

~~Unapproved~~**APPROVED**
Candia's Selectmen's Public Meeting Minutes
September 11, 2017

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

7:00 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 8/14/17 and Non Public meeting minutes of 7/10, 7/17, & 8/7. Selectman Laliberte moved to accept the Selectmen's Public Meeting minutes of August 14th, 2017 as presented. Seconded by Selectman Dann. Selectman Dann noted that he would like the proposed sales agreement on the website since it was discussed at the August 14, 2017 Selectmen's meeting. Chairman Robie said that was not a problem and they will post it on the website. All were in favor. Motion carried. Selectman Komisarek moved to approve the July 10th, 2017 Selectmen's Non Public meeting minutes as presented. Seconded by Selectman Young. All were in favor. Motion carried. Selectman Komisarek moved to seal the July 10th, 2017 Selectmen's Non Public meeting minutes. Seconded by Selectman Laliberte. All were in favor. Motion carried. Selectman Young moved to approve the July 17th, 2017 Selectmen's Non Public meeting minutes as presented. Seconded by Selectman Komisarek. All were in favor. Motion carried. Selectman Laliberte moved to seal the July 17th, 2017 Selectmen's Non Public meeting minutes. Seconded by Selectman Young. All were in favor. Motion carried. Selectman Dann moved to accept the August 7th, 2017 Selectmen's Non Public meeting minutes (1st meeting @ 7:30 p.m.). Seconded by Selectman Laliberte. All were in favor. Motion carried. Selectman Young moved to seal the Selectmen's Non Public meeting minutes August 7th, 2017 Selectmen's Non Public meeting minutes (1st meeting @ 7:30 p.m.). Seconded by Selectman Laliberte. All were in favor. Motion carried. Selectman Laliberte moved to accept the August 7th, 2017 Selectmen's Non Public meeting minutes (2nd meeting @ 8:35 p.m.). Seconded by Selectman Young. All were in favor. Motion carried. Selectman Young moved to seal the August 7th, 2017 Selectmen's Non Public meeting minutes (2nd meeting @ 8:35 p.m.). Seconded by Selectman Laliberte. All were in favor. Motion carried.

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

Highway: Road Agent Lewis read from the attached report. He noted that he did some paving on Chester Turnpike, Christine Lane and Douglas Drive. He did do some areas on North Road too. Some of it was damaged due to the floods and it has taken its toll over time. The other area was where the top layer had come off. The wearing course had lifted off of the binder right before Halls Mill Road. He used 260 tons of asphalt on those areas. He used about 60 or 70 at the park entrance, but they billed that separate from the park. Then on Chester Turnpike they did the shim for any of the rough areas and then they did an overlay for the whole 3 miles. Most of their warrant article money went into asphalt on Chester Turnpike. It was \$137,000 for the paving and that was 2,150 tons. They pretty much used up the \$150,000 including the ditching and shoulder work. They still have shoulder gravel to put down the side, but other than that they are done with it. Chairman Robie asked if he would use up the warrant article. Road Agent Lewis replied yes and probably a little more, because it was three miles of gravel. Chairman Robie asked if he had enough in the asphalt maintenance to do the other stuff. Road Agent Lewis said that he did. He has

Island Road torn up now and Bean Island is ground up as well. Part of this is asphalt maintenance and part of it is the block grant money that the Governor sent out. Chairman Robie asked if they have \$80,000 for asphalt maintenance. Road Agent Lewis replied they had \$100,000 and they used \$27,000 on the repairs of the other roads. Then they used some of it on Christine Lane and Douglas Drive and the balance of it is Island Road. They were only going to do a half a mile of Island Road with the asphalt maintenance line this year. The money from the Governor and the block grant gave us enough to overlay it all and do a little bit of Bean Island and the top end of Thresher Road. Selectman Young asked about the Moore Fund and can they use it to finish the little bit of paving in the park. Road Agent Lewis explained it has to be used on a town road. They do need to find out what the total amount is going to be at some point. The money comes from the Trustees of the Trust Funds. They give us the amount and we find a project that fits that amount. Chairman Robie asked if he had a pretty good idea of what that amount is. Road Agent Lewis said he heard maybe \$16,000. Chairman Robie thought between \$13,000 and \$15,000. He didn't think they were going to get the money from last year. Road Agent Lewis said they can't. Selectman Young said this is why she is asking now because it's September. Road Agent Lewis said as soon as he finds out the amount he'll have a project. Selectman Young asked if he would like them to find out. Road Agent Lewis said it is usually the Trustees that let us know and whenever they meet they will figure it out and let us know. Chairman Robie noted there have been a few issues with the Trustees, so when they get that here in the next couple of weeks they'll have a balance sheet and they will know how much we are due. Then they will solicit them for that amount. Road Agent Lewis added if he knows about it by November 1st he can do a project. Selectman Young said it would be a shame to lose that money. Chairman Robie said they lost it last year. Former Trustee of the Trust Fund David Labbe asked if they really lost it or did it roll over. Road Agent Lewis said it rolled back in, but they didn't get to use it. Resident Becky Sarra wanted to thank Dennis Lewis for getting the state to fix New Boston Road Bridge. Road Agent Lewis noted the state shimmed the bridge, so there is no more abrupt bridge approach there.

Police: Chief McGillen noted August has been a quiet month. They haven't had any burglaries in July and August. Everything has been on the downside and incidents are down. They've had some vandalism starting up now that the kids are back to school. It's usually when the kids are out of school. **Missing street signs:** Someone has been down in the town pit damaging some signs and spray painting some signs on Laliberte Road. They have taken some cones from Road Agent Lewis over on the Turnpike. **South Road concern:** There was a resident with a concern on South Road. He wanted to get the Board's approval to put up some signage. He spoke with Road Agent Lewis about it. Cars have been crossing over when they are taking a left on South Road to Adams Road. He thought maybe a sign advising motorist to yield when they make the left. It would be a cheap way instead of trying to do anything with the intersection there. Selectman Laliberte said he had someone ask him about that. It seems very dangerous and someone almost hit them. He mentioned it to the Chief and the Chief said he would look into it. Chief McGillen said he and Road Agent Lewis went down there to look at it. Road Agent Lewis has it on his plan to repave and maybe do some work on that road. It would be too much of an expense to redesign the intersection just because of one thing. Chairman Robie asked if someone was traveling North on South Road and someone going south turned left in front of them. Selectman Laliberte believed someone was going north and someone was turning onto Adams Road and almost hit them. The person turning turned into someone else's lane when they were coming. Selectman Laliberte said he has seen people have some awkward addresses to that intersection. Chairman Robie said they shouldn't. Selectman Laliberte said they shouldn't but they do. Chairman Robie said you don't turn left into someone else's lane unless no one is coming. Selectman Dann suggested eliminating that and have a stop

sign at South Road. Chief McGillen said he wasn't proposing that, he thought maybe a sign. Selectman Laliberte said he wasn't proposing the world, he was just bringing it to the attention of the Chief. Road Agent Lewis said they went down and looked at it. He thought someone had mentioned making that a one way on the spur. You can't get on to Adams Road if you go around the corner in a truck or any vehicle. It is not a 90 degree intersection. To do that would be difficult. Really the problem is that people are going too fast and they turn too soon so there is no site distance if there is a car coming out. If people paid attention it wouldn't be an issue. He thought maybe a sign to remind them to yield to oncoming traffic. This is the only thing they could think of that would help. Chairman Robie asked if they had a yield to oncoming traffic sign. Road Agent Lewis said they can make anything you want. Selectman Young thought they should look at the budget before they decide on this. Road Agent Lewis said he was going to look through the book of standard signs and find the right one. Selectman Laliberte said they just paid \$4,000 to pave the park, what is a sign. Chairman Robie said if they put a yield sign up heading south on South Road a lot of people are going to think. They don't have to stop; all they have to do is yield. Road Agent Lewis said what they are thinking is left turn yield oncoming traffic. Selectman Komisarek thought that spelled it out. Road Agent Lewis said as long as someone doesn't steal it like the others. He noted they have lost a lot of signs in two weeks time. They lost six or seven. They've been stolen from the town pit, Laliberte Road, Old Mill Road, and two on Crowley Road. He noted it is not kids because they pull the sign out of the ground and they unbolt what they want and leave the rest. They leave the stop sign sometimes and they always leave the post. Chairman Robie asked if they were getting them out with a chain. Road Agent Lewis didn't know what they are getting them out with, he can't get them out. Chief McGillen said a couple of his officers have put a camera down at the town pit. To see who is accessing it and what is going on during the weekends. Hopefully they will get something from that. He had another resident request signs on Old Deerfield Road. The resident asked for signs near the knoll. He would have to check with the DOT to get some guidance. Selectman Young said that is another constituent and if they are going to do it for one they should probably have a pattern here. Selectman Laliberte said or they handle it on a case by case basis. Chief McGillen said he wanted to make the Board aware that they are talking with the resident and see what they can do for them. **Drug Drop off box:** They have a ribbon cutting ceremony for the drug drop off box. It will be on September 13th, but they might not have the drop off box in. They printed off the brochure today. She asked if they could just have the piece on the wall. The drop off box not the slot would be fine with them. They would like to take a picture in the lobby. He thought Building Inspector Murray could finagle it and get the box in. Building Inspector Murray said he was hoping to get it in tomorrow. Chief McGillen said they are coming from Manchester to take a picture with someone from the company that donated the box. Anybody is welcome and they are going to hand out some pamphlets. It's going to be about 10 minutes and they're going to take a couple of photos. Chairman Robie said if it isn't in, they'll get to it. Chief McGillen said that is what he told this woman. Building Inspector Murray explained there is one place that it can go. Chairman Robie told him to do the best he can. He noted that when they get a project like this why don't they call someone to do it. He didn't know if this was in Building Inspector Murray's job description. Selectman Young thought a lot that Building Inspector Murray does is not in his job description, but it is appreciated. Chairman Robie reiterated if it comes down to the wire and it is not completed it is not the end of the world. Chief McGillen agreed. **M & S Trailer for hurricane donations:** Chief McGillen explained that Carmen of M & S has talked with First Stop and he would like to put a trailer over there for donations for the hurricane victims. He wanted the Candia Police and Fire to help him along with volunteers like the Boy Scouts and see who else he can get. He mentioned the car show and maybe people can bring in some donations. He is calling up some people at the bank he knows and calling the radio stations. There is a lot of

logistics to this and he has volunteered to help out. He didn't know if the Selectmen had any suggestions or ideas. He thought he would bring up this evening and there is no rush. Carmen was hoping to send one or two truckloads down there in a week or two. This is something in the early stages. Selectman Young said she was glad that Chief McGillen brought this up. Her thought was that a lot of communities are doing this and maybe Candia could do something a little later on. Everyone is right there at the beginning and then it drops off and people still have a lot of needs. It might be something, especially with time that they back it up a little and when everyone forgets about this catastrophe and people still need things. There are only a few more car shows, so she wasn't sure what Carmen wanted to do about that. This is between Dean and Carmen. Chief McGillen thought that was a good idea. Selectman Young added that people forget quickly. She said it was up to the Board. Chief McGillen said if the Board thinks of something, let Dean or him know. **Burglary:** Chief McGillen noted that there was a burglary a week and a half ago in Auburn. It was a small black car. They had a similar person pulling in and a young school girl called us last week. It was a younger guy in his 30's. He could have been turning around in her driveway and he backed out. They are trying to get footage from the school bus because they have cameras. The manager from the bus company said she could see some numbers on the plate so Auburn PD is trying to get that footage for us.

Fire: Selectman Dann read from the attached report. He mentioned that there were twenty two EMS calls out of thirty three calls. They are consistently having more EMS calls.

Building: Building Inspector Murray read from the attached report. He noted that everyone is trying to get stuff done before the winter. He noted there hasn't been any West Nile Virus or EEE detected in New Hampshire. A few batches tested positive for West Nile Virus but not in our community. Chairman Robie asked about the building maintenance and this roof is 30 years old. He thought the back needed to be addressed and they should get a quote for that. Otherwise the building is in pretty good shape. He would like to encumber funds in this year's maintenance line. They will budget for the whole thing and if they don't need it they will adjust the budget as they move later into the budget season. Selectman Laliberte asked what if there are some other things they need to do around here. It is a 30 year old building. Chairman Robie said they have been maintaining it. They painted it a few years ago. Building Inspector Murray noted a couple of the window sills are still tender. Chairman Robie said they do need to consider that. He asked Building Inspector Murray to measure it up and get an estimate. Building Inspector Murray said he measured it up a few years ago and he'll find the estimate.

Solid Waste: Selectman Dann read from the attached report. He mentioned that Household Hazardous Waste Day was held last Saturday. It was a good day weather wise and a lot of residents came in. He noted that we haven't gotten a bill for that day, but as a general rule if we reached the cap they would shut down. They did not shut down so it ran until 1:00 p.m. Chairman Robie asked if he knew off the top of his head what was budgeted. Selectman Dann replied \$9,000. Chairman Robie asked if it was busy. Selectman Dann said in years past they have told people to show up early, but it may shut down if they got their late. Starting at 8:00 a.m. they had a line of people. Some people had quite a bit of hazardous waste. He reiterated that it went well and it didn't disturb the person who is doing their regular recycle run. He added they issued about 30 new dump stickers on Saturday as well.

Parks and Rec: Selectman Komisarek said he got a call from Trent Henrich regarding the basketball hoops. They were unable to get the existing hoops off without cutting them. He is not

inclined to use the somewhere else. He noted that someone that was helping in the project was interested in taking them for scrap. So Trent asked him to discuss it with the Board and see what the pleasure of the Board would be regarding the old hoops. Selectman Dann asked if they are down now. Selectman Komisarek said that they were. Resident Dave Labbe was present. He informed the Board that he was working with Trent this weekend. The hope was that they wouldn't go to scrap. He is part of the troop in Candia and he is also part of the Snow Slickers as the trail administrator. Unfortunately they were unable to get the poles out and they had to cut them. They can be welded back together and they can be reused. The snow mobile club is always looking for stuff like that. They put them away and they are at the club house in Candia. They have a few cameras around until they figured out what the town wanted to do with them. If the town has plans for them let them know and they will bring them where ever it is you want us to bring them. The first thing they wanted to do is secure them. He would like to share his thought of a gate on North Road. This would be near Merrill Road. Hooksett has installed many gates out there to try to keep the truck traffic down. Unfortunately they have put in pole type gates and the trucks have ripped them out. Selectman Dann asked if this was the poles and the hoops. Selectman Komisarek said it was the whole deal. Chairman Robie asked if they cut them off and did they get the pieces out of the ground also. He asked if they have a basketball hoop that is approximately 12 feet high with a backboard on it. There are two of them. Mr. Labbe said they weren't quite 12 feet they were more like 8 feet. Chairman Robie said then they weren't cut at ground level. Mr. Labbe explained they used a grinder to cut the poles. So they can be put back together or they can be used for something else. It wasn't like they hacked them with a blow torch. The poles were good and the backboards were rusted out. Chairman Robie said if they have already been moved off site and the backboards are rusted, if they can use the posts then bless you. He noted that he didn't want a gate on North Road just to be clear. Mr. Labbe said that is a different issue. They don't have any trails on that section of North Road, but what happens is they get into the backside of Bear Brook. *Chairman Robie moved to allow Mr. David Labbe and the Snow Slickers to keep the removed basket ball polls and backboards from Moore Park. Seconded by Selectman Komisarek for discussion.* Selectman Dann asked about the backboards and he asked if they would be recycled down at the Recycling Center. Mr. Labbe confirmed that is where they would go unless somebody had some use for them. Chairman Robie called for a vote. *All were in favor. Motion carried.* Chairman Robie asked if the new backboards are up. Selectman Komisarek said they were. Mr. Labbe said the only thing they need to do is some site work with dirt and there is a cover that goes over the bolts at the bottom of the poles. Trent was ordering those and he believed these were the only things left to be done.

The Board to have a brief discussion the Police Department matrix and new grade and step system and how they are going to integrate the new system. Chairman Robie asked Chief McGillen if he brought this to Selectman Komisarek attention. He reiterated they have instituted a new grade and step system that Carol Granfield put before the Board and they have accepted it as a community. They still need to work on how they are going to orchestrate that through our employees. They really haven't come to any decision on that. This is going to be one part of it. As they know our Police Department is under a matrix system. They have been for a number of years. They have two police officers that are due a step increase in their matrix. Officer 1 is due to increase to Step 4 and Officer 2 is eligible for Step 3 according to the matrix. His option and he thought the Boards opinion was with the new grade and step system is honor the matrix because these police officers were hired according to that but they need to honor it into the step system and do away with the matrix. They shouldn't have half of their employees on a matrix and half on a grade and step system and then when they are done on the matrix jump on our step system. So to satisfy Officer 1 who is currently at Step 7 and to bring him to Step 4 in his matrix he needs to be

moved to a Step 11. Step 11 brings him the closest to what his pay will become when he moves up the matrix. Officer 2 is currently at Step 3 and at Grade 6 and he needs to be moved Grade 7 to give him the equivalent to what he is due. He referred to the memo (see attached) and what is at the top is what the officers are due. They need to move them up the steps in our grade system to equal their matrix. Selectman Laliberte clarified they are honoring the matrix system but are going to be doing it within the new step system. Chairman Robie said they have to honor the matrix because they were told when they were hired they would get matrix increases. Moving forward he thought they needed to abolish the matrix and honor it in their step system. Chief McGillen agreed and he has four guys that are in it now. Chairman Robie clarified it is going to be the last matrix increase for one of these guys. Chief McGillen said then he'll have three left. He asked the Board if they were clear on this. Selectman Dann asked about the other three officers and when will they move them into the grade and step system. Chief McGillen said they are doing two tonight. Chairman Robie said they are going to move them all into it now. They are going to honor the old matrix, they are just going to call it the new grade and step system. If and when they hire a new officer they will get hired with a grade and a step in place. Selectman Young said they will at least get the raise they were entitled to on the matrix. Chief McGillen said they are just making it fair and he thought this was the right way to proceed. Selectman Young asked in July 2017 Officer 2 did not go up on the matrix or did you wait. Chief McGillen said they waited. Selectman Laliberte said he was on Board with this. Chairman Robie clarified they were all in agreeance they were going to honor the matrix with this step and grade system that they instituted. So the matrix will go away, but they will refer back to it for current employees. Any new hires will be hired under the grade and step system. Chairman Robie moved to abolish the matrix system and replace it with the grade and step system instituted by the Board on August 14th, 2017 and increase Officer 1 from a Step 7 to Step 11 and Officer 2 from a Step 4 to a Step 7. Seconded by Selectman Komisarek. All were in favor. Motion carried. Chairman Robie said they have to start thinking about how they are going to institute our step system for our employees. Selectman Laliberte asked if it was their intention to go with what the consultant suggested. She have us a nice timeline on where to start. He thought the only question was if they wanted to move beyond what she said. She gave us the equivalent of where their current salary would be on the new step system. Chairman Robie said they did that effective July 1st. Selectman Laliberte said so now what they are going to do is find a away to raise them up the step system each year or as needed. Chairman Robie said the grade and step system wasn't instituted for a yearly automatic thing. Selectman Young said that someone was working on job classification and duties. The Department Heads are working on that. Chief McGillen said they were sent to him and they still need to tweak them and send them back to the Board. They were the job description that the consultant provided us. Chairman Robie said these two officers got a step increase on July 1st to get them equivalent, but it didn't go over what was due to them in their matrix now. Selectman Young asked if they should decide who they are going to implement the rest of it. What is the timeline on that, they will need it before the budget hearing. Chairman Robie asked what the Board's thought was on when they were going to reward their employees with a merit increase. That step system is a merit increase it's not a COLA. Our employees have never had this opportunity the only people that did were the police officers on the matrix. Selectman Dann asked if they were going to do this at budget time because they are talking about individuals would it be a closed session. Chairman Robie said not necessarily. If your Department Head thinks that one of his employees has done well and you have done your review and think that person is worthy of a step increase you need to budget for that. He doesn't think they need to do that every year, come in and ask for step increases. Selectman Dann replied in other words they stay at the same pay next year. Selectman Laliberte said plus a COLA. Chairman Robie said they have employees that have stayed at the same pay for seven or eight years without a merit increase. They

have trickled in a COLA increase but that is not a raise on merit. Selectman Dann clarified if they don't talk about a merit they will stay on that same step for the next year unless there is a COLA increase. This is what he thought. Chairman Robie said some years it's just not feasible. If the economy goes back to where it was in 2008 and you have the whole force on a step in increase annually, it doesn't work for everybody else. Selectman Laliberte thought everyone agreed this was a merit based system and what they need to do is if they are going to do it at the Board level or what mechanism they are going to determine how they give these raises. Chairman Robie said he is looking for input on that. Selectman Laliberte asked if they should commit time to a meeting to over that sort of thing or do they have a work session or a non public. What is the best mechanism to address this? Chairman Robie said he has done his review and everybody should do a review of their Department Head and the Department Head should do one of their employees and the Selectmen should see that. This should especially be done two weeks before budget time. Selectman Dann said you just said it should be included in the budget at that point. Chairman Robie said all of this stuff should be done. Selectman Dann agreed it should be in the budget for the September 23rd Budget Hearing. Chairman Robie said if a Department Head is worthy of a Step increase it ought to show up in that employees review. Selectman Young said one of her things was training and looking at some of these there are some things where people could use improvement. It doesn't mean they are a bad person or worker. If those things aren't being brought up she wonders if it is the same person. You have to bring up areas to improve also. Whether it is timely reports or things getting in on time, she felt that was important too. Mrs. Granfield had pointed out one of the main things is that people are trained in doing reviews. She didn't know what other people have for training and some of the Board members have their own employees. They are probably pretty proficient at it, but for others perhaps there are some services on what you do for that. Selectman Komisarek said it is a more warm and fuzzy world. It's not the America it once was. Selectman Young said it doesn't have to be. People don't like to tell it like it is. Selectman Young said honesty costs you. Selectman Komisarek said not everyone is a model employee and not everyone is perfect and some things need to be improved on. Selectman Young questioned shouldn't they address them as the management of the town. Shouldn't that be addressed or not. Selectman Komisarek said when he was doing the Chief's review he sat down with the Chief and he has this whole review with all these levels. He felt like what do I know what Chief McGillen does every single day. He has no idea, so all he could say is that he performs the way he is expected to. He felt the process was flawed. How could he have a very low confidence level in the actually review he gives the Chief. He doesn't drive around with the Chief; he doesn't go up to his office or see how he interacts with his men. Selectman Young thought a lot of businesses are run like that. He is qualified to review his guys, he works with them everyday. How many hours have the Chief and I worked together since March. This is why the system is flawed and how is he supposed to give a review of the Chief. He knows that it doesn't answer your question, but it is a question he has. Chairman Robie said he could give him an answer to that. You need to spend a little more time with him. Selectman Komisarek said that was never explained to him when he became the liaison to the Police Department. No one said hey Scott when you do the review in August you should really spend some time down there. He thought he would talk with the Chief and be kept abreast of things. In all honesty he was unaware so the next time somebody becomes liaison in March we should let them know that part of their responsibility is, is to spend time to get to know what is really going on in that department. Selectman Dann said he would add to that and he questioned the review sheet and where did that come from. Chairman Robie thought that review sheet was very acceptable for what they are doing. Selectman Dann thought it doesn't cover things that should be and things that are not there. Selectman Young asked if there was a comment section. Selectman Dann said this is why he would like to talk about this at budget time. He is just

going to cross certain things out that don't pertain. To him it seems that someone went to the internet and says here it is a review. He didn't know if there has been a lot of time spent on creating it, but just for the people he has to review it doesn't pertain to them. Selectman Young didn't think every single review has to be a carbon copy. This was one of the things Carol had said along down the line. She said the job descriptions needed to be looked at first, she had a whole list. Chairman Robie said if they go back to what they discussed, they discussed after they adopted the grade and step system that all employees will review their job description and if they had any recommendation for changes in their job description bring them forward. The only people that have done anything on any of that is the office help. As far as he is concerned the review form is acceptable and he had no problem putting a check mark or number on that form. Maybe you have to use a little bit of imagination about what exactly that means. He thought there were thrifty things to respond to and he responded to 29 of them. Selectman Dann thought there was going to be some time for a discussion that is the reason he asked this. Selectman Laliberte said if he has an issue with the form he has every right to have an issue with the form because he is doing the review. If he has an issue with the form and he has a different approach to it he shouldn't have to circle all thirty or twenty nine. Chairman Robie said he didn't have to. Selectman Laliberte wanted to make sure they are clear on that. Chairman Robie said they can make a new form. Selectman Komisarek said he should have met with Chief McGillen each month. He has his own business so he has the flexibility. He should have been spending some time with the Chief once a month realistically. He always thought the Chief is running the department and he has the expertise, so why is he going to meddle with that the Chief is doing. He felt they should make people aware of this. He knows that Russ spends time at the Fire Department and down at the Recycling Center. Selectman Young thought that Selectman Komisarek shouldn't beat himself up. He is around town enough that he knows what's going on. Resident Linda Bergeron said he shouldn't go on rumor or someone's opinion. It shouldn't be based on hearsay, it's someone's job. Chairman Robie said if Selectman Komisarek hears something maybe it is a good time to ask the Chief, that is what they are here for. Chairman Robie said they spent good money to get this program started they ought to institute in the proper way so everyone knows what to expect. Selectman Young said if job descriptions haven't been received by know maybe a quick email to the employees. Selectman Laliberte said if the employees haven't gotten back to us with comments the assumption shall be they are good. Chief McGillen said they are working on a couple of them, but he would get back to the Board. He mentioned that Raymond PD has a similar system and he would like to get a copy of it and bring it to the Board. Chairman Robie said the Board is going with their own grade and step system. Chief McGillen said it has nothing to do with that. Its how they critique and how they budget. He wanted to look at if it was yearly or every other year. He wants to see how they run their program. Chairman Robie said that would be good.

Chairman Robie to give an update on the Planning Board's response regarding the Exit 3 agreement. Chairman Robie explained the Planning Board met last Wednesday evening. The Option to Purchase agreement for Wildcat Development went before them. He thought they received it very positively. It went very well and it will go before the Conservation Commission tomorrow night. Selectman Laliberte said it will go before them on September 19th. Chairman Robie announced the first public hearing will be September 25th. Selectman Laliberte asked if they ever decided on a second one. Chairman Robie said it will be their first meeting in October.

The Board to accept the termination of appointments for Cameron Landry, and Barry Kendall and accept Keith Blevins resignation based on Fire Chief Young's recommendation. Selectman Laliberte moved to accept Keith Blevins resignation with regret. Seconded by

Selectman Young. All were in favor. Motion carried. Selectman Dann moved to accept Cameron Landry's termination based on Fire Chief Young's recommendation. Seconded by Selectman Laliberte. All were in favor. Motion carried. Selectman Dann moved to accept Barry Kendall's termination based on Fire Chief Young's recommendation. Seconded by Selectman Komisarek. All were in favor. Motion carried.

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 August 24th, August 31st, September 7th, and September 14th was \$991,211.35. Selectman Dann moved to approve the accounts payable and payroll checks for August 24th, August 31st, September 7th, and September 14th in the amount of \$991,211.35. Seconded by Selectman Komisarek. All were in favor. Motion carried.

Deliberative Session date: Selectman Laliberte moved to hold Deliberative Session on February 3rd, 2018 at the Moore School. Seconded by Selectman Komisarek. All were in favor. Motion carried. Selectman Laliberte moved to hold the Deliberative Session snow date on Tuesday February 6th, 2018. Seconded by Selectman Komisarek. All were in favor. Motion carried.

Police report continued: Chief McGillen said he wanted to give some credit to Officer Mahoney he has been on the midnight shift and he has found a lot of businesses with doors unlocked and unsecured. He found a guy at the appliance shop who said he worked there but refused to identify himself and he lied about his identity. There was a warrant for robbery out of Manchester and he arrested that guy the other night. It was a good find.

Selectman Young moved to adjourn at 8:14pm. Seconded by Selectman Laliberte. All were in favor. Motion carried.