agree. When just the health insurance benefit for the employee goes up to \$20,000 you have to add that on the wage. Carleton Robie said that is what we've done; we've added on to the wage and not given them more money. Selectman Young said he was wrong about that, we gave them a raise. Social Security got .03% our employees didn't get that. They got a percent this year and 2.5% last year. She didn't think we have been taking away from them. She is looking at the whole thing and thought this is one way to approach fairness. If it's not it's not and there might be better ideas. Hopefully the merit system will come next year. This needed to be decided by the end of December and she didn't see a whole lot of options. When you do the merit and talk about giving people raises you have to look at the whole benefits package. Selectman Dann said they were in agreement as a Board. Joyce Bedard asked who this insurance representative work for. Chairman Chivers said she was a broker for Granite Group Benefits. Resident Joyce Bedard asked why was what the employees pay tiered. Chairman Chivers explained that is reflected in what they claim. Joyce Bedard said it is not fair and equitable if someone is claiming single and their premium is lower. Why as a single shouldn't they be paying 20%? It doesn't seem fair and equitable. Her husband works for a company in Massachusetts and there is a flat percentage. If you are single, one plus or a family they all pay the same. Why does the single person only pay 5%? Selectman Young said that was something to explore, but anything she has been involved in including teaching contracts it is the exact same thing. Resident Joyce Bedard said maybe it is different for profit and non profit. Selectman Young said government works differently. Resident Joyce Bedard said the health insurance industry is crazy and no one is happy when their insurance premium's go up. Every year it seems like insurance premiums are going up for everyone. Resident Carleton Robie was pretty sure the increase to a family plan of 15% up from 5% that a single person was paying the Selectmen felt at that time when they were passing out buy outs to their employees, they thought that the family on the other end had a buyout going also which would compensate that percentage. So if you are single and are taking the insurance you are paying 5% if you are married and you take the family plan your paying 25%. The point behind that is on the other end of that marriage is somebody getting a buyout. Like we give our employees. They give a buy out to compensate that difference. Resident Joyce Bedard said that might not be the case. Resident Carleton Robie said the case was because we were offering it we were going to get it back. Chief McGillen asked what is the difference if they stay with the plan they have and the number. Chairman Chivers said Michelle Simoneau is meeting with the employees at 1:00 pm on Thursday to explain everything. Chief McGillen asked how much it was going to cost the town and do they have the number in front of them. He wants to know what it is going to cost the town as a whole. Chairman Chivers said it went from \$89,000 to \$92,000. This is for the plan they have now. Selectman Young reiterated that they didn't do anything with the dental, disability, or life insurance. Chief McGillen asked what the other towns were giving for COLA's. Selectman Young said she just concentrated on the health insurance. She does know their buy outs were a lot less. Chester was just going to a higher deductible plan. Also their buy out was a lot lower. Chairman Chivers reiterated that the insurance meeting will be on Thursday. Selectman Komisarek said his brother-in-law employees 80 people and he paid 100% and the employees had a \$500 deductible, now he pays 75% and they have a \$5,000 deductible. In the

private sector they can't absorb 10% year after year. As a municipality what is their responsibility. Is it a responsibility to the taxpayers? At the end of the day they have a responsibility to the taxpayers and it is not their responsibility to keep absorbing. The other side of this is people aren't getting raises and they are getting less take home pay and they have a responsibility to the employee. Is the municipality fundamentally different than the private sector? They've been doing this year after year and they came to a decision as a Board and said as tough as it is they can't continue doing this as a Board. Selectman Young said it is not our money it is the Town's money. Selectman Komisarek said nobody wins in this it doesn't matter what side of the issue you are on. Chairman Chivers said they need to recognize Carleton's point. They have a duty here to initiate some type of program to give our employees some type of incentive to do better, work harder, and be more efficient. It is called merit pay. They are working towards that, but this is the first step. Chairman Chivers asked if there was a motion to adopt the policy changes they came to the consensus to on November 18th. Selectman Young moved to adopt the policy changes. Chairman Chivers announced the changes. Increase the employee contributions a single plan will go from 5% to 10%, a two person plan will go from 15% to 20%, a family plan will go from 25% to 30%. Harvard Pilgrim 4161 is the standard plan and they are offering two other plans as options 3691 and 4159 and the town will subsidize the optional plan chosen by the employee to the same extent 4161 is subsidized. Seconded by Chairman Chivers. All were in favor. Motion carried.

The Board to consider the appointment of Albert Hall III for a second term to the Lamprey Rivers Local Advisory Committee. Selectman Young moved to appoint Albert Hall III to the Lamprey Rivers Local Advisory Committee. Seconded by Selectman Dann. All were in favor. Motion carried.

The Board to approve payroll and accounts payable manifest. Selectman Laliberte announced the grand total for accounts payable and payroll checks for November 27th and December 1st was \$70,018.59. Selectman Komisarek moved to approve the accounts payable and payroll checks for November 27th and December 1st in the amount of \$70,018.59. Seconded by Selectman Dann. All were in favor. Motion carried.

The Board to approve minutes from November 14th, 2016. Selectman Young moved to approve the Selectmen Meeting minutes of November 14th as presented. Seconded by Selectman Komisarek. All were in favor. Motion carried.

Other Business

Health Insurance discussion: Selectman Young said she knows that there are a few Town employees here this evening. She is sorry this is a move they had to do and she hoped it didn't undermine that they appreciate the employees. Hopefully they can work on the merit quickly and get that in. It might be something they can do retroactively.

Follow up on a .30 cent increase instead of a % COLA: Selectman Dann said in a September meeting they agreed to give the employees a 1% COLA increase for their employees. He has tried to work it in a different manner and he gave everyone a .30 cent increase. The .30 cent per hour equals to \$11,477.65. A 1% increase is \$8,682.09 a difference of \$2,795.56. What he suggests to not increase the bottom line is take some money out of the stipend line and they

might look at the Deputy Town Clerk increase. They could pull it from each of those and give our employees a .30 cent increase. It would be fair and across the Board. He noted the Police Department is included in this. He just thought this was something they could look at. They have some part time people and when you talk about giving them .13 cents an hour, he didn't think it was proper. He passed out print outs showing the increase with a .30 cent increase and a 1% COLA for each employee. He would like to see a .30 cent increase for the employees. Chairman Chivers said people make a different wage every year because they are worth more to the Town. They have qualifications and education and experience. Selectman Dann said he was not talking about that. He noted a 1% COLA does the same thing whether they are qualified or not qualified. This all started out in September that they need to take care of their employees. He put down .30 cents but if they wanted to change it to .25 cents he would be fine with that. He said the 1% bothers him a lot. He brought it here for discussion because last time he didn't have all of his facts together. Chairman Chivers said the print outs were well done and the numbers speak for themselves. Selectman Laliberte said a 1% raise reflects upon people's time of service and responsibilities. Someone higher on the wage scale gets a slightly higher bump, but their pay scale reflects their responsibility. This is why he doesn't have an issue with that. Someone working in the office may have more responsibly than someone working part time. This is why is okay with the percentage change. He understood he was trying to help out the people on the lower end of the spectrum. He thought in the end that might be reflected when they do their salary adjustment in 2017. This is a separate process than giving a COLA. This is seen as a basic percentage. He felt the 1% was the way to go. Selectman Dann said 99% of the employees are getting a better increase than the 1%. Selectman Young said she didn't see that in hers. Selectman Dann said 99% and nothing is ever fair. There was discussion about the difference in the numbers. Selectman Laliberte said the HR professional they budgeted money for will address some of the concerns that Selectman Dann has. It might not make things happy right now but he is comfortable with the 1%. He does appreciate all of the work he did. Selectman Dann said this is his feeling on this and it is all he can say. Selectman Komisarek said he respects Selectman Dann's view and it is something that is very important to him. At the end of the day he could go either way, there isn't that much of a difference. They are talking peanuts. Selectman Young said she is looking at some of the leaders and they would not be happy with a .30 cent increase. She thought Selectman Dann should take the lead on this and maybe he can call some of the other communities. Maybe they can get people up to where they should be. If he brings this back in January they can move quickly. Selectman Dann asked how far we push this down the road. What he is trying to do is get something moving on a positive note. There was some further discussion on a .30 cent increase versus a 1% COLA. It was decided to leave the increase at a 1% COLA.

Town report dedication: Selectman Dann said he would dedicate the Town Report to the staff. He didn't know when the Board was going to make that decision, but Chairman Chivers asked the Board to come forward with something. Resident Carleton Robie said the Town Report dedication should not be discussed in a public meeting you. You all might have a different opinion but you need to do that privately. Once they've made a decision they can announce it in a public meeting. Chairman Chivers thanked Carleton and said that's the way they would do it.

Communications Committee: Resident Becky Sarra asked what the Board was going to do about educating the community on the warrant articles. There is a lot of discussion at the

Selectmen's meeting and Budget meetings and it never gets out to the general public. The discussion they are having tonight is critical to those warrant articles. If this information doesn't get out to the community the chances of them getting pass is anyone's guess. Selectman Young noted they have very thorough minutes. Becky Sarra said you can't guarantee that people read them. She doesn't know how to get this out to the public and communication is critical to this process. There was discussion about getting the information on Facebook. Selectman Laliberte questioned if it would be biased if the Board put information out there. He thought what people are looking for is something unbiased. Becky Sarra said there is just discussion in the minutes; there should be bullet points with the information. Selectman Laliberte said it sounds like a good project for the Communication Committee. Resident Carleton Robie said when the Selectmen decide on a budget or whatever it goes to the warrant and people read the book. They voted for the Selectmen to run the community. If it is their recommendation, the community members usually go by that. Selectman Laliberte said not always. Carleton Robie said that is how it's worked in the past. After some discussion Selectman Laliberte said he would help out the Communication Committee. Selectman Laliberte said he would help out the Communication Committee. He will attend the December 19th meeting. He will put together some bullet points after the warrant is out there. He'll try to make it as factual as possible based on the minutes. It will be up to the Communication Committee to determine if they are factually accurate. At this point they can put together a booklet that the Boy Scout's can distribute. They will have to find a way to pay for the printing. They will cross that bridge when they get to it. They will also put it on the Facebook page.

Selectman Laliberte moved to adjourn at 8:45 pm. Seconded by Chairman Chivers. All were in favor. Motion carried.