

Candia Board of Selectmen
Agenda
February 13th 2023 at 7:00pm

Call to Order

Roll Call

Approval of Minutes: Public Minutes for January 25th, 2023

Department Reports: Highway; Police; Fire; Building; Solid Waste; Budget; Other

New Business:

- Accept Grants & Donations
- Approve hire – Full-time Officer Scott Camacho

Old Business:

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Other Business:

- Snow Slickers request – snow mobile raffle
- Update milage rate
- Eagle Scout project proposal

Calendar:

- The Town Offices will be closed on Monday, February 20th, 2023 – Presidents' Day
- Next Board of Selectman's Meeting on Monday, February 27th, 2023 @ 7:00pm

Public Input:

This public body may enter into one or more nonpublic sessions as permitted under RSA 91-A:3, II(a).

Adjourn

Payroll and Accounts Payable

Check Date	Payroll Manifest	Total Amount	Payroll Subtotal	
01/26/23	1246	24,110.90	24,110.90	
02/02/23	1247	24,123.13	48,234.03	
02/09/23	1248	23,258.20	71,492.23	
Check Date	Accts Pay Manifest	Total Amount	Accts Pay Subtotal	
01/26/23	202304	142,169.15	142,169.15	<i>Includes Primex' Annual Insurance Premiums \$57,132.50</i>
02/02/23	202305	673,295.88	815,465.03	<i>Includes Feb. School Payment \$600,000.00</i>
02/09/23	202306	45,516.15	860,981.18	
Grand Total Payroll and Accts Pay			\$932,473.41	

Join Zoom Meeting

<https://us02web.zoom.us/j/6034838101>

Meeting ID: 603 483 8101 Password: 8101

Dial In +1 646 558 8656 US

February 13, 2023

Town of Candia
Road Agent's Report
Month of January 2023

Summary of Work:

- 5 Spreader runs
- 6 Plowable storms
- Truck winter sand for stockpile
- Patching as needed

Jeff Wuebbolt
Road Agent

CANDIA POLICE DEPARTMENT
ACTIVITY 12/16/2022 to 1/12/2023

During this period, the Candia Police Department issued 112 motor vehicle warnings and 9 summons'

The following were arrested/summonsed:

12/29/22	Daniel Andrews, age 34, Candia, NH	Candia warrant charging Simple Assault
12/28/22	Lana Markson, age 34, Nottingham, NH	EBW-Rochester Dist. Ct. warrant-FTA-Driving After Suspension
1/8/23	Brooke Tinsley, age 34, Manchester, NH	Driving After Suspension EBW-
1/10/23	Mark Schofield, age 18, Londonderry, NH	Driving After Suspension
1/11/23	Kevin Choquette, age 56, Candia, NH	Portsmouth PD warrant-Criminal Mischief

CANDIA POLICE DEPARTMENT
ACTIVITY 1/13/2022 to 2/9/2023

During this period, the Candia Police Department issued 96 motor vehicle warnings and 10 summons'

The following were arrested/summonsed:

1/26/23	Antonio Lauzon, age 48, Candia, NH	Driving Under the Influence
1/28/23	Domenic Joyce, age 34, Plainsville, MA	EBW-FTA-Candia District Court- Criminal Mischief
2/1/23	Michael Stone, age 23, Bedford, NH	Drive After Suspension, Suspension of Vehicle Registration
2/4/23	Sean Patrick Kelly, age 44, Raymond, NH	Drive After Suspension;Subsequent, License Req'd;Oper.w/expired license Uninspected Motor Vehicle 2-Electronic Bench Warrants out of Candia Dist.Court for FTA

No Crime Incident Event Breakdown

Event	Description	Total	%
911	911 Hang Up	0	00.0
AIM	Aided Motorist	0	00.0
AL	Alarm	0	00.0
BEA	Bureau Of Elderly & Adult Services Investigation	0	00.0
CC	Citizen's Complaint	0	00.0
DF	Dog License Civil Forfeiture	0	00.0
FIN	Child In Need Of Services	0	00.0
IV	Civil Standby	1	02.3
COM	Community Outreach	0	00.0
CP	Community Policing	0	00.0
DCI	Dcyf Investigation	0	00.0
DEE	Put Down Injured Animal	0	00.0
DOG	Dog At Large / Loose Dog	0	00.0
FIN	Fingerprinting	0	00.0
PR	Found Property	1	02.3
IA	Internal Affairs Investigation	0	00.0
IEA	Involuntary Emergency Hospitalization	0	00.0
JUV	Juvenile Complaint	1	02.3
K-9	K-9 Deployment	0	00.0
LEB	Law Enforcement Background Investigation	0	00.0
MEC	Medical Call	0	00.0
MVC	Motor Vehicle Complaint	0	00.0
NC	Noise Complaint	0	00.0
NDT	National Drug Take Back	0	00.0
NED	Neighbor Dispute	1	02.3
NO	Notification	0	00.0
NTO	No Trespass Order	0	00.0
DO	Drug Overdose	0	00.0
FO	Fatal Overdose	0	00.0
HR	Ohrv Complaint	0	00.0
DB	Prescription Drug Box	0	00.0
UP	Police Pursuit Report	0	00.0
ADR	Radar Enforcement	0	00.0
RH	Road Hazard	0	00.0
PRO	Return Property To Owner	0	00.0
SC	Shooting Complaint	0	00.0
SCA	Scams/Phone&email	0	00.0
SEC	Security Check	2	04.7
SP	Serve Papers	6	14.0
SPA	Suspicious Activity	1	02.3
SPM	Suspicious Motor Vehicle	0	00.0
SPP	Suspicious Person	0	00.0
SSA	Safe Schools Act	3	07.0
SUI	Suicide	2	04.7
SX	Sex Offender Registration	2	04.7
TE	Traffic Enforcement	0	00.0
TH	Threats	0	00.0
TRU	Truancy	0	00.0
WD	Tree / Wires Down	0	00.0
UT	Unattended/Untimely Death	0	00.0
VIN	Vin Verification	0	00.0
WB	Well Being Check	0	00.0
WP	Weapons Incident	0	00.0
NS	Not Specified	0	00.0
OA	Assist Other Agency	6	14.0
SC	Assist Citizen	5	11.6
PI	Police Information	6	14.0

DT	Sudden Death	1	02.3
TH	Other	1	02.3
IS	Disturbance	1	02.3
FE	Assist Fire/EMS	3	07.0
Grand Total: 43			

Offenses (State Law) By Month

	<u>JAN</u>	<u>TOTALS</u>
Credit Card Fraud, \$1501+ or 2	1	1
Identity Fraud; Obtain Persona	1	1
DUI - impairment	1	1
BENCH WARRANT-ELECTRONIC	2	2
Harassment	2	2
Abandoning a Vehicle	1	1
Drive after Rev/Sus	1	1
Drive after Rev/Sus - subsqt	1	1
TOTALS	<u>10</u>	<u>10</u>

Building Department -January 2023		
Permits Issued		
Barn		
Chimney		
Commercial	1	
Deck		
Driveway		
Electrical	5	
Gas	7	
Generator	1	
Leach Bot		
Mechanical	3	
Pellet Stove	1	
Place of Assembly		
Plumbing	2	
Pool		
Renewals		
Residential Addition		
Residential Garage		
Residential One Family	1	
Residential Remodel		
Septic		
Shed		
Siding/Roof/Window	1	
Solar Panels	1	
Tower Antenna		
Use Permit		
Wood Burner		
TOTAL PERMITS	23	
INSPECTIONS	29	
Jan. Revenue	\$	2,989.85
YTD Revenue	\$	2,989.85

January 2023

Candia Recycling Center Monthly Report

	<u>January 2022</u>	<u>January 2023</u>
M.S.W. (Trash)	59.72 tons	71.40 tons
C&D Debris	16.12 tons	21.01 tons
Total waste	75.84 tons	92.41 tons

Recyclables

	<u>January 2022</u>	<u>January 2023</u>
Mix Paper	9 bales = 6.84 tons	7 bales = 5.50 tons
Cardboard	9 bales = 6.39 tons	9 bales = 6.61 tons
#1 - #7 plastics	2 bales = 1.17 tons	5 bales = 2.89 tons
Tin Cans –	0	2 bales = 1.32 tons
Alum. Cans	1 bale = .67 tons	1 bale = .61 tons
#2 natural plastic	1 bale = .33 tons	0
Total bales	22 bales = 15.04 tons	24 bales = 16.93 tons
Glass -	0	11.31 tons
Total weight	15.04 tons	28.24 tons

Revenue

January 2022

\$2333.04

January 2023

\$0 *

On 1/20 approximately **44,000** lbs. of cardboard were marketed, the check has yet to be received.

*check not received

<u>Date</u>	<u>Donated By:</u>	<u>Amount</u>	<u>cash/check#</u>	<u>Department</u>
11/29/2023	Raymond Lion Club	\$300.00	#1196	Welfare Donation
11/29/2023	603 4x4 Club	\$420.00	cash	Police Dept. Donation
12/14/2023	Marilyn Yule	\$25.00	#3034	Fire Dept. Donation
12/16/2023	Raymond Lion Club	\$300.00	#1206	Welfare Donation
12/28/2023	Betty Sabean	<u>\$100.00</u>	#8043	Welfare Donation
		\$1,145.00		
	CVFA Donations:			
	Broselow Pediatric Kit	\$2,036.76		Fire Dept. Donation
	Equip. for new engine	\$1,191.69		Fire Dept. Donation
	Battery Operated Hand Tools	\$8,141.62		Fire Dept. Donation
	Ice Rescue Boat	\$4,000.00		Fire Dept. Donation
	Two MultiRAE gas meters	\$6,724.43		Fire Dept. Donation
	Nitrious Oxide for ambulance	\$3,000.00		Fire Dept. Donation
	2 thermal image cameras	<u>\$12,196.00</u>		Fire Dept. Donation
		\$37,290.50		
1/1/2023	Highway Block Grant	\$22,910.20		Highway Department
	Grand Total:	\$61,346.00		

Hi Russ,

February 13, 2023

I appreciate your help tonight!

Quick introduction:

Part-Time officer Joshua McAllister.

- Board of Selectmen hired October 24, 2022.
- Married and resides in Candia.
- Is a full-time officer at a seacoast department

Full Time officer Scott Camacho:

- resides in Nashua, NH
- Graduated Massachusetts Maritime Academy-Bachelor's degree in emergency management/Homeland Security
- Currently serving in Army National Guard



MEMORANDUM

To: Candia Board of Selectmen
From: Candia Police Chief Michael McGillen
Subject: **Scott Camacho**
Date: February 10, 2023
CC: Personnel File

I recommend that the Candia Board of Selectmen hire Scott Camacho as a Full-Time Police Officer, effective February 13, 2023; Grade 6, Step 4, \$24.73hr.

February 13, 2023

To the Candia Board of Selectmen:

Each of you are aware of my recent request to privately meet with the full board, or with two Selectboard members but were both declined stating RSA regulations. My intention was to speak privately avoiding potential public embarrassment to any board members. Since you have chosen to deny me that opportunity, the only option I now have is to discuss these issues publicly. I am submitting this letter to you and request that it be included as part of today's official record.

To be clear, I am here representing my own opinions; I'm not here on behalf of the Candia Municipal Budget Committee. One year ago, I was elected to the BC. Throughout this year I have heard unqualified ridicule towards the Budget Committee and/or individuals on the committee. Throughout my 45 professional years I participated on numerous committees, many which co-functioned with other groups. Never, have I experienced the provocative contempt from a group of people expected to be pulling on the same rope. Chairman Brock, you have made known publicly and privately your animosity towards this Budget Committee. You continue regardless how the voters have responded to your past efforts to rescind the committee. During the BOS meeting held 01/25/23 you once again brought your recommendation of a warrant to rescind the BC. Though your recommendation was defeated 3-2, it was appalling to hear it was influenced by how it would look to the voters as petty, vindictive, and sour grapes after a difficult and trying budget season for all.

I have found working with the members of the Budget Committee to be respectful towards each other especially during tough discussions, objectively listening to concerns placed on the table, carefully considering the requests brought from department heads to us, and always trying to prioritize spending through the lens of the taxpayers. Isn't that the role and responsibility of any board/committee member to serve those who elected you to represent their interests...without personal gain, empowerment, or self-interest.

Selectman Dann, it is known you replaced Selectman Young after she served seven years as Selectboard Rep to the Budget Committee. Your participation has been difficult. If someone disagreed with your opinion or budget request, I have been a witness and recipient to your harsh response. You appeared agitated, red faced, declaring the person had wrong thinking or how offended you were by the thought shared. Often Andria Hansen attended meetings for follow up questions and clarification rather than answering them yourself as the Selectboard Rep. During the 01/25/23 Selectboard meeting you stated your personal disapproval including that you do not like the BC, questioning the no thought and logic of the committee and voted in favor of Selectman Brock's suggestion to rescind the BC. Selectman Dann, considering your most recent public opinion of the Budget Committee, I am asking you to step down as Selectboard Rep understanding your behavior does not foster a cohesive working relationship.

Selectman Moran you too shared your contempt for the committee during that meeting on 01/25/23, including repeated comments such as "fiscally irresponsible". You suggested decreasing the number of volunteers making up the committee, and at first voted in favor of rescinding the BC, however changed your vote after Selectman's Chivers and Young warned how the vote would appear to the town.

During this troublesome meeting Andria Hansen suggested to make the BC and advisory committee essentially disregarding the voter's directive. This could be considered an overreaching power attempt.

Chairman Brock, along with your public animosity towards the Budget Committee, you are the Chairman of the most influential board in Candia. With that role comes a responsibility of leadership and accountability for your conduct. As Chairman this position holds the appointee to an expected level of professionalism, to be above reproach, while abstaining from rude conduct and verbal strikes upon the character of other members serving Candia. Most recently you ridiculed people who post on the community Facebook page. Your mockery can be heard on the audio recording at the most recent Planning Board meeting 02/01/23. You also stated on the 01/25/23 Selectboard audio labeling some members on the BC as clueless to Selectman Moran. There is a pattern of condescension frequently heard. You also violated confidentiality by naming a family in town who is delinquent on taxes. Chairman Brock as a voting resident of this town I ask you to step down as Chairman and I ask the board to consider appointing new leadership. I am including a copy of Nottingham's Board of Selectmen Code of Conduct Policy for the board's thoughtful consideration. It is comprehensive and defines guidelines that could be adopted into all town committees and boards to promote unified relationships.

I further propose you re-evaluate the effectiveness of Selectboard representation on all committees and boards. The fundamental purpose of this role is the exchange of information with current discussions and to represent the BOS position. I often hear very limited updates from your representatives specifically on both the BC and PB. I have been personally told not all BOS had knowledge of any developing controversy with 23 Main St, and now the taxpayers are burdened with resulting legal fees by the unprecedented waiver approvals. It is my opinion this system is ineffective and offer you an idea to request committee chairpersons to submit to you, a written monthly activity update. Chairman Brock during the November midterm elections, in our discussion regarding the 23 Main St issue, you told me you represent yourself when voting on the PB because other Selectboard members don't have the understanding of ongoing discussions since they don't attend meetings! Your explanation defies the fundamental purpose for this representation. At the very least, voting rights should be stopped. Selectman Dann's representative vote at the 01/11/23 BC was against the final proposed Town Operating Budget. He did indeed represent the BOS; however, this vote does represent support of the default budget. I urge you to reconsider this role and voting rights.

Lastly, I am asking each of you to make any necessary corrections or updates on your property assessments. I am not pointing a finger at any one person; it is a simple request to be sure your assessments are accurate and true, and that you are unquestionable for paying your share of the town tax burden. I will be requesting copies of your property assessments on or before 03/15/23 to simply dismiss some talk in the town. Thank you for your time tonight.

Respectfully submitted, *Brenda Coughlin*
Brenda Coughlin
96 Langford Road
Candia, NH. 03034a



BOARD OF SELECTMEN CODE OF CONDUCT

Preamble

The citizens of the Town of Nottingham are entitled to have fair, ethical and accountable local government which has earned the public's full confidence for integrity. The effective functioning of Select Board therefore requires that:

- Select Board members comply with both the letter and spirit of the laws and policies affecting the operations of government;
- Select Board members be independent, impartial and fair in their judgment and actions;
- Select Board position be used for the public good, not for personal gain;
- Select Board members exhibit steady and reliable leadership; and
- Select Board deliberations and processes be conducted openly, unless legally confidential, in an atmosphere of cooperation.

To this end, the Nottingham Select Board has adopted a Code of Conduct to assure public confidence in the integrity of local government and its effective and fair operation.

Act in the Public Interest

Recognizing that stewardship of the public interest must be their primary concern, Select Board members will work for the common good of the people of Nottingham, not for any private or personal interest. They will assure fair and equal treatment of all persons, claims and transactions coming before them.

Comply with the Law

Select Board members shall comply with Federal and State laws, as well as the Town of Nottingham's Bylaws and policies in the performance of their public duties. This code of Conduct aims to encourage ethical behavior and adherence to laws, including but not limited to: Open Meeting Law, Public Records Laws, and State Ethics Law.

Positive Work Place Environment

Officials shall support the maintenance of a positive and constructive work place environment for Town employees and for citizens and businesses dealing with the Town. Select Board members shall work cooperatively and regularly with the Town Administrator, Department heads, town employees and members of other Town Boards and Committees to help create a healthy work environment. In addition, it is incumbent upon the Select Board to hear concerns and stay apprised of issues that may require Select Board involvement.

Attendance

Select Board members shall endeavor to attend all meetings of the board, committee, or commission of which they are a member. Select Board members shall prepare for, actively listen and participate in each meeting, and remain for the duration of each meeting in order to attend to all business. To the extent that an official is unable to attend a meeting, or the whole meeting, the official should notify the Select Board Chair.

Responsibilities

Select Board members shall complete all duties for which they are responsible, alerting the appropriate party when they are unable to fulfill any of their responsibilities, so that this can be accounted for and business can be completed. These responsibilities include, but are not limited to: 1) fiscal responsibility for the town, review and signing of warrants, 2) hiring or appointment and oversight of town employees as agreed upon with the Town Administrator 3) setting policy and strategic direction, 4) preparing the annual and special Town Meeting warrants and attendance at all Town Meetings.

Conduct of Select Board members

The professional and personal conduct of Select Board members must be above reproach and avoid even the appearance of impropriety. Select Board members shall refrain from abusive conduct, personal charges or verbal attacks upon the character or motives of other officials, staff, employees or public.

Respect for Process

Select Board members shall perform their duties in accordance with the processes and rules of order which have been established by their respective board, commission or committee, and which govern the deliberation of public policy issues, meaningful involvement of the public, and the ability of Town staff and employees to implement policy decisions as authorized by the Select Board.

Conduct of Public Meetings

Select Board members shall prepare themselves for agenda items by giving due attention to related correspondence and conducting other research as necessary; listen courteously, attentively, and with an open mind to all public discussions before the body prior to drawing conclusions on topics; and focus on the business at hand. They shall refrain from interrupting other speakers; making personal comments, or any other comments not germane to the business of the body; or otherwise interfering with the orderly conduct of meetings.

Endorsement of Candidates

Officials have the right to endorse candidates for Select Board seats or other elected offices. It is inappropriate to mention endorsements during public meetings or other official Town functions.

Keep political support away from public forums

Just as Board and Commission members may offer political support to a Select Board member, but not in a public forum while conducting official duties, Select Board members may also

support Board and Committees members who are running for office, but not in an official forum in their capacity as a Select Board member.

Communication

Select Board members shall publicly share substantive information that is relevant to a matter under consideration by a board, commission, or committee, which they may have received from sources outside of the public decision-making process.

Conflict of Interest

In order to assure their independence and impartiality on behalf of the common good, Select Board members shall not participate in any government decisions in which they have a material financial interest, or where they have an organizational responsibility or personal relationship, which may give the appearance of a conflict of interest.

Gifts and Favors

Select Board members shall not take any special advantage of services or opportunities for personal gain, by virtue of their public office that is not available to the public in general. They shall refrain from accepting any gifts, favors or promises of future benefits which might compromise their independence of judgment or action or give the appearance of being compromised.

Confidential Information

Select Board members shall protect the confidentiality of information concerning the property, personnel or affairs of the Town. They shall neither disclose confidential information without proper legal authorization, nor use such information to advance their personal, financial or other private interests.

Use of Public Resources

Select Board members shall not use public resources not available to the public in general, such as Town staff time, equipment, supplies or facilities, for private gain or personal purposes.

Representation of Private Interests

In keeping with their role as stewards of the public interest, Select Board members shall not appear on behalf of the private interests of third parties before any Board, Commission, Committee or proceeding of the Town (unless they are exempt from this requirement and have clarified this with the State Ethics Commission). When presenting their individual opinions and positions, members shall explicitly state they do not represent their body or the Town of Nottingham nor will they allow the inference that they do.

Advocacy

Officials shall represent the official policies or positions of the Town to the best of their ability when designated as delegates for this purpose. When presenting their individual opinions and

positions, members shall explicitly state they do not represent their body or the Town of Nottingham nor will they allow the inference that they do.

Independence of Boards and Commissions

Because of the value of the independent advice of boards and commissions to the public decision-making process, Select Board members shall refrain from using their position to unduly influence the deliberations or outcomes of proceedings. When presenting their individual opinions and positions, members shall explicitly state they do not represent their body or the Town of Nottingham nor will they allow the inference that they do.

Policy Role of Officials

Select Board members shall respect and adhere to the Town Meeting structure of government. In this structure, the Select Board determines the policies of the Town with the advice, information and analysis provided by the public, other boards, committees, commissions, and Town staff. Select Board members therefore should not interfere with the administrative functions of the Town or the professional duties of Town staff. Town staff and Select Board members have an obligation to abide by any lawful decision made by the Select Board.

Implementation


As an expression of the standards of conduct for public officials expected by the Town of Nottingham, this Code of Conduct is intended to be self-enforcing. It therefore becomes most effective when Select Board members are thoroughly familiar with it and embrace its provisions. For this reason, ethical standards shall be included in the written orientation materials for candidates for Select Board members, applicants to boards, committees, and commissions, and newly elected and appointed officials. Select Board members shall annually review the Code of Conduct, and shall consider recommendations to update it as necessary.


Compliance and Enforcement

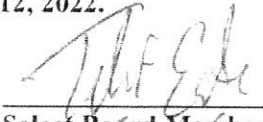
The Nottingham Select Board Code of Conduct expresses standards of ethical conduct expected for all Select Board members. Select Board members themselves have the primary responsibility to assure that ethical standards are understood and met, and that the public can continue to have full confidence in the integrity of government. The chairs of boards, committees and commissions have the additional responsibility to intervene when actions that appear to be in violation of the Code of Conduct are brought to their attention.


Adopted by the Nottingham Select Board September 12, 2022.


Chair


Select Board Member


Select Board Member


Select Board Member


Select Board Member



IRS issues standard mileage rates for 2023; business use increases 3 cents per mile

IR-2022-234, December 29, 2022

WASHINGTON — The Internal Revenue Service today issued the 2023 optional standard mileage rates used to calculate the deductible costs of operating an automobile for business, charitable, medical or moving purposes.

Beginning on January 1, 2023, the standard mileage rates for the use of a car (also vans, pickups or panel trucks) will be:

- 65.5 cents per mile driven for business use, up 3 cents from the midyear increase setting the rate for the second half of 2022.
- 22 cents per mile driven for medical or moving purposes for qualified active-duty members of the Armed Forces, consistent with the increased midyear rate set for the second half of 2022.
- 14 cents per mile driven in service of charitable organizations; the rate is set by statute and remains unchanged from 2022.

These rates apply to electric and hybrid-electric automobiles, as well as gasoline and diesel-powered vehicles.

The standard mileage rate for business use is based on an annual study of the fixed and variable costs of operating an automobile. The rate for medical and moving purposes is based on the variable costs.

It is important to note that under the Tax Cuts and Jobs Act, taxpayers cannot claim a miscellaneous itemized deduction for unreimbursed employee travel expenses. Taxpayers also cannot claim a deduction for moving expenses, unless they are members of the Armed Forces on active duty moving under orders to a permanent change of station. For more details see [Moving Expenses for Members of the Armed Forces](#).

Taxpayers always have the option of calculating the actual costs of using their vehicle rather than using the standard mileage rates.

Taxpayers can use the standard mileage rate but generally must opt to use it in the first year the car is available for business use. Then, in later years, they can choose either the standard mileage rate or actual expenses. Leased vehicles must use the standard mileage rate method for the entire lease period (including renewals) if the standard mileage rate is chosen.

[illegible]