

**Unapproved
Candia's Selectmen's Public Meeting Minutes
April 24th, 2017**

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

7:02 p.m. Chairman Robie called the Public Meeting to order and immediately followed with the Pledge of Allegiance.

Approval of Previous Minutes: Public meeting minutes of 4/10/17. Selectman Laliberte moved to accept the April 24th, 2017 Selectmen's meeting minutes as presented. Seconded by Selectman Dann. All were in favor. Motion carried.

The Board to appoint Dennis Hebert as a Trustee of the Trust Funds to fill in the unexpired term of Carol Coppola. Chairman Robie explained that Mr. Hebert had not sent in a letter requesting that he was interested in that position. They reached out to him today and this came from another trustee to be on the agenda this evening. Mr. Hebert is an alternate to the Trustees of the Trust Fund and at this time he would like to give this a little more thought. So they will not be appointing Dennis Hebert to the Trustees of the Trust Fund this evening. There is an open spot there because Carol Coppola has resigned.

The Board to approve \$2,500 in funds to be allocated towards an application for a \$10,000 NH Municipal Technical Assistance Grant (MTAG) based on the Planning Boards recommendation. Chairman Robie said they have a letter from the Planning Board and this was discussed on Wednesday evening. The Planning Board did vote and thought this was something worthwhile. Selectman Dann asked if everyone was in favor of it on the Planning Board. Chairman Robie thought the Planning Board voted unanimously. Selectman Dann thought that should be noted in the letter. Chairman Robie said if the Planning Board recommends it that would be a quorum. Selectman Laliberte asked Chairman Robie if there were any questions or concerns that came up. Chairman Robie said the only concern was that SNHPC was overwhelmed and Jack Munn has retired and David Preece is also retiring. He thought the two people that presented this, Carmelle Druchniak and Colleen Bolton brought this to the Planning Board. They had reached out to Carol Ogilvie and she had a resume they all read at the Planning Board meeting. She is very experienced and he felt this was worthwhile. They have \$10,000 in the Planning budget. This grant will come with a \$2,500 match. Selectman Dann asked how much they are going to be paying Carol. Chairman Robie said she is going to do it for the \$10,000, they are going to get the grant and she is going to do the work. Selectman Dann clarified that she is going to do the work to apply for the grant. So the \$2,500 is going toward her salary. Chairman Robie said it would go to the Municipal Technical Assistance Grant. Selectman Dann asked what the cost was going to be for Carol to write the grant. Chairman Robie said it is included, so there is no cost. Once we get the grant she'll get paid according. Selectman Dann said she'll do the work and if the grant doesn't come through she doesn't get paid. Chairman Robie said that was correct and we won't pay the \$2,500. Selectman Komisarek said this is the same grant they discussed last year. He thought everyone realized it was a good

opportunity but they wanted to wait until the Master Plan was in place. It's the same one from last year and the Planning Board recommended it. It came before the Select Board and the consensus at that point was we should go through the Master Plan process first. Chairman Robie said Carol is going to review the planning and zoning regulations related to residential development and support our newly adopted Master Plan. He noted they can direct her in whatever direction the Planning Board and Selectmen wanted according to the Master Plan. There are a lot of things in the new Master Plan other than residential development. They need to seriously look at commercial and light industrial development and get some revenue. Selectman Laliberte knew that the Planning Board has been looking at planning and zoning regulations and making them a top priority, so he is on Board with this. Chairman Robie said there are going to be some workshops and it is a lot of work. Selectman Young asked if the town has accepted the Master Plan. Chairman Robie said the Planning Board has adopted it. Selectman Young asked if it went before the residents or does it just come before the Planning Board. Chairman Robie said through Envisioning Candia the residents participated and then SNHPC wrote the Master Plan with a few changes and about a month ago the Planning Board adopted the Master Plan. They have a working document. *Selectman Laliberte moved to approve \$2,500 in funds to be allocated towards the application for a \$10,000 NH Municipal Technical Assistance Grant. Seconded by Selectman Dann. All were in favor. Motion carried.*

The Board to discuss SNHPC Age Friendly Assessment meeting. Chairman Robie said they have gone round and round on this for the last three weeks. Selectman Komisarek explained when he was the Selectmen's Rep to the Planning Board this had all started. Chairman Robie noted this is a lot of stuff they did through the envisioning process. Selectman Young said this is a huge document; its thirty two pages and you can go on line and read it. It would be interesting to see what some of the community members think about this. Chairman Robie asked which document she was talking about. Selectman Young said it was from SNHPC or AARP, but you can find this document. Chairman Robie asked the Board if they wanted to promote this. They need to give Sylvia Von Aulock an answer. There is no cost to the town. He noted that Administrative Assistant Hansen had noticed this before and no one wanted to come. Administrative Assistant Hansen noted they had Planning Board Vice-Chair Al Hall posted the notice around town and at the churches and library. This was done in the beginning of April. Selectman Komisarek felt this was more of a planning issue. He spoke with Sylvia about six weeks ago and they have done this with every community they serve. It was a grant and SNHPC was doing it. They are looking for public input. He didn't feel this should have come before the Board of Selectmen. He thought they were making more of this than what it really is. It is a one day thing and they are going to host it and they are going to get input. Selectman Dann asked if it was open to everybody in town. Selectman Komisarek said it was. Selectman Laliberte felt the same way if they want to do it they can do it. Selectman Komisarek said they are the only community left. He reiterated that this is really a planning issue. He thought Al Hall was going to talk about this at the last Planning Board meeting but it ran too long. He would be in favor of letting Sylvia and SNHPC hold this onetime thing for a few hours and they are going to buy lunch. He didn't think it could do any harm. Selectman Young agreed and thought the townspeople should see the document. Chairman Robie said the only concern he had was before they open up our town hall in the middle of the day it needs to go through this Board. Secondly, it is no cost to the town but earlier when Sylvia had this scheduled she called Andria and told her to order the food. There is an impact to what we are doing here. If Andria is ordering food for

an event that is going to take place in this room, this is why he wants everyone on Board with this. He thought if they are going to give Sylvia permission to do this than Sylvia is going to order the food and have it delivered. Selectman Komisarek thought it was because she wanted to use someone local. Selectman Young said give Sylvia the responsibility. Chairman Robie asked if Selectman Komisarek was going to reach out to her and tell her this is a go. He thought she already had this scheduled for May 2nd. It was noted that the meeting room was available. Chairman Robie asked Administrative Assistant Hansen to contact Sylvia.

The Board to review investment policy and universal code of ethics (rules of conduct).

Chairman Robie explained the auditors were here last week. They asked the Board to review their investment policy and universal code of ethics. The investment policy was dated March 24th, 2014. He thought that was the last time it was reviewed and he felt it should be reviewed every year. The Trustees of the Trust Funds should look it over also just to make sure everyone is on the same page. He asked Trustee Dick Snow if the Trustees have reviewed the investment policy. Trustee Dick Snow noted they have their own investment policy. They review it every year. Chairman Robie noted the auditors seemed to be satisfied with what they had, they just need to update it. He asked the Board if they had any questions. Selectman Laliberte asked if there was a copy to sign off on. It was noted that a new sign page will be in the office. Chairman Robie said the auditors also wanted to know if we had a universal code of ethics which we do. It is in the personnel policy. He thought it was simple and to the point. He said he would move that they updated the code of ethics and the investment policy and approve both policies as presented. Selectman Dann noted there are no dates on the code of ethics. Administrative Assistant Hansen noted it is part of the personnel policy. Selectman Dann thought they should have the review date on the personnel policy. *Selectman Young moved to accept the code of ethics and investment policies as presented. Seconded by Selectman Laliberte.* Selectman Dann read from the personnel policy "Unacceptably poor performance on the job, inefficiency, or lack of cooperation." This is very broad in one respect, because if they have a problem with a person it has to be addressed and not just because they did it one time. Selectman Laliberte said its grounds for disciplinary action. Chairman Robie said you write them up and you bring it to their attention. Selectman Dann agreed and then you try to correct the situation. Selectman Laliberte pointed out that it also says "use a progressive disciplinary model for handling discipline and performance issues." Selectman Young said to Selectman Dann that it is hard to see it out of the context of the personnel handbook. If he saw the whole thing together it might make more sense. Selectman Dann said he was just saying just because someone does something wrong and they have been a good employee, they should find out why. This is all he is trying to say. He has seen many managers get into that situation. He is trying to understand, this is a guideline and we can go from there. Chairman Robie called for a vote. *All were in favor. Motion carried.*

The Board to address Sharon Dewitt's request received March 30th, 2017. Chairman Robie explained back on March 30th Sharon Dewitt sent the Board a letter asking them to review it. It was the minutes of the Budget Committee meeting and a transcript about what took place at a Budget Committee meeting with Selectman Young. He noted that Sharon Dewitt was in attendance this evening. He personally felt this request should have gone to the Budget Committee, but it is before us and we will address it to the best of our ability. The Budget Committee minutes from have been approved by the Committee. He said the tape and the

minutes don't match up. Selectman Young said she corrected Mrs. Dewitt's transcription. Chairman Robie said he would open this up for discussion but they are going to keep this civil. He read the transcript and he read the minutes and Selectman Young said there was some corrections in the transcript. Selectman Young said they were minor. Chairman Robie asked if there was any discussion on this issue. Selectman Komisarek suggested they hear from Mrs. Dewitt first and then Selectman Young. Mrs. Dewitt said she did have some stuff and she brought it because Selectman Young is the Selectmen's Rep to the Budget Committee. Also this happened at the Budget Committee and no one seemed to be willing to say anything. The first thing she had an issue with was she was not at this meeting. She was talked about for approximately fifteen minutes. She didn't believe this was appropriate. She knows that several times Selectman Young said her RTK request was public. A couple of issues she has with that is that she agrees that it is public if somebody is asking about it rather than people from this office going around and telling people about it. So this is her personal opinion, but she does believe if you are a Selectman you have a privilege and you have access to some information and they don't go around telling everybody about every RTK request they get, but they have done that for this one. Selectman Young started out by saying her RTK request and saying a couple of things about that request. Then she goes on about an illegal call. She never made an illegal call. You can follow on the transcript; I never made an illegal call. She didn't know who she was referring to by people reading the minutes. If people are listening to the tape, that's going to be very confusing. It sounds like, because you said you were addressing my RTK request, it sounds like I made an illegal call asking someone to support the budget or something. As a private citizen she didn't believe there was anything illegal about doing that. We can listen to the tape, she didn't know if anyone here took the time to listen to the tape. It says "First of all it is illegal to call someone to say something to them such as the school budget, I looked at it and looked at it and it doesn't have any fat in it. I hope you vote for it." She couldn't hear everything. It says "that is not legal to do and it doesn't matter who you are on this Board that is not legal and that has been done." came right after Selectman Young discussing her RTK request. Secondly, you wanted to talk about the atmosphere being different. Again she is not on the Budget Committee so she really doesn't have anything to do with the atmosphere of the Budget Committee. Selectman Young also mentioned that she didn't want anyone to be targeted or prosecuted, no one is being prosecuted, but it makes it sound like it is in several of the statements that Selectman Young made imply that other things are happening because of this and it is just not true. So she has issues with a lot of things. She noted Selectman Young said they are not saying anything derogatory, that's great but her RTK request didn't either. All it did was ask for emails. So whatever assignment or feeling or whatever or opinion you put on that is really only an opinion. Then again you talked about the Budget Committee and things and she has nothing to do with the Budget Committee and the atmosphere. You mentioned my relationship to Nicole LaFlamme. She's not sure why her personal business needs to be discussed at a Budget Committee meeting. Nicole is her cousin, but they don't say Selectman Young wife of Fire Chief Young. Selectman Young said a lot of people do. Mrs. Dewitt said she has another cousin in town. She stated that Selectman Young had 15 minutes to go on and say this and she wasn't at the meeting. At least Selectman Young is here to defend herself, because she had to get on the agenda. Chairman Robie said that is why we are hearing this tonight. Mrs. Dewitt didn't understand what the fact is she cousins with Nicole and it doesn't have anything to do with the RTK request. Nicole didn't know about the request she was busy with her election. It had nothing to do with it. So you say "This letter from Sharon Dewitt who is cousin to Nicole

LaFlamme is politics at its worst.” You do go on and say it is just your opinion, but then you go on and say “so we’ve gone over the rules”. She wasn’t sure what the rules were, but you talked about that. You went over the history of Candia and you talk about being a staunch advocate for RTK. Then you go on to bash her for doing a RTK request. This really does not encourage anybody and this Board probably doesn’t want to hear this. There are people in town, she has a friend that wanted to come here to give her some support and her husband said “I have to get a permit, I don’t want you to be retaliated against, and I don’t want my permit to be denied.” There are people with business’s in town that say the same thing. They don’t want to speak up or against things, because if you do speak up for something and you are on the wrong side they are concerned. You don’t have to agree with it all she can do is speak what she heard. This is the truth of what she has heard whether you believe it or not. So then you go on to question her motives but RSA 91 makes it clear there is no reason needed to do that, so everything you go on though and question really makes sound very much um, you use punitive terms, negative terms, she was getting slapped in the wrist for questioning why the (school) budgets weren’t turned in on time. You talked about bringing up an RSA and calling the state. She wasn’t at the meeting so she wasn’t sure what you were talking about. It wasn’t any of those reasons. You’re putting those out there, it is like her listing in a public meeting negative reasons why Scott wanted to be on the Board but not listing any real reasons or it’s all just my opinion. She feels like it has nothing to do with the budget and it should have not been discussed at the Budget Committee, she really believes - I don’t believe. You can say you can notify them. First of all it was on the agenda under “BC Communications/Legal Concerns”. So she is not even sure, she thought notifying someone that there was a RTK request and we should probably be careful in using emails to make sure their not circumventing. You know the RTK or 91-a. This was an update, but everything else after that was really made to be derogatory towards her and effect her reputation negatively. So it says “I don’t know about any of the calls you have made.” You said “My right to know has thrown the wonderful recording secretary under the bus for not posting minutes within five business days.” Her RTK doesn’t do that. Her RTK asks specifically for emails from a certain date. It had no reasoning’s it had nothing to do with that. Then you go on to say that “she was also thrown under the bus at Candidates Night”. She didn’t speak at Candidates Night so that clearly wasn’t her, but because you are addressing all of this under her RTK request makes it sound like it was. Then you said “it is brought to light time and time again the school not giving us information for time and time again that we’ve asked for.” She has to ask how does her RTK request do that. She doesn’t understand that. You made that statement maybe you could clarify how my RTK request did that. Selectman Young said do you want to finish or do you want me to respond. Mrs. Dewitt said she would finish listing out her questions. She said this is difficult for everybody. She said that it threw the school under the bus - she is not on the School Board. It didn’t mention any of those things, so it couldn’t have done that. Plus she hadn’t even received a request at the time you were talking about this. So again you said that I put the Chair of the Budget Committee and the Chair of the Selectmen under scrutiny for things that they did or said and put in emails. Now once again her RTK request only asked for emails. If there was something in there that was inappropriate, these emails went to you or to Dana. You would have been the first person to see them. My RTK request doesn’t bring anything to light, if anything needed to be brought to light it should have been brought by the people that actually received the emails in the first place. Again it says these things, but it doesn’t do that. Again she said “this has had ramification, negative ones for the school.” So she would ask her to also explain how that happens, because it didn’t have anything to do with the

email, her RTK request. You said “negative ones for the school, the School Board, their timely reports or not timely reports.” So she doesn't understand how her RTK request has negative consequences for anything unless you're stating that you are going to retaliate against them because of my RTK request. She doesn't understand that and she is really looking forward to Selectman Young explaining that to her. Plus the two chair people who have a really hard job have now have been thrown under the bus. She would ask how does the RTK do that. Then you said and this is really the part that really frustrated me “It's just something that if any of you want to pass on to your friends or neighbors, it's just to me it's gotten to a new low. So RSA 91A:3-2c talks about going into a non public “matters which if discussed in public would likely affect adversely the reputation of any person other than a member of the public body itself unless such person requests an open meeting.” She wasn't even present at this meeting and the fact that you told people to tell their friends and neighbors and have given out all of this negative information, it really concerns her. She felt that shouldn't have been addressed at the Budget Committee meeting, she didn't feel it should have been done in a public meeting. So those are some of her concerns. She really believes that advocating people to their friends and neighbor's is trying to put her in a negative light. She has a real issue with that part. She noted that Selectman Young brought up Nicole again who has nothing to do with her RTK request. This is basically, sort of her concerns. She felt like and have been told by several people, they feel like it has been you were trying to teach me a lesson for doing this RTK request. People have questioned the amount of copies that you got done. She didn't know, but what was said in that meeting was orchestrated to present her in a negative light, because she was upset about the RTK request. This is her feeling and she didn't believe this was an appropriate use of her position as an elected official. She would like to hear what the Board has to say about that. Chairman Robie said they are going to let Selectman Young speak. Selectman Young said first of all she didn't know how far or how much she listened to this audio tape, but she was assuming it was whole tape and she probably saw the agenda. At the end of this after they discussed the legal concern she said she had a couple of comments that she would like to make and she wanted to share with them (Budget Committee). She wanted to talk about the history of Candia town politics. Mrs. Dewitt said it was in the transcript. Selectman Young said the way it is written, if you listen to the tape. Mrs. Dewitt stated it is word for word. Selectman Young said it was okay and she knows her frustration. The trouble is if you just read that and you didn't hear the audio you might think this was all about you and it wasn't. She hates to say that to her, but her comments were not all about Sharon. Nor did she think anyone and she heard from people, they didn't take this as directed at her request for a RTK. What she did is she questioned and they cannot legally ask her what her reason was to ask for Dana Buckley who was running for School Board and myself - our emails, Dana Buckley and myself - our personal emails, and Susan Young's on the Board of Selectmen. She has the right to freedom of speech and she had a right to question that. She did not say “boy she's mad because things aren't going ...” she didn't say anything. There are a lot of things she didn't say. When I go through all of these different things, you say it shouldn't have been discussed at the Budget Committee meeting. It was a Budget Committee RTK; it was discussed at a Budget Committee meeting. It was the appropriate place. It is not going to be discussed in non public nor should it legally be. If you need to find out you can get more details on that, because we still have a Board member. They have a single budget member who wants to know why some of these items, including other things that were said were not discussed in non public; it's not just your RTK request. So that address's why it was done at the Budget Committee meeting. Her comment as to why it is being

presented to the Board when it is a Budget Committee meeting concern, she questioned that but it is Mrs. Dewitt's right. Again, several times and you didn't mention, several times she says that your RTK was entirely legally and she would defend it to the end. You didn't happen to read that aloud to the audience. She has the transcript if anyone wants to see it. Mrs. Dewitt went to ask a question and said Selectman Young was yelling at her. Chairman Robie said she was not yelling. Mrs. Dewitt said there was not a consistency between you correcting me when I was talking and what she was just doing. Chairman Robie disagreed. Mrs. Dewitt replied he did and multiple times he said "Sharon, Sharon just let her talk, just let her talk". She said there is not a consistency if this town and the leaders of this town are going to treat people differently based on whether or not they like them - that is not ok. Selectman Dann said Selectman Young asked Mrs. Dewitt a question she should have the right to answer that. Did you hear the numbers of times that you have the right to know? Mrs. Dewitt said it is in the transcript. Chairman Robie said Sharon spoke 10 to 15 minutes and she wasn't interrupted. He asked her if they were going to move along and Susan didn't answer any of your questions at that time. Make a list and we can go back, let her speak. Selectman Young said what she asked was rhetorical questions and did she notice all of the times at the Budget Committee meetings that she mentioned that you had the legal right to do what you did and the only reason she was questioning in her mind and in her opinion why was it only the two of them. Generally what happens, not all of the time, if there is a RTK request since she was on the Board she has never seen one like this. It might have happened before. Generally it's a RTK for everyone; it's not just two or one individual. You said "My email requests emails only, not anything else. People have questioned the amount of copies that were made." Legally if you give an email and it has an attachment whether the attachment is on the web or anything else you need to give it with the RTK request. That is the way it is. She did exactly what she was told. What happened was you got three emails - one from her Budget Committee, one from her Selectmen, and one from her personal email. A lot of those were copies because she copied it to her personal email. She was instructed to also copy those including the attachments. This is why people who are questioning the amount of copies that were made. The Selectmen Chairperson who was not Carleton at the time was made aware every step of the way and the other thing you didn't read aloud which she was kind of disappointed in is that when she got into the hundreds of dollars, she called the ladies at the office and said did Mrs. Dewitt give us a cap because we are in the three figures now. She didn't have to do that, she was doing exactly what she was told it was on the advice of legal counsel. Again some might now be aware, she was doing exactly what she was told and the ladies in the office were doing exactly what they were told. They don't pick and choose what we are going to include. Chairman Robie said they discussed the RTK request and the emails two weeks ago. They are not going to keep going back to that. She didn't ask any of those questions when Sharon was talking, she was more interested in the transcript. What they are discussing tonight has nothing to do with the RTK law except what was said. This is where they need to draw the line. Mrs. Dewitt said that is what she is saying and she thought ethically it was wrong. Chairman Robie said he understood what she said and they need to address this between the two of you not what happened two weeks ago. They all understand the email thing is done. As far as mediating this is what he thinks needs to stop about the emails. Selectman Young said she was just responding to a question. So again it was a statement of things she wanted to talk about with them (Budget Committee) and you took it to all about you and it was not. It was not all about you and your right to know. She talked about the history of politics. She publicly apologized if she felt these comments were all about you, but they were not and she was sorry

they thought that. She felt bad if she thought this was going to ruin your reputation. She feels strongly that people have the reputations that they earn. If I don't let it worry me, you shouldn't let it worry you. This would be her advice. Mrs. Dewitt said it is easier to not let it worry you when you're on the end. Selectman Young said she has been on the other end. Mrs. Dewitt said she didn't tell anybody about her RTK request, you went up to people at candidates night and said "did you hear what Sharon Dewitt did?" You did "did you hear what Sharon Dewitt did to me about the right to know request?" Again, so does this Board typically take information they receive as Select People and go out and just present it randomly? Selectman Young said it is public record. Mrs. Dewitt said she got that and everything is public record, but you have to request it. This is her thing. As far as the other questions she wasn't sure how Selectman Young wanted her to answer them, some of them were rhetorical and some of them weren't, so she didn't know. Selectman Young said she didn't need any answers, but thank you. Chairman Robie thought they really needed to move forward on this. He hears her and he thought the Budget Committee hears her. He thought if there was a discrepancy between the minutes and the tape it was a Budget Committee issue. Mrs. Dewitt said it wasn't anything to do with the minutes; it wasn't anything to do with the way the minutes were printed. She asked if there was anyone else that had anything. Chairman Robie thought they needed to figure this out and move forward. Selectman Young added and get a policy like you had recommended. Chairman Robie said to Mrs. Dewitt that people are welcome to come here all the time and he understands what she is saying about people not wanting to come because they feel they will be retaliated against and it doesn't matter what side sometimes. This happens all of the time, because only a very few come and support someone that has something they want to bring forward. He agreed with Mrs. Dewitt and you're probably never going to change that in a small town like this. It's too bad that you can't. Mrs. Dewitt replied but the leadership can do things to when people are addressing things, again she does not believe, you stated out as you all know there was a RTK request. Then you said there were a couple of things you wanted to say on that. Chairman Robie said that was back at the Budget Committee meeting. Mrs. Dewitt said she understood that, so the Board of Selectmen has nothing, she was your representative. Chairman Robie said the Board is going to discuss this when you two are done. He asked Mrs. Dewitt if she would like to hear what anyone else has to say. Mrs. Dewitt said she would love to hear. Chairman Robie asked if Selectman Young was all set with this. Does she have anything she would like to add at this point? Selectman Young said she agreed with him, whether it is a small or large town it happens on all different boards and committees. She noted there recently a meeting that lasted to 11 pm and she didn't know what happened there but she wasn't privy to it. Chairman Robie said she was privy to everything it was a public meeting. She was just saying she wasn't there so she can't comment on it. She thinks this happens on all different Boards and she thought people handle it different ways. Everyone is different and that is ok, it really is. Like she said she has been on the receiving end of this. She has had fingers pointed at her and things spread around town. She would prefer not to react like this. If you're comfortable and that is how you learn, that is ok she's not mad at her. Mrs. Dewitt said do you understand how offensive what you just said is. Basically you said to me, so I prefer not to respond by bringing it to the Board but if that's how you learn. You took a Budget Committee meeting to address this stuff and everything that you questioned, yes you have a right to put your questions out there but you didn't question to say "I wonder if she got some good ideas". It was all in a negative slant. Selectman Young stated she publicly apologized. Mrs. Dewitt said she was going to the back of the room now and listen to what you guys have to say. Selectman Dann said he would like to make a comment, if

they are talking about any person and that person is not here, they should stop that person should be able to defend themselves or bring forward to light. Some other meetings last year, people would say I know people that will say this and people that will say that. He would like people to bring them forward, it is hearsay otherwise. This is the way he looks at it and they can't go by that. This is his opinion and he is speaking it and if somebody else wants to say their opinion they can say it here. Chairman Robie agreed and they shouldn't drag in other people when they aren't here. They should be notified they are going to be talked about. Selectman Komisarek said there is a lot of negative emotion and a lot of anger and distrust. He has been has been getting it from both sides on this. He put a call into Atty. Mayer and he told him what is going on. He listened to the tape and he read the transcript and the minutes and he told him what was going on. Atty. Mayer told him they really want to work to bring some resolution to this. He said as elected officials they are not allowed to get personal. He thought this is a lesson they all need to learn. They just can't go there. He knows there is a lot of emotion, he has said things at meetings and he has gotten carried away. He thought they all have. He thought this was something deeply emotional for Sue and for Sharon and they need to acknowledge this as a Board. Atty. Mayer said this happens all of the time and you need to calm the waters, encourage resolution and you need the war to stop it's not good for the community. They don't want the reporters here and it's just not where they want to go. He thought they would all learn and they would go in a different direction. It is time to bury the hatchet. Selectman Laliberte said back in December they had a discussion and it was a policy discussion amongst this Board to talk about an issue regarding pay increases and all of that. It has been lingering around for awhile. That debate got somewhat heated, he felt that he may have crossed a line. Someone in the audience pulled him aside and said that he may have crossed the line. The next day he wrote a letter to the entire Board apologizing to them. It sucked to write but it needed to be written. He stood by it and apologized for his behavior. Since that time he has worked really hard to keep it all about the issues. They have a limited amount of citizen participation and when citizens decide they want to participate they really need to find a way to have a cultivating atmosphere. He thought the minutes suggested that they went away from that cultivating atmosphere and the policy. He personally didn't know the remedy she was seeking. To him it reads like heated rhetoric and they need to calm the waters. He just wanted to share what he did. How they move forward is how they decide to move forward. This is how he reads it. Chairman Robie said they have heard from everybody and they appreciate everyone's comments. Selectman Young asked if Mrs. Dewitt wanted to agree to disagree. Chris Dewitt said to Selectman Young that she has publicly apologized and he hoped she was sincere with that in the same light you said "all of these comments aren't about you Sharon", how about you address the ones that were specifically about her when you asked the community to go home and tell their friends and family about what was going on. It seems to be lets all say sorry and we'll all go home, the problems over and let's do better next time. Nobody on the Board wants to stand up and tell Sue she was wrong. He thought it was wrong and it was defaming to Sharon and the community and you're actions were horrible. You just want to sit up there and say learn from it Sharon. This is just his two cents and it's just appalling. Selectman Young said she apologized and she will apologize again. Chris Dewitt said you say it but you don't mean it. Fire Chief Young said he was curious, Dave gives building permits, Mike gives pistol permits, and he gives burning permits. He was wondering which one she was referring to that wouldn't be given out. Mrs. Dewitt asked what he was talking about. Fire Chief Young said you talked about permits and someone might not get a permit. He was curious what she was talking about. Mrs. Dewitt said just in general, it

wasn't a specific permit. She wasn't sure what permit he would have needed. There are people who don't want to get involved and don't want to come because of that. Fire Chief Young didn't think anyone would do that, so he doesn't know why someone would say that. Mrs. Dewitt said that is their impression. Road Agent Lewis said he does hear that from a lot of people and they don't want to attend meetings because they don't want to be labeled if they are sitting in this part of the room or near this person or that person. As a town they really need to improve on that, because they only get attendance by that people that are directly affected or someone does show up to support them. It's sad that people feel that way in our town and we really need to improve our image. Chairman Robie said he feels that way sometimes himself and maybe this discussion tonight is going to help that situation. He knows on his side it doesn't matter. He knows Dave Murray as a Building Inspector and he doesn't take this conversation tonight back into that office. He knows that is the perception out there but you can't. Perception and what really happens are two different things. He knows the Fire Chief doesn't and he knows the Chief doesn't. He doesn't do it in the Selectmen's Office. Everyone gets treated the same way. When he opens the sign folder and he sees her request, he thinks about how he would like to respond and it was sent to the Board of Selectmen. He said they were going to address this publicly instead of kicking it back to the Budget Committee. They probably could have easily done that but this is an open and transparent atmosphere and more people know what was said here than what was going to be said later on. Resident Becky Sarra said they have used a word that she uses a lot and it is perception. Perception is what you think you are seeing not what the person that's presenting thinks they're hearing. The other thing she is going to say is that social media is not helping us any, because it becomes five words instead of communicating with people. People don't go back and read what they communicate either in texts or tweets; it's very abrupt and very cutting. She thought it was leading to people speaking that same way. They are saying things without thinking of the other persons perception of what is being said. Chairman Robie agreed one hundred percent. Mrs. Sarra said it is perception in capital letters and she has heard a lot of things tonight that she could walk away with a perception which doesn't necessarily make it right. Now it is her perception that she is walking away with. You need to keep that in mind when stuff is coming out of your mouth as Selectmen. Chairman Robie said they are going to move on from this and he thanked everyone for their time. He hoped they got answers on both sides and they will try to do better.

The Board to discuss cleaning the field house at the Moore Park. Chairman Robie explained a year ago they discussed cleaning out the field house at Moore Park. He thought they briefly discussed that the CYAA had abandoned that building. Selectman Dann said it wasn't a CYAA building. Chairman Robie said it was jointly built by a gentleman on North Road. Charlie Doucette donated some money and it was a joint venture with the CYAA and the Town of Candia. They maintained that building and took care of it together. The CYAA was doing more of the maintenance part. They came to us a couple of years ago and said they didn't want anything further to do with that building and they abandoned it and turned it over to the town. At that time he went over and fixed some roofing and painted some trim and building. Last year they got a new roof for it and the field house looks pretty good. The girl's softball team from the Moore School uses one end of it for some storage for some baseball equipment. It is still full of a bunch of things the CYAA had used in there. There are vending machines and some old baseball equipment. They had a deal Steve Abelson was going to clean it out and whatever was there he could have it. He wasn't here and the field house didn't get cleaned out and he would

like to move forward with that and get Mr. Abelson to clean that field house out. If it does come up with a purpose they can have a clean space to put some stuff in such as the voting booths and maybe the Garden Club. It was noted that the Board agreed to let the Garden Club use the field house in March. Chairman Robie said the field house still needs to be cleaned out. Selectman Komisarek said he talked with Steve and he said he would clean it out but he would like to be able to keep some of the things of value. It's not a huge value it's kind of a wash. He thought it was a fair deal. He can have the popcorn machine and the bats and they get that building cleared out and they can utilize it. Chairman Robie said are the in agreement that Mr. Abelson will clean it out and dispose of the trash. Selectman Young thought they already approved him to do that. Selectman Dann didn't think he got to it. Building Inspector Murray didn't think they agreed on that. Selectman Laliberte clarified they agreed to let the Garden Club use it. That was the last meeting before the election. Chairman Robie thought it would be nice if they could get it cleared out. Building Inspector Murray wanted to make it clear that Mr. Abelson was not going to charge the town for his hours, it's just a wash. He is going to take what's in there and he is going to it for free. Chairman Robie thought he could use the dumpster, so he's not running back and forth to the dump. He thought there was room in the dumpster. Building Inspector Murray said it took a lot of trash this weekend, but there is still room. Chairman Robie mentioned the gambrel styled building that the girls use for equipment storage. They talked about moving that over into the right hand corner. He asked Selectman Komisarek if he got a chance to talk to the girls form the school. Selectman Komisarek said he had not or the key. He said he was going to talk to Jesse Remington tomorrow and he wanted have an answer about that cleaning thing. Chairman Robie said it would be nice if that shed could be moved over.

Other Business

HR Consultant: Chairman Robie said they talked with Carol Granfield from Municipal Resources two weeks ago. She sent us back a proposal. It was in the sign folder and it was about evaluating our employees and a merit system. The inclusive fee for her to do that was \$5,500. A pay and classification study was \$6,000. Then option "b" was a salary and market survey. There was a human resource audit for \$5,500. There was a human resource assistance option for \$125 per hour. He knows they have talked about this for a couple of years for our employees. He thought it was time they move forward and get something started so they have some way of telling what is going on. He brought this up a couple of years ago. Last year the Board of Selectmen put \$2,500 in the budget last year for some type of human resource people. He knows that they put \$10,000 in the budget if they ever did get a human resource person and they would reward our employees with some merit pay. Selectman Dann thought they needed to get a human resource person to spend that money. It was for it, however they develop it but it wasn't a stipulation. Chairman Robie said it wasn't a stipulation but he thought it was time to do that now for our town. They need something and we need some facts to base that on and this person could do that for us. He noted that \$2,500 doesn't go far and it doesn't do anything according to this proposal. They have money and he thought they ought to spend it. He thought they needed to hire somebody and he thought should go with the second option part "b". He thought Mrs., Granfield was very knowledgeable and very capable. He felt they should hire this person that Selectman Young reached out to. He thought this was a positive move in the right direction. He brought some information to the Board a couple of years ago and it was overwhelming for him and he doesn't have the time. It's too time consuming and he doesn't

have enough experience. Selectman Laliberte said he couldn't agree more and he has supported this for awhile. Selectman Komisarek asked where the money would come from, they only allocated \$2,500. Chairman Robie added they put \$10,000 in the budget for merit pay. This may take a year to institute and get all of this done, but the money is there. This is something that needs to be done. The money will come from somewhere. Selectman Dann said he would rather take some of that \$10,000 and go on what Selectman Young had said an increase our stipend to our employees by 1%. There was talk about that and it was not really a great move. So he doesn't want to use that \$10,000 all up on something trying to benefit our employees in the future, he'd rather try and take something from January 1 right now and take some of the \$10,000 and pass it on to our employees increase in pay. Selectman Laliberte said the point of this whole thing is so we can determine the pay and classification plan. You are asking us to move forward with something before we move forward with something. This is why he supports this. He thought what Selectman Dann was saying was cart before the horse. They should do this program that Selectman Young has brought to our attention and brought the woman here, have her make the plan and get this implemented. Then we can figure out what to do with those funds. He felt this was a proper way to move forward. Let's get things down in writing, let's have a road map to move forward with before we do that. Selectman Dann said they are talking about using the money they don't have. Selectman Komisarek clarified Selectman Dann thought we are going to take money from the \$10,000 merit line and Chairman Robie is saying we are going to get the money from somewhere because we have money in the budget. He wants clarification on that. Chairman Robie said they money can come from anywhere; our budget is a bottom line budget. They have a line item for \$2,500 and if we over spend it so it be. At the end of the year they are going to fund it. If they need to increase their merit pay by \$20,000, if that is what the Board wants to do they will find \$20,000. They have \$10,000 allocated. They might not spend that money; they have to do the work first. Selectman Young said that train has passed because it wasn't what the Board decided to do. They need to get everyone up to speed in fairness and do the merit system similar to what Rochester had and Carleton presented a couple of years ago. Then they can decide with what money they have left whether they can go retroactive. She didn't feel they could just give a 1% increase that has passed. She appreciated what Selectman Dann was saying. Selectman Dann said he appreciated what she had said last January. Chairman Robie said the Police Department has a matrix and he wants her to include the Police Department in this evaluation. He thought the matrix works fine, but he wants her to look at something that comes after the matrix. He thought the matrix they have should stay in place because if they try to rewrite that and move that forward from the ten year matrix out to an officers retirement. Selectman Young asked if there was a longevity clause with the matrix. Chief McGillen said there is not much that defines it; it was here before he started. It was moved up when the Selectmen gave us a cost of living. Hopefully this individual can look at that and give us some guidance. It is a reputable company. He is familiar with the company and has heard good things about them. The Board decided on option 2 "A". Selectman Laliberte moved they approve option 2 "A" from Municipal Resources proposal. Seconded by Selectman Komisarek. All were in favor. Motion carried. Selectman Young asked if any of the Selectmen were opposed to a merit system. Chairman Robie said the merit system goes with that. Selectman Young thought she could come back and explain this.

Maple tree at on High Street. Chairman Robie mentioned the tree on the hill up at Dr. Graff's. There is a maple tree that is in really bad shape and it keeps falling in the road. He had a number

of the guy from the State of NH and maybe a push from Chief McGillen as a safety hazard. Chief McGillen said he would take a look at it. Chairman Robie said he spoke with the Road Agent about it and he said he would cut it down. Our Road Agent cuts down enough trees around town. Chief McGillen said he will see what he can work out.

Drug Take Back Day: Chief McGillen mentioned that Drug Take Back day would be on Saturday April 29th at the Firehouse. It's from 10 a.m. to 2 p.m.

BB gun activity. Chief McGillen mentioned there has been some BB gun activity on North Road. Someone shot out a car window. Last month someone's house window got shot with a pellet gun on Merrill Road. If anyone knows anything give the police department a call.

Timber cut on Tower Hill Road. Road Agent Lewis said he has been talking with John O'Neil who is the Forester from Manchester Water Works and they are going to do a timber cut on Tower Hill Road. They will probably be starting within the next three weeks. They are going to put signage at the Auburn end and Chester Turnpike. As you know trucks can't fit under the Auburn end so they have to go down the hill and turn around and back up. There always a few complaints. Manchester Water Works is really good to work with. They are going door to door and tell residents that they are there and what they are going to be doing. This time of year there is a lot of traffic on Tower Hill Road. There are going to be 100,000 pound logging trucks and people probably won't be happy. They will be there about three or four weeks. They are going to be cutting all of the red pines. The last time they did this in the winter and there was a lot of snow and the road gets even narrower and the road gets icy. He just wanted to let the Board know there is going to be a fair amount of truck traffic on a one lane road and to give them a heads up.

RTK Policy: Selectman Young asked if Selectman Laliberte if he had sample of the policy for RTK requests. Selectman Laliberte said he kind of wanted tonight to pass before he moved forward with anything. He has something he has been working on. He can forward that along before they move forward with this. Chairman Robie thought that was a good choice and a RTK request needs to be very specific. They need to look at maybe rewriting the policy of payment for the RTK. Selectman Laliberte said he is working on that.

Roadside Clean-up: Selectman Dann said they have about one more week of that dumpster behind the building here for roadside clean up. They have about half of container right now; he would like to see all 1,400 bags they send out in that container. He just wanted to let people know they have one more week.

Sale of Exit 3 property. Selectman Dann asked Selectman Komisarek on the Master Plan what's come up on that Exit 3 property. Selectman Komisarek said the Master Plan doesn't specifically talk about the town owned property. It just talks about Exit 3 being of strategic significance. There is no direction as to specifically what we should do about the town owned stuff. Selectman Dann said that was something the previous Board wanted cleaned up. They got the pay thing going, how do they get this marketed. He felt the Board has to be looking at that. Selectman Young said Chairman Robie was very involved before. Chairman Robie said the town is a long way from selling the Exit 3 property. Selectman Dann asked for what reason.

Chairman Robie said most likely because they don't have anybody interested in it as a developer. This should be on the agenda as a topic of communication so a lot more people could hear it. Seeing that you brought it up, to move forward the Town of Candia needs to be searching out a partner for the Exit 3 property. They have a piece of property and they don't have money to develop it or engineer it. They need to be seeking out a partner that has some money and it capable of developing that land and then make it viable for a builder to buy it and put something there. Then they can collect the revenue from the taxes for years to come. As far as Candia developers that land and getting it ready for sale, they couldn't get \$15,000 to look at developing a town center that has been talked about for the last 20 years. At least 14 years in our Master Plan. So before anything happens at Exit 3 someone is going to have to spend \$100,000 in engineering. Then thousands and thousands of yards in material to bring that up so someone can look at that and say "that is a viable spot for me to build." Selectman Dann said what he is trying to say is if they end up putting that on the market they'll know it's available and now they might have people coming forward to give us a proposal. All he is saying is that it sat there for how many years now and nothing has been done with it. As far as a simple situation he would like to put a for sale sign on that property and see what transpires. This is a simplified way to say what he is saying. Are they going to wait for somebody and they don't even know that it is for sale. How are they going to come to us? Chairman Robie said anyone that is interested in a piece of property that was looking to build a facility, they would search out that piece of land at Exit 3 and say "there's a piece of vacant land, I would like to put my building there". They would come up to the Town Hall and look at the tax map, find out who owns it and make the call. This is how that works when the builder is looking for a place to build. Selectman Dann thought that was a gamble because there is no sign out there how do they know it is available. Chairman Robie said because you can't put a sign out there unless you put a price on it. As far as he is concern there is not a whole lot of value on that piece of land right now. Selectman Komisarek said there is some planning that needs to be done. When you look at Exit 3 they want to make sure they are doing the long term and maximizing the revenue. He understood the use was the most appropriate. Does it make sense to make it a corporate office park? They can't just look at that and say lets sell it next week for \$125,000, \$150,000 or \$200,000. There are two town pieces and there is the Hobbs piece. If you start looking at where a curb cut should be there is a lot of work that still needs to be done. They have a huge cut that is going on across the street. He thought it would be short sighted to think we're just going to sell it and get whatever we can. What they want to make sure they want to do is maximize the tax revenue in the long run. This is the key. He and Selectman Laliberte have been talking and they just got done with the Master Plan and economic development is a big part of it. There were some plans and a survey done. The Select Board maybe fourteen years ago was thinking the same exact thing. If they just put a for sale sign and someone comes in and buys that because of a great location and we end up with a whole bunch of trucks in there and a metal building that isn't that attractive and it doesn't bring the town revenue. Then they have lost the opportunity to really build tax revenue. When you look at what's going on in Portsmouth and Manchester it is a strategic location. He knows that people say it's not that strategic because nothing is happening over at Raymond. He thought it is and he has been working with a woman Selectman Laliberte had referred to him. He is trying to understand what the best use is. Is it feasible to have a corporate office park? Of course they don't have any water, they don't have sewer and is it going to be commercial. How do they maximize the square footage and aesthetic appeal and make it best for Candia in the long run. They just can't hang a for sale sign out there right now. Selectman Dann said you are just

assuming that it would be a truck stop. If you don't people coming forward and saying I am interested, it has to come to this Board anyhow. They have to talk to the people and this is not what they want. It has to be commercial, but they have to get some ideas from people. You are thinking no one wants it, but no one wants it because they don't know it's available. Selectman Komisarek said they have to understand how it is they are going to proceed before they make the call to a realtor. He asked Selectman Dann if he understood what he was saying. Selectman Dann said what he is saying let's put it out that commercial property is available and see what commercial people and realtors come to us. They've opened up their eyes to other people. Selectman Komisarek said before they do that there is more work that needs to be done, because there are going to be certain restrictions that are going to be placed on it or certain conditions. There needs to be a process with this whole Board before they are ready to do that. Chairman Robie reiterated the town has something and they need a partner that will make an investment and then as you work together as partners you find an end user. Everything then becomes whole. They have to go out and solicit a partner. Selectman Dann said that was what he was saying. Chairman Robie said you don't want any partner; you need a partner that can get done what we want to accomplish. What he just said is what Selectman Komisarek is talking about. They want to maximize what they have there. Selectman Dann thought everyone on this Board wants that. Chairman Robie said the only way they are going to do that is with a partner. Throughout the nation the only way communities develop economically is a public and a private partnership. They call it the 3 PPP's. Municipalities don't have money; they are barely getting by with what they have as far as maintenance of what they own. So they need a private partner. Selectman Dann said that was great, but how do they find the private partner. Road Agent Lewis wanted to make a quick suggestion. This should be an agenda item, because a lot of people in town are concerned over the Exit 3 property. There is a whole discussion going on here under other business. Chairman Robie said they are going to end this discussion right now.

March 16th Elections: Selectman Laliberte explained that Governor Sununu signed off on a bill that would do the following: All Town Elected Officials are now ratified. However all the other stuff technically for us to ratify it we would have to hold a public hearing. The way that would work is that they would have to announce it 72 hours before the meeting. They would put it in the paper and on the website. It is recommended that if there was a warrant article and it dealt with collective bargaining or zoning issue, they will double check with our legal counsel to see how we move forward with this. Chairman Robie thought they were all set and he didn't think that anyone was going to contest our elections on anything. They are 10 weeks out. Selectman Laliberte asked if they wanted to have that public hearing and they can just vote on it. They can do it before the next Selectmen's meeting or do they just want to do nothing. Chairman Robie thought if they just do nothing they will be fine. They are going to appropriate the money and if anybody contests that at tax time. Selectman Young said she wasn't sure if she agreed with him on this one. She would do this legal and formal. Chairman Robie said if they have someone show up at the public hearing they may want to contest it. Selectman Young said people will do what they want. Selectman Laliberte agreed with Selectman Young and have a public hearing right before the next Selectmen's meeting. This will cover us. The way we would do this is we would have the meeting and they would have it before the regularly scheduled Selectmen's meeting. They would say this is the agenda item, the ratification of the warrant for the town and school and would the public like to speak on this in any way. If they don't the Board will vote on it and the meeting will be done. Selectman Dann asked if the school would have to be present

at that point, because you said school and town. Selectman Laliberte said he would look into that, but he thought it would be out there to ratify the vote. If they want to attend they can attend. He didn't see where the issue was going to be. There was nothing controversial on their part. We are the ones who vote on it, they don't. The Board votes on ratifying it. Selectman Young said she would strongly recommend they be here, because they had a couple of articles that were collective bargaining. Chairman Robie said nobody has contested anything. Selectman Young said that is just her opinion. Selectman Laliberte said if they have this meeting and they vote on it and they approve it. Then there is no legal challenge after they've ratified it. If they leave it open there is a possibility they could come to court at anytime to challenge the ruling. Selectman Laliberte moved that they have a public hearing before the May 8th Selectmen's meeting for the ratification of the March 16th town and school warrant. Seconded by Selectman Komisarek. All were in favor. Motion carried. Resident Becky Sarra asked if the School Board needed to be here. Selectman Laliberte said no the law says for us to ratify the vote. Selectman Young said they are not in charge of voting from what she understood. Resident Becky Sarra asked if the School Board would be notified. Selectman Laliberte said they will.

The Board to authorize payment of payroll checks and accounts payable checks. Selectman Laliberte announced the grand total for accounts payable and payroll checks for April 20th and April 27th was \$95,328.35. Selectman Dann moved to approve the accounts payable and payroll checks for April 20th and April 27th in the amount \$95,328.35. Seconded by Selectman Laliberte. All were in favor. Motion carried.

Lighting at the Skateboard Park: Resident Dick Snow asked when the lights are going to be installed at the skateboard park. Selectman Komisarek said he called Mark Gagnon of Eversource and he was the guy he talked to last year. He has moved down to Nashua and they have someone new. He has left messages with Eversource and they have yet to get back to him. He is in the process of coordinating that. Resident Dick Snow said so is should be coming alone at some point. Selectman Dann asked if LED lights were going up. Selectman Komisarek thought he asked the question last year. Selectman Dann said if they are new fixtures it might be the best way to go. Selectman Komisarek agreed.

Selectman Dann moved to adjourn at 8:39 p.m. Seconded by Chairman Robie. All were in favor. Motion carried.

Respectfully submitted,
Andria Hansen, Recording Secretary