

~~Unapproved~~Approved
Candia Selectmen's Public Meeting Minutes
Monday January 23, 2012

Attendance: Chairman Fred Kelley, Vice-Chair Carleton Robie, Selectman Joe Duarte, Selectman Amanda Soares, Selectman Richard Snow, and Administrative Assistant Andria Hansen.

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

The Board of Selectmen will be holding two public hearings on January 9th & 23rd, 2012 to receive public input on the closure plan of the old recycle center located at 119 New Boston Road in accordance with 41:14-a. Chairman Kelley opened the public hearing. Roll call was conducted. Chairman Kelley asked the public if they have any questions. Citizen Steve Higgins of North Road noted if you read the minutes and attend the meetings there are obviously some disagreements on if the dump has to be closed or not. He thought whether it gets closed or not he would like it to look nicer. He felt it was an eyesore and something should be done. If he lived closer to the dump he would hate it. He would also be nervous about his kids playing over there. He didn't know what has to be done but he would like something done. He would like to see something done in the next couple of years not in ten years. Rebecca Sarra of New Boston Road noted there was a lot of input at the last meeting. She asked what the Boards intent was with all of the comments that were offered up. Chairman Kelley replied they have not discussed it. Citizen Rebecca Sarra asked when that will be. Chairman Kelley said probably after this meeting. Citizen Rebecca Sarra felt there was a lot of input she was just curious. Chairman Kelley replied there have been pros and cons on both sides. Citizen Rudy Cartier of North Road summarized what he had mentioned at the last meeting regarding the closure plan. He had a letter for the record for the Board and would like it to be part of the public records. He noticed the financial aspects of it. There was a section in the plan to decommission the 1,000 gallon septic tank. This is an unnecessary expense. He mentioned the Industrial Hygienist. He would like to see an RFP for this and it should have been discussed in a public meeting. He felt moving the old swap shop to the cemetery was a waste of funds. The Town purchased a trailer for the cemetery equipment, because we have cemeteries all over the Town. It doesn't matter where the equipment is stored because we do have a trailer. He mentioned moving and reassembling the building will require it to be brought up to current building codes which are an expense that is not worth doing. There were a bunch of things that weren't in the plan that needed to be addressed. It has been clearly stated that this building doesn't have to be removed under the closure plan. There is a statement in that about the refractory being taken apart and dismantled for disposal or recycling. There needs to be more detail about the closure of the incinerator and getting rid of the incinerator itself. An RFP needs to be developed to see what the Town is going

to pay for that. He mentioned taking down the berms and DES should really know about it. This isn't in the closure plan at this point in time and it does have the effect of some serious environmental issues. The biggest thing is the closure estimate and he saw it to be extremely lacking. There is no written detail for the scope of work and the items. There is no site survey work or engineering. He felt from a financial standpoint they need to know that some of the stuff doesn't need to be done. For example, the removal of the swap shop, decommissioning the septic tank, gas line removal, and removal of the main building. The other cost that is not in there is rebuilding the swap shop and building it up to code. He strongly urged the Board to not go forward with this plan in its current form and take advantage of the availability of the professional resources in Candia. He continued to read from his letter (see attached). Citizen Al Couch of North Road said he would like to mirror some of what Rudy had to say. You are here to take public input and if the plan is already submitted to the state he felt this process was entirely backwards. He would reinforce Rudy's opinion and the plan should be started over again. He knows the cost of removing a building because he worked on the swap shop project. He hasn't seen an estimate for doing site work, moving the building, rebuilding it, putting in electrical, concrete, and bringing it up to snow load standards. This is something that needs to be engineered. There is a huge amount of cost that hasn't been taken into account. He would strongly suggest they set up some public hearings where we could all have some input and come up with a closure plan and then it could be submitted to the State. This is a town owned property and it should be a closure plan with the Town involved. Citizen John Penfield of High Street thought the Board voted on this last year and approved what the closure plan says. He thought this was the overwhelming majority. He didn't understand why these people were trying to change it again. He would like to motion to move ahead with the plan that is outlined. He didn't see any reason to delay it anymore. Selectman Duarte said we didn't have this until it was completed they didn't know about any cost he was referring to. This is the reason there is some confusion. We should probably get some input on this and felt there weren't enough hearings. Bob Dabrowski said there was a vote by the citizens however it's important that people know the vote was predicated on the information at the time. The information now is substantially different. He didn't want to say the votes don't count but the information is dramatically different. This needs to be weighed heavily. Selectman Snow addressed Mr. Penfield's question. The warrant article for the Town last year was put in by organizations within the Town that were suggesting that it might be useful for them to use the buildings. This was what the vote was whether they could use the buildings or not. The warrant article was debated and it was subsequently defeated. This did not say what would happen as far as the closure took place and at that point in time hadn't been presented to DES. There was a vote by Town based on information that was somewhat prejudice and inappropriate. The vote was based on this. They need to go through the process where the Board of Selectmen consider what needs to be done on this building for the public to say they prefer to have the vote go to the Town. The Town meeting can decide instead of the Board of Selectmen. The authority to sell town buildings or town land rests with the Town meeting and the Town meeting needs to make the decision. In the

past they gave the Board of Selectmen the authority to sell Town buildings and Town land subject to certain conditions. The conditions are stated in 41:14-a. There will be two separate hearings then you make a decision after the second hearing takes place. The time you make the decision people can approach the Board and suggest that we have a Town meeting that makes the decision. This is what has happened with this process. In his opinion nothing can take place until after the Town meeting. At Town meeting they will have another opportunity to consider the issue with hopefully a clear spectrum of what the options are and what the costs are and what the advantages and disadvantages are. Then we can make the decision and move forward. Citizen John Penfield said they weren't selling the buildings they are moving them from one Town area to another. He felt some of these people are being sore losers and they don't agree with what the Town says and we should do this again. Selectman Snow replied this isn't what he was saying. He explained there is a process by which the sale or removal of the buildings takes place. He believed this is something the Town should have a vote on. Citizen John Penfield said you didn't happen to like the vote so now we have to vote again. Selectman Snow said he didn't want to waste money and he believed the Town closure plan was a waste of money. Selectman Duarte reiterated the decision on the vote last year was based on some biased information. He felt when you have a vote on something and you have been given misinformation it's really not a true fair vote of the community. The other point is they could save some money because they don't need to decommission the septic tank or take the buildings down. Citizen Fletcher Perkins asked if these buildings were insured by the town, so you're not decommissioning the septic tank because we've been told it's unnecessary. He asked what if someone goes in there 5 or 10 years from now and falls into it would the Town be liable. Chairman Kelley replied yes. Fletcher Perkins said it would be an awful thing to fall into and it is a possibility. The cost of using the swap shop at the present site is going to be a burden on the Town, because there is going to be up keep and it needs to be fixed up. It's going to be an expense whether it's moved or it's not. He wants to make sure the short term cost doesn't out weight the long term cost. Citizen Rudy Cartier said in the meeting last year the warrant article for the use of the swap shop had nothing to do with the closure plan. He noted what the problem isn't about the swap shop it's the misinformation put in the Town report. We aren't talking about the swap shop we are talking about an extremely poor way to develop a closure plan for the site. The first draft of the closure plan that Selectman Soares sent to the State there was a note in it saying the Boy Scouts wanted to use the site as a wildlife habitat. This was an option. He would love to see the sight cleaned up and used for Town use, but he doesn't want his idea to be the one put in the closure. The closure plan that is currently there doesn't address the closure requirements. It goes way beyond what it should be doing; there should be two separate items. One is the closure plan to the State and the other is getting people together to decide what to do with that site. It's a great location to do a number of different things. This is a poor plan that needs more work. Citizen Judy Siemonsma of High Street said she was part of the petition last year to save the swap shop, because of the Garden Club and other organizations that wanted to try and use it. They offered to beautify it, because there was discussion about it being an eyesore. She noted the Mr. Perkins

mentioned liability and insurance on that building and there are two buildings sitting there. They have an old library at the top of the hill that's been sitting there for a long time and that stays empty. She knows it's heated because the Garden Club stores stuff there. It's costing the Town money to use that building. If someone is trying to find a use for this old swap shop and she knows it's a shack and not a historical building but there is an interest in trying to keep this building. Citizen Fletcher Perkins replied that she's right the old Smyth Library is more valuable than the recycling center buildings. Selectman Robie said the closure doesn't include the setting up the swap shop. This would be a whole separate thing. The closure plan includes the dismantling of the two buildings and saving the small building for future use if the Town wanted to appropriate the funds. The appropriated funds would be used to put a slab and upgrade the structure. It would be a perfect building to put in the cemetery. This is not in the plan. The plan is to take the building down and leave on the pad or move it somewhere else. There seems to be some confusion on this. He didn't know why people were discussing this because it's not true. There was \$40,000 set aside to do this closure and with the buildings down and the fence removed he felt it would be more attractive for the people who travel New Boston Road. Citizen Rebecca Sarra asked once this is all done is there a plan for ongoing maintenance to that area. She thought that was the case when they moved to the new facility, but it hasn't been happening. Selectman Soares said the requirements are it is to be seeded with grass and no trees are to be planted. Citizen Rebecca Sarra said it's not being maintained now. Selectman Soares said all of the brush would be cut and it would be seeded at the site. Someone will mow it once a week. It would be an open field. Selectman Robie pointed out that is noted in the closure plan. Citizen Al Couch said he understood what Selectman Robie said about putting the building up in the cemetery is not in the closure plan, but it's going to cost based on a rough estimate as much as a new building. Selectman Soares replied it's pretty much irrelevant we are recycling the building and reuse it so we don't have to buy a building. Selectman Snow said Mr. Perkins made a very valid point. If 8 to 10 years from now that septic system hadn't been decommissioned we would have liability. The process didn't take place to say what we were going to do. The Town didn't have the opportunity to say we want to keep those buildings. If they did that would imply that they needed a septic system, so the decommissioning prior to the time we went through the process to say what we are going to do with those buildings as part of the closure plan didn't take place. This was short term versus long term. If you go through the process and it says the Town decides they want to get rid of the buildings the decommissioning is part of the process. As well as covering the rest of the site and that is going to require cost. He has no idea how much it will cost to put loam across the top of that site. If it is more than the \$35,000 available that means we will have an additional cost. This is something to consider before they do anything else. Citizen Gene Beckman said he has listened to all of the comments about this site and in the sixties we through everything in the dump. We don't know what's underneath that cap, nothing is leaking out right now but we don't know. What if someone uses the site and uses the well and between the testing of the well and the next time something shows up. They'll sue the Town. The last thing we need is to keep those places insured. The people voted last March to take those

buildings down and fix the site up. He felt it was much more economical for the Town to remove the buildings. Citizen Fletcher Perkins mentioned we had the same mentality 3 or 4 years ago and the mentality cost us a grocery store. The sore losers keep bringing things up and saying it was wrong information and it actually wasn't. There are some things you just don't want to know like what's in that landfill. He's been going to that dump for a long time and there has been a lot of stuff dumped. They can drill all the holes they want, but one of these days they're going to find something. Selectman Duarte objected to Mr. Perkins statement because people don't vote a certain way they are not losers. This is a good community and everyone is entitled to their opinion and he takes offense to that comment. He noted if that last vote had been accurate without the misinformation he wouldn't have had a problem with it. He would like to know what the people of the Town want to do with that building. He felt they shouldn't override as a Board anything that they don't feel is just. He referred to Selectman Robie's comment about taking the building down and then deciding what they will do with them. He questioned what if the people decide they want to keep it there. He mentioned other communities are putting ball fields on these. We used some of this information last year to scare people. If they felt there was any danger they wouldn't have approved the plan. He would like the entire community to make a decision on this not a handful of people. Citizen Ingrid Byrd mentioned in order to bring this to a town meeting it will have to wait until next year. It's too late to file anything for this year. Citizen Gene Beckman disagreed with Selectman Duarte. They voted in March of last year to take the buildings down. This could be a hazardous waste site, the Town is lucky the State didn't want to drill some test holes in front where all of the trash was thrown. Just because something hasn't leached out of the site doesn't mean it isn't there. He asked when the incinerator was brought in. Selectman Soares said it was put in and completed in 1976. Citizen Gene Beckman said he bought his house in 1968 and he threw everything out back in those years. He reiterated the Town is lucky they didn't drill test holes. Selectman Snow said Mr. Beckman was correct and one of the alternatives they should be looking at for that site is what is underneath. It could be a problem and at some point in time we can address it. They could address it right now and he would vote to go over there and dig all of that stuff up and clean it out. This is a lot of money and he felt it wasn't a viable option. We need to consider how we can do this as effectively and inexpensively as we can. Citizen Rudy Cartier stated this is not a live landfill anything that could leach out as already leached out. He can guarantee this because he has worked on all of that paperwork when it was closed. There are wells all over the place including downstream. They have been clean for a number of years and DES has reduced the testing 3 or 4 times a year to once a year. They feel very comfortable the landfill wouldn't leach anything hazardous. The septic tank has been filled in and there is no reason to follow this up. He felt it was an inappropriate spending of money because it didn't go through the process. The point they are trying to make is that this is being rushed through and crammed down people's throats. The Board has heard some good ideas. He thought the Sarra's should be involved with how to use that site long term. They don't have to do this immediately. This can take a little time. They don't have people involved and they should look at what they can do with that site. They

shouldn't be using scare tactics they did in last year's Town Report. The Townspeople should be involved with this. He questioned what the Board is going to do after this evening. Chairman Kelley replied we will decide what we are going to do with it in a public meeting. Citizen Rudy Cartier asked if they were going to do that this evening or a follow up meeting. Chairman Kelley replied probably a follow up meeting. Selectman Soares commented you guys want more time to do everything. The SWC had plenty of time to get this done and nobody got it done. You can sit there and talk that you want everyone involved, but no one got off their ass and did anything. Citizen and former SWC Chair Al Couch replied he tried to have public hearings and he was shot down. Selectman Soares reiterated no one got the closure plan done. She understood Al started it and when he gave her what he had it was background information. It wasn't a plan. You had it for seven years and nothing got completed. It's about time something gets done. She is sick and tired of having meeting after meeting to decide. This was a problem we had with the SWC it took forever to get anything done. The dump is a dump and it's an eyesore. You can say we should have had meeting after meeting and public input, but you had plenty of time you should have stepped up and taken the reigns. She did and now she is the bad person. Citizen Rudy Cartier said he offered his services to the Town and you questioned my professional qualifications to do this. Selectman Soares replied yes there are issues surrounding your circumstance and she didn't want him involved in this. Citizen Rudy Cartier replied the point is the closure plan should have been on the website before the January 9th meeting and it never was. He didn't get a copy of it until that day. Chairman Kelley noted he needs to refer to Selectman Snow about the website. He noted all of this stuff is repeat questions and comments. He was instructed by the Town Attorney to have these hearings. The closure plan has been accepted by DES and now we are moving forward. Citizen Al Couch said he couldn't stand hearing misinformation and he didn't work on the closure plan for seven years. He worked on it for a year during which we were bidding for the hauling of solid waste so we had a lot going on. Secondly when he was Chair of the SWC he tried to have public hearings and this Board sent him a memo to stop doing that. Thirdly Mrs. Soares had the opportunity to have public hearings and has not so who is dragging their butt on this. Chairman Kelley closed the public hearing.

The Board to discuss the Town Report dedication. Selectman Snow would like to dedicate to all the residents that have serviced in Iraq and Afghanistan. He's pretty sure there are veterans in the Town of Candia who have service in all of the wars. Chairman Kelley thought they should dedicate the report to Ron Thomas. Selectman Snow said Mr. Thomas is a worthy candidate, but he didn't want to do something premature. Selectman Soares would like to have time to think about her selection. Chairman Kelley would like to announce the Boards selection at the next meeting.

The Delivery of Town Reports. Chairman Kelley said the office looked into the cost of delivering the Town reports. The estimated cost for the town to mail them was \$1,200 and the donation to the Boy Scouts is \$300. Chairman Kelley mentioned some people want their Town Reports earlier this year and he can't do that unless we mail them. He asked the Board what they

would like to do. Selectman Snow replied they need to get an estimated time of when they are going to get the Town Report out. This is the problem with SB2. The Boy Scouts need the Town Reports the weekend of March 3rd. So from now until then we need to find a printer that will take the masters, print them, and bring them back here. This has been a problem since 1978, but they manage to get them on time every year. He agreed they should be here the week before we are going to do the vote. Chairman Kelley said the time frame this year is tight. Selectman Snow presumed we looked at the quotes. Could we get a guarantee to get it sooner by someone local? Chairman Kelley said he would get back to him that. Citizen Rudy Cartier asked if Selectmen's Assistant Eastman sends out an electronic copy to the printer. He suggested sending it PDF, so it can go on the website as well. Chairman Kelley mentioned the flyers may not get on the website. Citizen Rudy Cartier replied you should cover everything, because the people who want the Town Report right away can print it out. Selectman Snow said that is a good point, because it's already been approved so you can put it on the web at that point in time. Then it will be available for anyone who wants to see it.

Selectman Robie to ask Board if they would like PSNH do an energy assessment. Selectman Robie noted they have energy assessments done on all of the buildings. Most of the buildings are doing relatively well with their energy use except for this building. This is a high energy use building. They suggested having PSNH do an audit of our lighting system. They have a program to possibly change the lighting out. They will compensate us for the upgrade by paying the same electric bill we are paying now until it's paid off then our bill will go down. Selectman Snow asked if it will cost anything for the assessment. Selectman Robie replied no and he thought they could save \$50 - \$80 per month by upgrading the light system. He asked the Board if they would like to do this. Selectman Snow asked if they were just assessing the lighting or are they assessing all of the energy leaks. Selectman Robie replied just the lights. It was the consensus of the Board to have an energy audit done.

The Board to set the Welfare Director's pay and hours. Selectman Soares sat down with Town Counsel last Friday and she went over everything with her. Since they are moving to the hourly paid employee at \$5,000 they discussed every option. They came up with the following criteria: Ms. DelRosso's rate will be \$12.00 per hour, she'll work an average of 8 hours minimum to 10 hours maximum per week, the \$5,000 is not guarantee for the position, the work week will be Monday through Friday 8:00 am to 3:00 pm, the welfare cell phone hours will be 9:00 am to 5:00 pm. Since she will be a part time employee any vacation or sick time will not be compensated per the Town guidelines. The effective date for this will be when we vote for it this evening. There is no retroactive, because it will take effect this evening once we vote for it. Selectman Duarte asked who handles the emergency calls on the weekend. Selectman Soares replied 911 or the Police Department. Selectman Duarte asked who pays for that. Chairman Kelley replied the Police Department handles it. Selectman Duarte replied if a situation arises and a person needs some service or care for example heat. He questioned would the Police

Department be able to handle this. Chairman Kelley said they would call Rockingham. Selectman Duarte replied we are still going to end up paying the cost. He would be a little nervous about being sued. Also if they have a family that does have some needs he would like to see that they get it. We have a lot of problems with storms and people lose power. The other thing that was mentioned is the Board is supposed to set the Welfare Director's pay. We haven't discussed Selectman Soares' proposal yet. He would like to go into a little more detail on this. Selectman Robie said a week ago Donna was in the office and she told him \$8.01 per hour wasn't very good. He thought what they were offering her this evening was reasonable. Welfare Director DelRosso replied you suggested \$15.00 per hour at the most 6 hours per week. She felt this was very compatible to what other areas are getting and \$12.00 per hour is still reasonably low considering I work at the police department for \$11.25. Selectman Robie noted there are more hours available. Welfare Director DelRosso replied for the \$12.00 versus the \$15.00. She didn't think this was the problem; the problem lies with off hours. She noted Rockingham or the Police Department are not going to be able to provide assistance for electrical or heat. Selectman Robie thought the guidelines do say something about 72 hours to respond for a welfare need. So if you got a call on Friday at 5:00 pm in theory you don't have to respond until Monday. Welfare Director DelRosso explained she has had calls like this on the weekend and she isn't going to let a small child go all weekend without heat. Selectman Robie replied that would be your discretion. Welfare Director DelRosso said it shouldn't be my discretion it should be Town's responsibility. She is not speaking just for her to work these hours, she is providing a service to the Town. Selectman Robie replied this is not a 24/7 job and we don't want it to be a 24/7 job. We need to come to a middle ground and get to some resolve. Citizen Rudy Cartier asked what the Welfare Directors responsibility is. Selectman Soares replied it is to provide assistance to people who come in and ask for it. She is to evaluate their needs to see if they qualify. He felt to wait 72 hour is a disservice to our citizens. They want to make sure their citizens are taken care of and isn't there some kind compromise. He suggested she carry a pager and she would get pager pay. He also suggested having emergency response in the budget for the Welfare Director. The police department isn't going to know what to do, so make it so the Welfare Director is available. You could still pay her, but only for the hours she is actually helping people in need. Selectman Robie felt this is getting old, because we can't come to some type of resolve on this. We are dealing with one or two welfare clients currently. If someone needs a service they know the program and if they don't it would only take one Saturday night without oil to figure it out. If the Welfare Director wanted to use her own discretion and help out a person, he didn't feel the Board would have a problem with it. We try to do this with all of the Department heads. Everybody always seems to turn it into something other than what it is. Citizen Rudy Cartier said the guidelines seemed pretty rigid that she could only do something Monday through Friday. Selectman Robie said we need to give her the guidelines and let it go. Selectman Duarte said the memo from Selectman Soares says "Pay Criteria" it doesn't say anything about a guideline. He mentioned the hours and they seemed restrictive as a guideline. He just wanted to make sure if there was an emergency someone could get there. He thought

they should cut out the middle man (Police or Rockingham) and get the service to the people in dire straits. He doesn't want people to run out of fuel or get cold. We need a way to handle the emergencies separately from the regular hours. Selectman Robie said this is her discretion and she will take care of the emergencies. Road Agent Lewis said why she doesn't do 10 hours per week whenever she is needed. This way it would cover evenings or not it would be 10 hours per week. Chairman Kelley said he asked around the surrounding towns to see how many hours they put in. In Danville the maximum hours the Welfare Director works per week is two hours and some are 4 hours per week. They all have different hours and not one says anything about weekends. He was in favor of Selectman Soares' proposal. Selectman Robie asked Welfare Director DelRosso if this was reasonable. Welfare Director DelRosso said this would be fine for now. She can't predict what going to happen based on the hours needed. Selectman Robie said since August you have been filling out a time card. The average is about 7.75 hours per week. Welfare Director DelRosso replied some weeks it may be more, because with new clients it takes longer to research and find referrals. They can handle this on a need to know basis going forward. She can provide the information going forward if some reason she has more than the average number of clients. She asked Chairman Kelley if he asked those towns what they do with emergencies on the weekend. Chairman Kelley replied no it is the hours the Welfare Director works. Selectman Soares said the Hooksett Welfare Director turns off her phone at 5:00 pm and replies the next day. Selectman Duarte thought most Towns don't have specific hours and it depends on what is necessary. He'll go along with this as long as they have a way to handle emergency situations. There was discussion about Welfare Director DelRosso handling emergencies and using her discretion. Selectman Snow said they are discussing two different issues and he is uncomfortable with negotiating with the employee. This goes back to the September meeting when we cut the stipend in half. He tried to convey to the Board in September is the history of the Welfare Agent in Candia has always been to reduce the direct payment of welfare is try to inform potential clients of the sources that are out there. They are larger sources not Town sources. He questioned why this has changed and why all of a sudden are we concerned about the people on direct assistance and just doing the minimum for them. The Welfare Directors in other Towns put things in the paper for example the fuel assistance program. It is ensuring that the people that are out there are put out to larger sources. This has been successful over the years. The Welfare Directors in other towns noticing things in the paper. Chairman Kelley explained when they cut the stipend it was because they removed the Health Officer from this position. Selectman Snow said this would imply the Health Officer was doing half of those duties. He felt \$10,000 to \$5,000 was not appropriate for reducing the duties of the Welfare Director and putting the Health Officer in the Building Inspectors position. He didn't remember increasing the Building Inspector's position by \$5,000. He has a problem with this. Selectman Robie explained back when Bill Hallock was Building Inspector he took on the Health Officer position because Mary Hall got sick. This is irrelevant to our conversation. The Budget Committee talked about this 3 years ago when we put the Health Officer's line in the budget. We did talk about it this year. Welfare Director DelRosso and the Health Officer had

done a good job directing people in the right places. They currently have two clients at this time in the middle of the winter. We funneled the clients to the right places and said no to the ones who don't qualify. We have reduced the Direct Assistance line by \$20,000. We have done everything you are giving us heck about. Selectman Snow noted you have managed to reduce the Direct Assistance line, but how did we do it. Did we just cut everyone off? Selectman Robie reiterated we sent them to the right place and we said no if they didn't qualify. He added they were not going to pay rent for someone's property investment. Selectman Snow replied how do we know that's why we are paying the rent. Selectman Robie said if we say no they stop coming down we must have done something right. Selectman Snow replied you did something, but not necessarily right. He has a different concept of what the Welfare Director should be doing and he is opposed to cutting someone's wages in half and cut the hours to match that. We are negotiating at a Selectmen's meeting and we shouldn't be. This is an attempt to put it in a box. There was further discussion about the Welfare Director's hours. Selectman Robie asked if we can't discuss this in public where do we discuss it. Selectman Snow replied you discuss the compensation of an employee in a non-public. Citizen Ingrid Byrd said you are talking about tax payer dollars and you talk about wages and hours in the public. You can't negotiate salary and wages behind closed doors when you are dealing with the public's money and there is a law about it. She noted she was at the meeting when the Health Officer was moved to the Building Department and it made sense. The Welfare person is probably not as trained as you would expect. This isn't part of her job it should be the Building Inspector. Selectman Duarte felt they could add a couple of things and like the Welfare Director is to use her discretion with emergencies. Selectman Soares motioned to pay the Welfare Director \$12.00 per hour, she will work a minimum of 8 hours per week and no more than 10 hours per week, she will use her discretion handling emergencies, \$5,000 is not guaranteed for the position, she can meet with clients Monday through Friday 8:00 am to 3:00 pm, the cell phone hours are Monday through Friday 8:00 am to 5:00 pm, this will take effect this evening, and any vacation or sick time will not be compensated based on Town guidelines for part-time employees. Welfare Director DelRosso asked what if she has an emergency call on the weekends. Selectman Soares replied you will take it out of your weekly hours and if she met her hours for that week she will take it out of the next week's hours. Seconded by Chairman Kelley. 4 were in favor and Selectman Snow opposed. Motioned carried on a vote of 4 to 1.

The Board will determine who will move and speak to the warrant articles. Warrant Article #3: Selectman Robie will move this article and Selectman Soares will second. Selectman Snow said they should revisit what was approved and how the vote went for Selectman Duarte since he wasn't at the January 11th. Chairman Kelley said he has already seen them. **Warrant Article #4 through #13:** Selectman Soares will move these articles as a block and Chairman Kelley will second. **Warrant Article #14:** Chairman Kelley will move this article and Selectman Soares will second. **Warrant Article #16:** Selectman Snow will move this article and Selectman Robie will second. **Warrant Article #17:** Selectman Robie will

move this article and Selectman Snow will second. **Warrant Article #18:** Selectman Snow will move this article and Selectman Robie will second. **Warrant Article #19:** Selectman Duarte will move this article and Selectman Soares will second. **Warrant Article #20:** Selectman Robie will move this article and Selectman Duarte will second. **Warrant Article #21:** Selectman Soares will move this article and Chairman Kelley will second. **Warrant Article #22:** Selectman Snow will move this article and Selectman Soares will second. **Warrant Article #23:** Selectman Snow will move this article and Selectman Duarte will second. **Warrant Article #24:** Chairman Kelley noted that Atty. Mayer will speak on this. Selectman Snow wanted the Board to know he was in favor of moving this to the warrant but he wasn't in favor of recommending it. **Warrant Article #25:** Selectman Robie will move this article and Selectman Duarte will second. **Warrant Article #26:** Chairman Kelley explained Atty. Mayer will speak to this. There was further discussion about this article being on the ballot. Selectman Soares noted this is null and void. Selectman Snow thought they should move and amend this to zero. **Warrant Article #27 through Article 36:** Selectman Snow will move this article and Selectman Duarte will second. Selectman Duarte thought the Cable Access Enhancement would be good for this Town. Selectman Snow mentioned a small grammatical error on the last page of the warrant the RSA cited is 41:14 and it should be 40:14.

Approval of Previous Minutes: Public meeting minutes of 01/09/2012. Selectman Robie motioned to accept the public meeting minutes of January 9th, 2012 as written. Seconded by Selectman Soares. All were in favor. Motioned carried.

Other Business:

Training reimbursement: Selectman Snow asked why aren't we reimbursing Bill Cormier for his training cost. Selectman Duarte said all the people in the past who didn't have this benefit will come forward and question it. He felt they couldn't change something they have been doing for years it wouldn't be fair to everyone else. Selectman Snow agree, but he questioned if we have a policy and is that why Chief Young didn't pay him. Citizen Rudy Cartier said when he was Chief this is one of the things he did to get out of town people to join the Fire Department. The concern at the time was we would get people coming into Candia from out of town getting certifications on our dime and then leaving. We did have a policy for in town people and if they left the department within a year they would have to pay it back. He would suggest to the Board that they revisit the policy. When he was Chief one of the things people would have to do is get approval from the training coordinator and him in order to take a course. He noted courses are very expensive now. They should work with Fire Chief Young and come up with some sort of policy. It doesn't matter if they are in Town or not they are all professionals. They should have something that is fair all around. Selectman Snow said they don't discriminate on people who are volunteering in town or out of town. They should be some type of approval. He noted if there is a policy in place to not pay him than he is out of luck. Chairman Kelley said they are

training in Candia then getting a job in another Town. He asked how you collect from someone when they are not getting paid as a fireman. They just leave and they have their certification. If they stayed a year it would cover \$900. Selectman Snow understood but what is the difference from a guy in Town or out of Town. This firefighter has been volunteering for the Town for over 10 years he's not going to stiff the Town. He felt paying for certifications would be an incentive to keep the volunteers, because we might lose them. He would like to discuss a procedure and discuss this next meeting. Citizen Rudy Cartier said there isn't a written policy covering reimbursements for education. He noted the EMS courses are subsidized by the State and this was an incentive. Chairman Kelley said they would readdress this at the next Selectmen's meeting.

***Correction - It was noted after the Selectmen's meeting that the Firefighter that was requesting reimbursement was not Bill Cormier, it was Firefighter Bill Mortimer.**

The Mosaic Parcel Map Project. Selectman Snow said the Mosaic project is an excellent opportunity for the Town to participate in a pilot program (see attached). They are taking all of the parcel data and laying it down in the State map so everyone can see who owns the parcels. It's done so FEMA can look at what damage has taken place in a geographical area across town boundaries. By knowing where the parcels are they know who to go to get damages and more quickly assess how much they are going to pay. We will be able to be on the state wide parcel map that will supplement our tax maps. We will be able to see what is across the Border. There is no cost to the Town. We have to send this back saying we are going to participate and who do you want to sign the memorandum of understanding. They will send a piece of paper that is a contract. He suggests we send this back and the Chair of the Board can sign it with the concurrence of the Board. There is no cost to the Town. He felt they should participate. Selectman Soares asked for each parcel they are going have the person mailing address and current owner. Selectman Snow said he couldn't answer that. He said whatever is on Vision will be available to public. This is what the pilot program is. Selectman Robie read from the letter and he wasn't sure he wanted to do this. Selectman Soares didn't think the citizens will like this. Selectman Snow said this is a tool for FEMA and economic development. He reiterated that he would like the Chair to sign this with the concurrence of the Board. Selectman Duarte thought maybe they could get some input from the community. He thought a lot of the community would want to give this information. Selectman Snow explained the memorandum of understanding would be the point where you get Town input. We started discussing this as a Board and he didn't know how they would get this out to the public between now and the end of March. This doesn't commit us to anything or cost us anything. Citizen Ingrid Byrd thought this would be a good piece of information for people who want to burglarize houses. Citizen Rudy Cartier thought this was public information and anyone can get it anyway. Selectman Robie said why they are asking us for it then. It was the consensus of the Board to not participate in this. Citizen Ingrid Byrd clarified does this mean Mr. Snow can't do this for the Board. Selectman Snow replied it would take five members of the Board.

Town Report Distribution: Selectman Snow asked if the Boy Scouts are going to deliver the Town Report. Chairman Kelley said the Board decided they would this evening. Selectman Snow noted they will need them by the March 3rd.

Selectmen's minutes of May 2001: Selectman Snow asked the Board if they saw the May 23rd, 2001 Selectmen's meeting minutes. This is when the Board of Selectmen accepted the food pantry officially. We have discussed the food pantry at the January 11th, 2012. Selectmen's Administrative Assistant Andria Hansen said she would put a copy in the Selectmen's folder. Selectman Robie asked if the CCWC had operated it and the Selectmen took it over. Selectman Snow explained the Town formally accepted at a public hearing the food pantry as part of a Town organization and put it down stairs.

The Board to authorize payment of payroll checks and accounts payable checks. Selectman Snow motioned to approve payment of payroll manifest number 000663-01, checks to be dated 1/19/2012, with a total gross payroll amount of \$16,573.60. Seconded by Selectman Soares. Selectman Snow motioned to approve payment of accounts payable manifest number 010312 checks to be dated 1/19/2012, with a total amount of \$53,464.05. Seconded by Selectman Soares. All were in favor. Motion carried. Selectman Snow motioned to approve payment of payroll manifest number 000664-03, checks to be dated 1/26/2012, with a total gross payroll amount of \$16,694.07. Seconded by Selectman Soares. Selectman Snow motioned to approve payment of accounts payable manifest number 010412 checks to be dated 1/26/2012, with a total amount of \$35,619.03. Seconded by Selectman Soares. All were in favor. Motion carried.

Increase in Treasurer's Stipend: Selectman Robie said a couple of weeks ago we were going to start sending the Treasurer to the bank twice a week instead of once per week. Treasurer Philbrick came to the Town and asked to be compensated to go to the bank. She was told she should have been going twice per week any way. When she took the job she was told she had to make a deposit once per week. The Treasurer's stipend is \$5,000. In December the RSA mandated and the auditors suggested we should be going to the bank twice per week. We never followed up on that request. Selectmen's Assistant Eastman has been working to get those policies and procedures in place which she has done very well. We voted as a Board to send Treasurer Philbrick to the bank twice per week. He suggested compensating her \$2,000 because she is doubling her load. He felt they had enough funds in the budget to compensate her. Selectman Duarte thought they could just pay her mileage. He felt paying \$2,000 just to make an extra trip to the bank was kind of steep. Selectman Snow said she handles a significant amount of money and a lot of funds. Selectman Duarte said he didn't disagree but \$2,000 seems like a lot of money to go to the bank. Selectman Robie replied its \$40.00 per week. She fills out the deposit slips and other accounting work. Mrs. Sarra said she has to process the deposits. Road Agent Lewis explained she has to do all the deposits. She had to add them all up and make

sure everyone that gave them money is all there. It's not just a drive to the bank. Selectman Duarte said she is doing that now. Selectman Robie replied we have asked her to do it twice per week. Selectman Duarte replied he didn't have a problem with it, but she is going to have to do it anyway. Selectman Snow asked where are we going to get the money to pay her. Selectman Robie replied will have to move some money around. Citizen Ingrid Byrd suggested instead of saying you want to pay \$2,000 to go to the bank why don't you pay her \$6,000 for a salary and give her \$5,000 for the book keeping and paperwork and \$1,000 for additional traveling. Selectman Robie noted she is already getting compensated for her additional traveling. We pay her mileage; we are giving her \$2,000 because we are doubling her duties. Citizen Ingrid Byrd said calling it \$2,000 for going to the bank sounds bad you should call it an increase in her workload. Selectman Robie replied it doesn't matter how it sounds. Citizen Ingrid Byrd said yes it does and she can accept the increase for a lot more work, but to go to the bank sounds bad. Selectman Snow noted this isn't an increase in the operating budget, so no one will see the \$2,000. The budget the Budget Committee has looked at will not change. Selectman Robie replied that is correct and next year we will budget for it correctly. Selectman Robie motioned to compensate Treasurer Kathleen Philbrick an extra \$2,000 in her wage line because the Board has asked her to double her workload as of December and this will be in the proposed 2012 budget without increasing the wage line. Seconded by Chairman Kelley. All were in favor. Motioned carried. Citizen Rudy Cartier asked if the Treasurer is an elected position. Chairman Kelley replied yes. Citizen Rudy Cartier asked if she kept track of her hours so there is some proof to show this is what the Town is getting for their money. Selectman Snow replied the Treasurer is a stipend position and we are getting more from her than what we are paying. Citizen Rudy Cartier said it would be nice to get a rough idea. Chairman Kelley said she doesn't fill out a timecard. Selectman Robie stated if we asked her to document her hours we would be looking for a new Treasurer.

Announce Next Regularly Scheduled Meeting Date: The next scheduled Selectmen's meeting is February 13th 2012 at 7:00 pm.

Selectman Soares motioned to adjourn at 9:09 pm. Seconded by Selectman Duarte. All were in favor.

Citizen Rebecca Sarra asked the Board if they were going to make a decision about the closure plan.

Selectman Soares withdrew her motion to adjourn and Selectman Duarte withdrew his second.

Closure Plan revisited: Citizen Rebecca Sarra asked when she should come back. Selectman Snow said we have a week to make our decision. He noted within that week they got a petition

warrant article saying they want the Town to decide, so it's a moot point right now. Chairman Kelley said Atty. Mayer has already talked about that warrant article and it doesn't count. The warrant article won't count on any decision we make prior. Selectman Snow disagreed and what did he suggest they do. Citizen Rebecca Sarra said you had two public hearings with lots of discussion and what is the Board going to do. Chairman Kelly replied we had two public hearings and we heard the same 25 or 30 questions repeated. There has been nothing new. As far as last year's warrant article it had nothing to do with the closure it was for the buildings. He stands by what the Townspeople said and they want the buildings gone. Citizen Rebecca Sarra asked about the closure plan and was the Board going to expand on it. Chairman Kelley replied the law says we had to have these two public hearings. The Board is going to discuss it and we have to wait 10 days. Selectman Snow said he would check the RSA. Chairman Kelley explained the Board is going to vote on this. If they decide they want to take down the buildings they will have to get RFP's. Citizen Rebecca Sarra asked if it would be part of the Selectmen's meeting, because she is a little concerned with public hearings. She felt nothing is being taken into consideration, so public hearings don't serve a purpose other than meet the law. There was further discussion on the closure. Selectman Duarte said they have public comment from two public hearings and the Board should get a pretty good idea of what the feeling was. He said sometimes we don't do things like we should as a Board. Citizen Rebecca Sarra said she reads body language and she was taken aback by some of the body language she saw this evening. It was very obvious that some of the Board didn't agree with what was being said. Chairman Kelley said we are going to do what the people wanted. Citizen Rudy Cartier didn't think it was appropriate to discuss the public hearing unless it was noted as a regular meeting as a Board. He would caution the Board to not get into any of the details. This is not appropriate unless it is noticed as a public hearing. Selectman Snow said based on the information he heard tonight he is going to email Atty. Mayer with his interpretation of the statutes and we'll see what he has to say. He didn't think the Board could legally make a decision.

Selectman Soares motioned to adjourn at 9:19 pm. Selectman Duarte seconded. All were in favor.

Respectfully submitted,
Andria Hansen
Recording Secretary