

Unapproved APPROVED
Candia's Selectmen's Public Meeting Minutes
December 12, 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 Board to decide on March 2017 Election venue. Selectman Laliberte explained back in early November after the Election they had a discussion to talk about the potential of using the CYAA for the March 2017 Town Election. One of the things that came out of previous meetings was to discuss the fact that people had some concerns. He thought most of them were address but one of them was a Memo of Understanding or a Facility Use Agreement. He put something together based on his work with the State of New Hampshire. The State of New Hampshire has an agreement with Great Bay Community College and it is a very similar set up. When they need to do an event at Great Bay Community College they have a facility use agreement, so he modeled it after that. A copy of it is in everyone's folder. He sent a copy to the Moderator who has no concerns. He sent it to Rob Jones the President of the CYAA Board who said that in general the Board didn't have any concerns as long we upheld to section 6 and 7 of the agreement. It says that they hold CYAA harmless as long as they provide them with proper insurance. His sense is that they are good, the Clerk expressed interest in holding the Election at CYAA, and the school offered preference that they don't have it there. His feeling is that they addressed most of the issues and the only one issue he thought people would have any concern with is the traffic and safety. He asked the Chief if he had any thoughts about this. Chief McGillen said he didn't think it was going to be a big problem like some people may have thought. For instance he thought they could lower the speed by putting up sign boards put up on either end of Raymond Road. They could probably get it donated by ATS, they do it for the Deerfield Fair. Also, they could put some cones out there. He didn't think they needed an officer or anything like that. You have good access east and west and you have good sight distance. There are tradeoffs but at the school it's congested. They did have one accident during the Elections. Selectman Young asked if there was kitchen usage. Mr. Jones said they have a kitchen it's not a fully functional kitchen. Selectman Laliberte asked if they really needed a kitchen. They usually do take out. He doesn't think a kitchen was necessary and he wasn't too worried about that. Selectman Dann asked if the sign could be changed, so they can put the Election date and people driving by are aware of it. Mr. Jones said of course they use that sign for different events around town. Selectman Laliberte said they can also see if the school and the Town Hall sign can post the date. They are also going to have a flyer in the Boy Scout packets as well. Selectman Laliberte said he was ready to move on this and he just wanted everyone's question and concerns put out on the table. Selectman Laliberte moved to have the Tuesday March 14th, 2017 Town and School Election at the CYAA Field house. Seconded by Selectman Komisarek. All were in favor. Motion carried.

Dave Labbee with the Southern NH Snow Slickers to discuss agreement renewal for the use of the right of way. Chairman Chivers asked where the right of way was. Mr. Labbee said it is

on Pine Hill Road. He explained five years ago they came to the Board asking to use Pine Hill Road from the Rail Road bed to Candia First Stop. The agreement as expired and they are looking to renew that this year. Chairman Chivers asked if the Road Agent had anything to say about this. Road Agent Lewis asked Pine Hill Road to where. Mr. Labbee explained from the Rail Road bed to next to the paint ball place. They do have a permit from the State of New Hampshire to cross the Road there because it is a major road. Road Agent Lewis said it is a closed road anyway and they don't have anything to do with it. Mr. Labbee said he is assuming it is town property. Road Agent Lewis said the other side is from South Road down but from the State Highway to Chester Road it's not. Mr. Labbee said they do cross on the town side also. Road Agent Lewis noted a little piece of it on Class 6. Selectman Laliberte asked if this was for five years. Mr. Labbee said it is whatever the Board deems. If you say one year then next year he will be coming back, if its five years then he will be back in five years. The way the agreement is written is that it is a standard State form for all ATV's and snow mobiles. He is just asking for snow mobile permission. If for some reason the Town wanted to revoke permission a letter from the Town at anytime would revoke it. So they are not locked into the five years. Selectman Young moved to approve a five year agreement renewal with the Southern NH Snow Slickers. Seconded by Selectman Laliberte. All were in favor. Motion carried.

The Board to finalize the warrant articles. Chairman Chivers said at their last meeting they talked about a warrant article to establish a Capital Reserve Fund for the Recycling Center and to transfer \$8,000 they are presently holding for the former incinerator site. This is something they don't need to do anymore. They came up with the draft language for a warrant article which he sent to Atty. Mayer. He has sent it back and his said their recommendation wouldn't get through DRA. He is recommending the following language "To see if the Town will vote to change the purpose of the Capital Reserve Fund, established by vote of the 1993 Town Meeting, so that it may be used for the purpose of purchasing replacement equipment and capital improvements at the recycling center; and to appoint the Board of Selectmen as agents. (2/3 vote required)". Chairman Chivers asked if there was a motion to adopt this language for the warrant article. Selectman Dann moved to adopt the recommended language for this warrant article. Seconded by Selectman Young. Selectman Laliberte said this one is technically a money item. Chairman Chivers said that was correct. Selectman Dann said they are just talking about the money that is in the old account. They are going to move it from there to something they can use in the future. Chairman Chivers said it is making the \$8,000 available for their use. He called for a vote. All were in favor. Motion carried. **All Hazard Plan warrant article:** Emergency Management Director Bob Panit explained it would be a warrant article to update the All Hazard Plan which is one of the two plans we keep update every five years and 2017 would be the year that it is due. The amount of the proposed warrant article would be \$6,000. He presented the Board with the wording. He noted that he has the Federal Grant funding forms with him tonight. They can all be filled out and notarized. The company that they have used in the past is Hubbard Consulting. They did the plan five years ago and they did the plan five years ago. They also did the Local Emergency Operations plan. They are easily less than half than another organization forwarded to us without our request. Chairman Chivers asked if EM Director Panit was going to make application for the grant. EM Director Panit explained he needed three members of the Board to sign the application and initial a number of pages and then it has to be notarized. This is the State housekeeping and requirements. Selectman Dann asked what happens if the funding doesn't come through. EM Director Panit said it has already been accepted. Selectman Young

asked about the section that says the applicants share is \$2,000. EM Director Panit explained this is where we have to show the expenditure of \$6,000 being documented and spoken about. Basically it comes back because it is the work that the members of the Local Emergency Planning Committee do. It is the hours calculated and covered, so our share is covered through their work. The cost total isn't \$8,000. Chairman Chivers asked if he wanted the Board to approve the language of this warrant article. EM Director Panit replied yes as long as the wording is correct. Chairman Chivers said it should say vote to "raise" and appropriate. EM Director Panit said he had a copy of the grant proposal from Hubbard Consulting that the Board is more than welcome to have a copy of. He noted that Chief McGillen and Road Agent Lewis have been on these meetings before. They have three or four meetings over four months and then Hubbard Consulting submit's the plan to FEMA. They get it authorized and okayed and then he'll bring it back to the Selectmen to sign the final then they will be good for five years. Chairman Chivers said they are going to do this in three stages. The first stage is to support this warrant article submitted by EM Director Bob Panit. "To see if the Town will vote to raise and appropriate the sum of \$6,000 for the purpose of review and update of the current All Hazard Plan as required by FEMA. These funds are expected to be reimbursed through federal grant funding." Selectman Dann moved to move and support this warrant article. Seconded by Selectman Young. All were in favor. Motion carried. Chairman Chivers said the second motion would be to approve the contract with Hubbard Consulting to perform this study. Selectman Young moved to approve the contract with Hubbard Consulting to perform this study. Seconded by Selectman Dann. All were in favor. Motion carried. Chairman Chivers said the last item would be to adopt this language for our minutes that has been recommended by Mr. Panit. Selectman Laliberte moved that the Town of Candia Board of Selectmen, in a majority vote, accepted the Pre-Disaster Mitigation Program (PDM) as presented in the amount of \$6,000 to update the community's Hazard Mitigation Plan. Furthermore, the Board acknowledges that the total cost of this project will be \$8,000, in which the Town will be responsible for a 25% match (\$2,000.00). Seconded by Selectman Young. All were in favor. Motion carried. Chairman Chivers mentioned they need a representative for the Southeastern NH Hazardous Waste Organization. They need someone to represent the Town of Candia at their meeting in January down in Windham. EM Director Bob Panit has agreed to do that. He has drafted a letter from the Board authorizing EM Director Panit to do that. Selectman Dann moved to authorize EM Director Panit to be the representative. Seconded by Selectman Young. All were in favor. Motion carried. EM Director Panit explained they will be looking at updating equipment. This is a regional hazardous response team. Chairman Chivers noted this is the group that assisted in the removal of that asbestos at the Recycling Center. EM Director Panit said they have been out here for accidents as well. It saves the Town quite a bit of money.

Transportation Engineering Study: Selectman Komisarek said at the last meeting they discuss the \$15,000 transportation engineering study warrant article and the \$10,000 Master Plan update. At the last transportation meeting him, Road Agent Lewis and Chairman Chivers thought the \$15,000 warrant article was the priority. He felt they could get the \$10,000 in the budget. When he brought this up at the Planning Board meeting they didn't want to see that get pulled as a warrant article. They felt if there were two things people wouldn't vote for them. The other thing he would suggest they put that warrant article in before all of the other articles (after the non profits). He felt the further people get down the warrant they lose interest. He is working on a poster for the \$15,000 warrant article. It is going to talk about safety and that it is not going to cost the Town money other than the \$15,000. It is also going to talk about the creation of the

village and the warrant article itself. He would like people to read and still have their attention. He would like this article on the warrant at some point where they still have people's attention. Selectman Dann asked if he was going to do something in the Boy Scout package as well. Selectman Komisarek said he would. He also knows that Selectman Laliberte is working on something with Becky Sarra for all of the warrant articles. Selectman Laliberte said he is going to discuss this under other business. Chairman Chivers asked if they wanted to consolidate the \$10,000 with the \$15,000 and explain that it is for the implementation of the Master Plan and the various elements of it. Selectman Komisarek said no because he thought it was two separate items and his fear is if people see a large number they would be less inclined to vote for it. Chairman Chivers asked if he wanted to move that warrant article up while they still have time. Selectman Komisarek said those are the first ones they had talked about. Selectman Young thought it wasn't about getting people's attention, they are apt to view the things in front of it. She wasn't sure if it was about the placement. Selectman Komisarek said the argument he was making was they considered those articles before the rest of them. He talked with a couple of people and they agreed when you get to the end it would be the least favorable. He doesn't know if that was true or not. He felt confident they won't need to submit the \$10,000 warrant article and they can make a good argument to put it back in the budget. It was decided to move this warrant article after the nonprofit warrant articles. Selectman Laliberte thought they should see how it goes at the Budget Committee public hearing on Wednesday. Then they can propose to move it to Article 16. **Smyth Public Library warrant article:** Chairman Chivers noted that the Smyth Public Library submitted a warrant article. "To see if the Town will vote to raise and appropriate the sum of One Hundred Twenty Seven Thousand Eight Hundred Ninety One Dollars (**\$127,891**) for the operating expenses of the Smyth Public Library. Funds are to be expended under the direction of the Smyth Public Library Association." Chairman Chivers asked if there was a motion to support this warrant article. Selectman Dann motioned to approve the warrant article submitted for the Smyth Public Library. Seconded by Selectman Komisarek. All were in favor. Motion carried. It was noted that the Selectmen are going to put their endorsements on the warrant articles at the December 28th encumbrance meeting.

The Board to discuss budget adjustments. Selectman Young said she had a proposal for a couple of reasons (see attached). She felt there were a couple of things they needed to do. Just with technology and meetings. She would like to create a line "Tech upgrades: Community Convenience & Information". One of the things she has addressed is opening up the second window of the Town Clerk's Office. She asked for a sound bar and wireless mikes. She said one of the things she has asked for is compact recorders. She is thrilled the Budget Committee is now on the website. They are going to move that way for the Board of Selectmen. She thought four audio recorders would satisfy that. She would like to get a projector. She thought they could save paper and the whole audience would be able to participate. There are a couple of reasons for this. Our budget is down for this year. They have had very fiscally conservative Boards in the last couple of years. The other thing she had was the money spent on school, town and county taxes for every community in New Hampshire. They can compare the money spent in their town and compare it to any other community around here and it is kind of embarrassing. They have money left and she is not asking them to go higher. She is not asking them to add thousands or hundreds of thousands. She felt this way because of the way they have run things the past couple of years. She doesn't like spending other people money without a real good reason. The fact that the budget is down \$36,000 from last year, she is proposing tech upgrades

for this meeting room. /Other committees and people can use them. She is also proposing a wage/insurance /miscellaneous compensation adjustment of \$30,000. They are proposing that they are going to hire an H.R. person and do a merit pay system next year. She is going to be honest and she doesn't have the time to work on this full time. She didn't think they would get anything done before June at least. This is her impression on how this is going to happen with merit pay. We have money in there for merit pay and she didn't think it gets started until June. This takes care of some wages if you add this compensation adjustment on to the tech upgrades, it is still is below budget. Selectman Komisarek said he is in favor of the tech upgrades. As far as the wage/insurance /miscellaneous compensation adjustment in all honesty when they talked about insurance he didn't feel comfortable. They had a very strong consensus at the time that they were going to cut back. The logic was we have been kicking in for a number of years. They actually grab some back. He didn't feel comfortable with having our employees pay a higher percentage. Selectman Young said she lead that charge. Selectman Komisarek said he thought about this after the meeting because there was such a strong consensus. The way he honestly felt was that they were taking something away from the employees and he didn't feel they were justified in doing it. They went down on the plan because costs keep going up, but then they increased the employee contribution. As far as the wages are concerned they have a one percent and \$10,000 in the merit line and they are getting a H.R. Consultant and that is how they are going about it. They went overboard on the insurance. Selectman Young asked if he would support portions of that \$30,000. Selectman Komisarek said he would support not increasing the percentage the employees have to pay towards the insurance. He felt they went too far. Chairman Chivers said they can't continue to do business this way, take a vote as a Board and then three weeks later change their mind. They have to quit second guessing themselves. They all came to a consensus and a unanimous decision. They have already announced it and factored it into their budget. If they want to change that number it is his prerogative. They started reviewing this budget last summer. They dedicated the last meeting of every month to extraordinary items. They had the Police Department and the Road Agent come in and they asked them if they were going to have anything unusual coming in for 2017. They had a discussion. This is the twelfth day of December and the budget is due before the Budget Committee two days hence. It is too late in his estimation to start fooling around with insurance deductions and wages. They have already made these decision and they should live with these decisions. He noted that Selectman Young had some really good ideas and there is probably room in the budget for them. This is a minor adjustment they could make, but to go back and do something as significant as revisiting the wage pool is too much too late. Selectman Komisarek said he is going on record and saying he thought they got that wrong. He respects what Chairman Chivers is saying and they have a process and this is the eleventh hour. Selectman Young said January 11th is the last time that they can make any adjustments or changes. They just got a sheet of paper for the Smyth Public Library and they accepted it no questions asked. It is past the deadline and they just got it in, by the way she loves the library. Since they made that recommendation (about the insurance) she has gotten information about employees in this community and what they get for benefits. Selectman Laliberte clarified by this community do you mean the district and are you including school employees. Selectman Young said definitely. Selectman Laliberte said they are not the school district. Selectman Young clarified there are people that work in this community and there are people that work in other communities. She listened to Selectman Dann and it is the same feeling you have on the insurance. Every time we talked about giving them a raise it's grabbing at her heart because she knew what they did with

the insurance. She was thinking that Selectman Dann had a good point, but she didn't know if throwing a dime at everyone was fair. She thought if they had the line in there it's not up to us it is up to the community members. They have to vote on this. They will vote on whether they want this budget or not. It is not up to us, we can present what they think they need to run the Town. The only reason she is putting this proposal out was because of the additional information she has that she didn't have back then. If you notice it is just a line, it's not who is going to get what. She thought it would take less time than trying to put merit pay in. Chairman Chivers asked the Board if there was a motion to open up these budget considerations at this late date. Does this Board even want to consider what Selectman Young is recommending? *Selectman Young motioned to consider this proposal. Seconded by Selectman Dann.* Selectman Dann said he agreed with the \$2,300 communication is important. For instance if the Planning Board comes prepared they can put their information on the projector and the audience can see what they are talking about. Chairman Chivers clarified this motion was to open up everything that was on the table and they are going to vote on this. Selectman Laliberte said he would like to discuss it. Chairman Chivers said once they get into this they are going to limit it to the items on this page. Selectman Dann asked Selectman Dann asked of the \$30,000 was she looking for a special line item on there, but he'll go back to his proposed thirty cent increase. Chairman Chivers asked if there was any more discussion and called for a vote. Selectman Young answered Selectman Dann's question and explained that is why she put wage/insurance /miscellaneous compensation adjustment. If it is decided by the Board and it doesn't have to be decided tonight that the go back and cover a percentage of their insurance. If they decide not to then that is okay too. If they want to raise the wages they can do that too, but they don't have to do that tonight. Selectman Dann thought they have talked about it and she has presented it in two different ways. He is in favor of the \$30,000, but he is asking how they work it. Chairman Chivers called for a vote. Selectman Komisarek said he still wants to have discussion about this. He felt they covered the wage part. They had a lot of discussion about that and they came up with a \$10,000 merit pool, giving the 1% COLA, and hiring an H.R. Consultant. He doesn't feel comfortable with what they did with insurance, but he doesn't know what that number is. This is what he is in favor of. Selectman Young said she can get that number for him. Selectman Komisarek understood what he was saying and they have gone down this road and have had a lot of input on what the wages were going to be. He reiterated that he didn't think they got the insurance right. Selectman Young asked if he wanted more information on the insurance. Selectman Komisarek said he wanted that number. Is it \$10,000 or \$20,000? Chairman Chivers asked if they wanted to vote on the first part of this and do they want to appropriate \$2,300? Selectman Laliberte said he had a question. His frustration is on the second half of this proposal, but the first half is really good. Is it possible they can address this during the encumbrance phase on December 28th? They could probably put it in the Town Office budget. His feeling is this is great and instead of voting on it in March they could have that money available right way. He asked Selectman Young if she was good at looking at this as part of the encumbrance process on December 28th. He clarified for the \$2,300 part of her proposal. He thought the upgrades are great. Selectman Young said they could separate the two if it would be easier. Chairman Chivers felt that it would. Selectman Young withdrew her motion and seconded. Chairman Chivers thought she would have support for the \$2,300. Selectman Laliberte said he supported it, but he thought there was a better way to fund it. He asked if they could amend the vote to pull that portion out. Chairman Chivers suggested that Selectman Young withdraw her motion and Selectman Dann withdraw his second and they will make a new

motion. They will take a vote to consider the first part of the motion which is the technology upgrade. Selectman Laliberte clarified they wouldn't be voting on the \$2,300 tonight. They would be addressing it on December 28th. Selectman Young withdrew her motion and Selectman Dann withdrew his second. Chairman Chivers said the next consideration is to adjust the wage line by \$30,000. Selectman Young said she wasn't sure if they add a line. Chairman Chivers said she would have to work it out so it is a net increase of \$30,000 after FICA and unemployment. In his opinion this is too late in the game to consider this. Selectman Laliberte said his opinion is they started this in the summer and they had a meeting in September and they've addressed it. His feeling is they met with the insurance person and one of the things she said numerous times was we have a rich plan. It is a very good plan for the employees. His sense was even when they considered other plan they were still good plans compared to towns around us. He is okay with the insurance. As far as the salary adjustment they whole point of the HR person was to look at our salaries our employees to determine whether or not they are getting paid a proper amount. His feeling is this he thought they still had good insurance going into 2017 and they have a mechanism 2017 to make sure our employees are being paid properly. He is okay with that. The Board gave them a 1% raise and they created a merit pool, he felt they have done their duty. Could they have done better? Sure and they are going to address that in 2017. He appreciated the work that Selectman Young has done and he appreciates the concern that all of us on this Board have for the Town employees. They have been very good in praising them and letting them know how they feel. Selectman Komisarek said if you look at what they did on that insurance, they ended up reducing our costs. They didn't just adjust the plan; they made the plan less rich. Then with Selectman Young's very strong encouragement they got overzealous to save money. His point is if you make a mistake in life then you acknowledge it. He has no problem with what they did with the 1% and how they handled the wage. He reiterated that his personal view is they got the insurance wrong. They actually took away. They took money away from the Town employees. If you look at the insurance number it went down by \$20,000. Shame on him for not being more assertive and not going with the strong consensus. Selectman Young though the plan was fair, because she did go around to all of the surrounding communities. It is not fair within our own community and it is not fair because of the excessive percent we ask them to pay. This was her mistake and she was overzealous. She wants to take this opportunity before it is too late to be transparent with the community members before they present this budget. She wants to check into the difference like what is the price going to be if the town picks up more of the percentage. Some other business's pick up 97% on these. It is only fair that our employees who take care of over 4,000 people get the same as other community personnel who take care of far less. Selectman Komisarek said they got a pay decrease. Chairman Chivers asked what they are going to do about this now. They have already beaten themselves up on the insurance based on Selectman Young's recommendation. Selectman Young felt the Budget Committee would support this. Chairman Chivers said he is not in favor of changing his mind. *Selectman Young moved to add a \$30,000 wage/insurance /miscellaneous compensation adjustment line item to the budget. Seconded for discussion by Selectman Dann.* Selectman Komisarek said what he was looking for when they changed that insurance number was that they would be neutral. He felt they have been generous of the past five years. He thought they should have strived to be cost neutral, but it went the other way. He didn't want to get into the wage part of this, but he felt they got this wrong. He felt it was a slap in the face to our employees when you take something like that away. If they go to \$15,000 or \$20,000 for the insurance he's fine with that. Selectman Laliberte clarified they are voting on

\$30,000 right now. Selectman Dann suggested changing the motion to that line here to make up the difference in the insurance. Selectman Komisarek said he wants it to go back to what it was. Selectman Young said it would be the percentage the employee's contribute. Chairman Chivers asked that is all they want to do is reverse that decision. Selectman Komisarek said as far as he was concerned it was. Selectman Young felt it wasn't enough when other people are getting 2% to 4% raises. Selectman Laliberte said that is an issue for another Board not ours. Chairman Chivers said there is a motion on the floor right now. He asked if they are going to continue this discussion. Selectman Laliberte clarified that Selectman Komisarek wants to adjust so it is revenue neutral on the insurance and Selectman Young wants the raise. Selectman Young said because of new information she has. Selectman Komisarek said he agreed with Selectman Laliberte and Chairman Chivers when they did all of the wage stuff. They came up with that plan and he wants to respect the process. He does feel very strongly that they got the insurance part wrong when they increased the percentage and they had a \$16,000 savings to the Town. He didn't feel comfortable with that. There was some discussion on the insurance numbers. Chairman Chivers said they want to decide two things, the wage line and the insurance line. He felt they can't do it this way, because they have a budget due to the Budget Committee on Wednesday night. Selectman Dann said they can go in tomorrow morning and put in a percentage and it can be printed out in five seconds. Selectman Young said she could give them the numbers right now. Chairman Chivers said it is a \$900,000 payroll. Selectman Young said if they give the employees a 2% raise instead it would be \$18,000. So take the \$18,000 and the \$12,000 for insurance and it comes to \$30,000. Chairman Chivers said you are saying reverse our decision on the contribution amount and Selectman Young is saying give the employees a 2% raise. Selectman Laliberte announced he is not in favor of this and he will vote against it. Selectman Komisarek said he supports half of what Selectman Young is saying. Again he goes back to the insurance argument and felt his logic was sound. Chairman Chivers clarified that he wanted to go back the original insurance plan. Selectman Komisarek thought it would be about \$16,000. Selectman Young said the Board can do what they want. She brought it to the Board and she feels good about that. If they don't approve that is something they have to defend not her. Selectman Young apologized about bringing this up at this late date. Selectman Laliberte said you're apologizing for bringing this up at the eleventh hour. Selectman Young stated yes, you know what the Budget Committee got last Wednesday a budget for over eight million dollars. Selectman Laliberte said that is the district not the Town. Selectman Young asked why he was upset, because she was suggesting \$30,000 which she explained. Selectman Laliberte replied absolutely. This is something that should have been dealt with in September or November when we dealt with the insurance. Selectman Young asked if Selectman Laliberte has ever made a mistake. Selectman Laliberte said he could think of some. He reiterated that he is making it clear that he is voting against this and they did good work in 2016. They are going to address some of these issues in 2017 by the actions they have done in the past. If he gets out voted, so be it. They have a \$30,000 on the table and he highly recommended that they vote on it. Chairman Chivers asked if they increase their wage line by \$30,000. Selectman Young didn't know if it should go in the wage line. Chairman Chivers said they have to break it down between FICA and workmen's comp. Chairman Chives asked Selectman Young to make her motion again. *Selectman Young moved to add a \$30,000 wage/insurance /miscellaneous compensation adjustment line item to the budget. Seconded by Selectman Dann. Selectman Young and Selectman Dann were in favor and Chairman Chivers, Selectman Laliberte, Selectman Komisarek were opposed. Motion failed on a vote of 2 in favor and 3 opposed.*

Selectman Komisarek thought the insurance part of it was about half of that. *Selectman Komisarek moved to revert back to our original percentage contribution for the insurance that the employee would make and rescind the increase decided on at the November 18th meeting. Seconded by Selectman Dann.* Selectman Laliberte asked his feeling is that by doing this we strike a balance of addressing the insurance needs of our employees and doing some proper cost saving measures for the town. Selectman Komisarek thought this would be cost neutral of the town rather than saving the \$16,000 we were going to save. Selectman Young said the only difference she has with what he is proposing is what about the people that are part time. Chairman Chivers said they don't get insurance. Selectman Komisarek said it doesn't matter to him where they spend the \$16,000, in one way or another he would support that. Chairman Chivers called for a vote. *Selectman Komisarek, Selectman Young, Selectman Dann were in favor and Selectman Laliberte and Chairman Chivers were opposed. Motion carried on a vote of 3 in favor and 2 opposed.*

Budget adjustment: Chairman Chivers said the property and liability premium is going \$18,060 for 2017. The group health insurance line is going to be \$100,897. The group disability insurance is going to be \$6,704. The group dental insurance is going to be \$6,300. The life insurance is going to be \$312. The insurance buy out is going to be \$1,041. Unemployment is going to be \$714 and workers comp is going to be \$23,999. The total insurance is going to be 158,027. This is a bottom line budget of \$2,505,225.

The Board to approve the 2017 Holiday schedule. Selectman Laliberte moved to approve the 2017 Holiday schedule. Seconded by Selectman Young. All were in favor. Motion carried.

The Board to consider settlement offer for Danais (410-137, 410-158-1, and 410-158-2) based on Commerford Nieder Perkins recommendation. Chairman Chivers said they are going to table this. He is still waiting on answers for questions he submitted to Commerford Nieder Perkins. Chairman Chivers motioned to table this item until the January 9th meeting. Seconded by Selectman Young. All were in favor. Motion carried.

The Board to approve minutes from November 18th, December 5th, and the non public minutes of November 28th. Selectman Dann motioned to accept the November 18th Selectmen's meeting minutes as presented. Seconded by Selectman Young. All were in favor. Motion carried. Selectman Komisarek moved to accept the November 28th Selectmen's non public meeting minutes as presented. Seconded by Selectman Young. All were in favor. Motion carried. Selectman Dann said he would like clarification on Article 23, it says "building". It could be any building, so he would like it clarified. They will ask Fire Chief Young for clarification. Selectman Dann moved to accept the December 5th Selectmen's meeting minutes as amended. Seconded by Selectman Young. 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 December 15th was \$87,818.06. Selectman Laliberte moved to approve the accounts payable and payroll checks for December 15th in the amount \$87,818.06. Seconded by Selectman Dann. All were in favor. Motion carried.

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Other Business:

Selectman Laliberte said he will be attending the Communication Committee meeting on December 19th. He will put a document together of what all of the amendments are. He will make sure the Selectmen are copied on this. He will come up with an unbiased summary.

Resident Becky Sarra commended the Board for brining those two topics back to the table. She felt it as a healthy discussion tonight. Her only concern was there was a push to vote.

Selectman Dann moved to adjourn at 8:20 pm. Seconded by Selectman Laliberte. All were in favor. Motion carried.

Respectfully submitted,
Andria Hansen
Recording Secretary