

~~Unapproved~~Approved
Candia's Selectmen's Public Meeting Minutes
February 10, 2014

Attendance: Chairman Fred Kelley, Vice-Chair Carleton Robie, Selectman Dick Snow, Selectman David DePuy, and Administrative Assistant Andria Hansen. **Absent:** Selectman Amanda Soares.

The Board of Selectmen will hold a public hearing at their regular scheduled meeting on Monday, February 10, 2014 at 7:00 p.m. to accept quarterly grants and donations in accordance with RSA 31:95-b, III (a). Selectman Robie read announced the 3rd Quarter grants: State of NH Highway Block Grant - \$29,062.69 and State of NH FEMA (Feb Blizzard Nemo) - \$22,550.27. 3rd Quarter Donations: Food Pantry - \$891.00, Police Dept. - \$450.00 and Old Library renovations - \$51.00 for a total of \$1,392.00. The 4th quarter grants: State of NH Highway Block Grant - \$29,062.69. 4th Quarter Donations: Food Pantry - \$5,354.00, Welfare Donation - \$550.00, Fuel Assistance - \$1,750.00, Police Dept. - \$100.00, Old Library Donations - \$249.00 for a total of \$8,003.00. There was also an Oriental hand knotted rug (valued at \$1,000) donated to the Heritage Commission for the Old Smyth Library from John & Sarah Giles. Selectman Robie motioned to accept the grants and donations for the 3rd and 4th quarter as read. Seconded by Chairman Kelley. 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. They've done a lot of patching. He probably put out 8 tons of patch. It's from the warm rainy days and then it freezes. They changed cutting edges and plow maintenance was done. He noted that the residents have used 54 yards of sand out of the resident sand pile (located in back of the town hall). This is probably the most he has ever seen used. Chief McGillen commented that he commutes in neighboring towns and when he gets to Candia the roads are good. They don't have many accidents on the town roads; they're mostly on the highways or the state roads. He felt Dennis and his crew are doing a great job.

Police: Chief McGillen read from the attached report. He has no burglaries to report which is good. They've noticed there has been drug related crimes in neighboring towns. They are keeping an eye on that. They urge everyone to be aware and it is mostly happening in the daytime. They've had a couple of small thefts of metal from garages.

Fire: Chairman Kelley read from the attached report.

The Board to appoint Arllen Acevedo as an EMT-B to the Candia Volunteer Fire Department based on Fire Chief Young's recommendation. Fire Chief Young introduced Arllen Acevedo to the Board. Arllen is an EMT and she is around during the day. Selectman Robie motioned to appoint Arllen Acevedo to the Candia Volunteer Fire Department as an EMT-B based on Fire Chief Young's recommendation. Seconded by Selectman DePuy. All were in favor. Motion carried.

The Board to approve changes to the Fire Department's policy and guidelines. Fire Chief Young said he would like to change the wording in the "Job Descriptions & Active Status Requirements" document. He would like to change the title and a couple of things inside. He would like to change the word "Requirements" to "Guidelines". Add the word "Volunteer" after Candia and remove the word "Rescue" after "Fire". He would also like to replace the word "suggested" for the word "required" throughout the document. The reason for this is that it is that the document is very black and white. He would like them to be guidelines, because it will give him more flexibility. On some of the job descriptions he had a hard time requiring volunteers to do certain things. It's a good guideline they can go by and work towards, but he isn't going to require any of his people to do anything because they are volunteers and they work real hard. He noted that Town Counsel said they could be changed by the Selectmen. If they were approved by the Selectmen originally, then they can be changed by the Board. Selectman Snow asked how this is going to affect the stipend, because it is for active members. He questioned if the guidelines were going to change the way they were paying them. Fire Chief Young explained the current guidelines require his Lieutenant to have a CDL license. He is an outstanding Lieutenant and does an outstanding job, but he doesn't want to drive big trucks and have a CDL. It's a good guideline to go by that he can work towards. It makes it easier for everyone over there. They do a great job and they are volunteer. Selectman Robie motioned to accept Fire Chief Young's recommendations to change the word "requirement" to "guideline" and "required" to "suggested". Seconded by Chairman Kelley. All were in favor. Motion carried.

Fire Chief Young to discuss proposal for a new rescue truck. Fire Chief Young explained they have been working on a new rescue truck and they have most of it done. They have a company in Florida who will build the truck. This company is the only company that can build the truck they want, so they can't bid it out. He has had a committee work on this for quite some time. The next part of the process is to have someone come up from Florida and sit down face to face with his committee before they enter into an agreement. He would like the blessing of the Selectmen before they bring this person up from Florida. The cost is going to be around \$225,000 which they have the money in capital reserve. This truck will replace the rescue truck they have now and this is something that has been talked about long before he came back as the Chief. If they continue with the process it won't be delivered until October. It will be five years that they have been working on this truck. They have put a lot of thought into this. In the end the best thing to do was to buy a new vehicle and replace the one they have. Selectman Snow thought it was a \$25,000 to \$50,000 one and they were replacing the box truck. Fire Chief Young explained this is a F550, 4-wheel drive, diesel truck and you're not going to buy one for \$50,000. It has seats in the body for three people. When they get the final specs he'll bring them to the Board. It hasn't been etched in stone yet because they need to talk face to face with his committee and someone from the company. After they do this hopefully they can proceed with getting it ordered. Selectman Snow said he would like more than five minutes to look at it so he knows what the heck he is talking about. Fire Chief Young said he will have the chance to look at it before it gets ordered. He would like the Board's ok to proceed. They would like someone from the company to come up and give the hard numbers and iron this thing out. Selectman Snow said he doesn't have a problem with it so far but in his mind they should be going to the town meeting because they are expending from the capital reserve fund. Fire Chief Young said they don't have to go to the town because the Selectmen are the agents to expend.

Selectman Snow said its \$225,000 and he's not making that decision. Fire Chief Young replied it's the Selectmen's job to make that decision. The people elected you to do that job. He reiterated the Selectmen are the agents to expend. Selectman Snow suggested doing the meeting via Skype instead of the company rep coming up from Florida. Selectman Robie said they are going to take the recommendation of the Fire Chief and the committee and they are going to tell them to move forward and put the package together and bring it to us with the support of the Selectmen. Selectman DePuy clarified there isn't a competitive bid because no one else manufactures this truck. Fire Chief Young explained the body has to withstand a roll over. They are going to be people sitting in the body not in the cab. They tried to get competitive bids.

Department Reports continued:

Building: Building Inspector Murray read from the attached report.

Solid Waste: Selectman DePuy read from the attached report. He noted the baler is down and the idea is that they are hoping to repair the ram and the piston. They've been getting by with a small vertical baler which is used for #2 plastics. Chuck has been using it for aluminum cans and the other plastics. There is an extra dumpster that he is putting cardboard and paper in. They are incurring some additional expense getting rid of some recyclables. Chuck is trying to do it the least expensive way possible. They are going to look at anyway to save money down at the recycling center. Citizen Rudy Cartier asked if it was going to cost \$50,000 to purchase a new baler. Selectman DePuy said they received a quote for \$77,000 and there is a question on what they would get for scrap for the old baler. He thought it would cost about \$75,000 to \$80,000. Citizen Rudy Cartier said last year with the money that was received from the recyclables and the cost avoidance for not having to dispose of that material - do they have a dollar figure for that. Selectman DePuy said recyclables have paid us \$16,382 in 2009, \$22,844 in 2010, \$43,360 in 2011, \$29,369 in 2012, and last year they got \$19,842. It's a rollercoaster depending on the prices but the total for the last five years is about \$131,797. They are averaging about \$25,000 a year for what they send out. He thought the saving for the past five years was about \$200,000. Citizen Rudy Cartier noted if they bought a new baler it would pay itself off in about a year in a half to two years. It would be a worthwhile investment. Selectman DePuy said they are looking at buying a new one and the answer is yes. He doesn't know how profitable this one has been because they've had to fix it quite a bit. He was told the new balers have a 20 year life expectancy. Selectman Robie said they are paying two people labor at the recycling center that doesn't reflect in the numbers that Selectman DePuy just quoted. They have the place open for a day and a half a week for the employees to compact trash. Selectman DePuy replied that he was correct. He is going to look at the numbers as they are getting into this process and they are going to limp by with what they have. He's thinking this can be put in the budget or in a warrant article next year. He noted right now they guys thread the bales. The cost of a baler that automatically kicks the bale out is \$150,000. They are not looking at that alternative. Selectman DePuy noted that Paul Rogers just started at the recycling center and Connor Britton will be starting this week.

The Board to accept Officer Kevin Cashman's resignation and possible discuss filling the vacancy. Chief McGillen noted that Officer Cashman has submitted his resignation effective March 1st. He is going to the Auburn Police Department. He would like to thank Officer

Cashman for the hard work he has given to the department as well as to the citizens of Candia. He wishes him and his family the best. It was a difficult decision for him. He has been with the department for approximately seven years. He has watched Kevin grow. He's well rounded and he will do well in Auburn. He gets things done, follows up and he has good investigative skills. We are going to miss him. Chairman Kelley motioned to accept Officer Kevin Cashman's resignation with regrets. Seconded by Selectman Robie. All were in favor. Motion carried. Chief McGillen said he would like to immediately fill the vacancy. It is a budgeted position and its imperative they get on this immediately. He wished to have the Boards support to review and look at the applications. They have some resumes on file. He would like to get this process going and bring it back to the Board. He noted that he would like to get a guy who is certified, so he doesn't have to send him to the academy. It's hard with the pay scale to attract a certified person. Hopefully he can get someone who is a good fit. Selectman Snow asked if he was sure he could get someone that doesn't have to go to the academy. Chief McGillen said it's hard to say they didn't advertise and he didn't know what they were going to get. They need to be progressive, they aren't adding on they are maintaining. There are a lot of other departments like Hooksett and Manchester that are adding a lot of officers. They can't prevent crime totally but they need to have flexibility to handle this type of stuff. He reiterated they just want to maintain what they have. Selectman Snow asked if they have looked at the part timers to see if they are interested. Chief McGillen said he would like to have some additional part timers. He felt this was a conversation for another night. They can't take a 40 hour per week officer off the schedule and start putting part timers in. They lose continuity and they lose that level of service. The part timers help the full timers; they don't take the place of full timers. Selectman Snow asked if they are looking at the possibility of promoting from within, so they would be looking to replace the part timer who replaced the full timer. Chief McGillen said he didn't have any plans of making a part timer a full time officer. Selectman Snow thought they should get this done. Selectman Robie said they spoke two weeks ago in a non public meeting and the consensus was to go in the direction of hiring part timers. They've been looking for full time guy to fill that position for about two years now and it hasn't seemed to be filled on a steady basis. At this point he is going to recommend that they ask the Chief to solicit for some part time police officers. If one should happen to come along to be worthy of a full time position they could look at that possibility. Chairman Kelley said two weeks ago they discussed whether they were ready to put on a full time guy or not. They definitely wanted him to go out and find some part time guys. He didn't think it would be fair for them to vote on this seeing that Selectman Soares isn't here. He would rather have the full Board present. Selectman DePuy didn't recall that being the sense of the Board, but maybe it was implied. He would assume if they lost a full time officer they need to replace a full time officer. They are losing a valued member of the force and his presumption would be if someone goes then someone replaces that person. Selectman Snow said if they are going with part time then they are going to look for more part timers. He asked if they were going to hire two part timers to replace a full timer. Chief McGillen said that doesn't work. He would take more part time guys. Selectman Snow noted the part time guy is going to be coming here as a fill in guy. Chairman Kelley said a person could come on as a part timer and eventually become a full timer. Chief McGillen said that has happened in the past if they find the right guy. Chairman Kelley thought this was a good way to go. You've got them trained the way you like them trained instead of someone coming off of the street. Citizen Rudy Cartier remembered having this conversation two or three months ago about the level of staffing at the police department. It was the consensus of a lot of the public that what Chief McGillen has for

officers should stay at that level. He understood about having part time officers. It sounds like Chief McGillen is maintaining the status quo and realizing he is working against other departments that are paying officers better money. He thought the reason that crime is not a big problem in Candia is because of the level of staffing they have and the job these guys are doing. He would recommend that Chief McGillen replace Kevin. He felt Kevin was an excellent officer and thought they could replace him with someone of that caliber again. They need to maintain public safety. Chairman Kelley didn't disagree and the officers keep the town safe. It's almost been a year that they haven't had a full time officer. Citizen Adam Warshaw asked what they mean by they are down an officer. All they've had is full time with two part timers. Manchester's crime is up and they are asking for officers. They cannot lose a full time officer they need to fill the position. He felt the Board should not push to get part timers in here. He is getting tired of this and he would like to see them get all of the position filled. He questioned what if they have an officer that is assisting Auburn, now the town is unprotected. If they arrest someone they have to take the person to Rockingham, now the town is unprotected. Chairman Kelley didn't think the town was unprotected. Citizen Adam Warshaw replied not at night and they only have one person on at night. He questioned what if all of the other towns are busy. It could take them up to 15 to 20 minutes before another officer comes and helps. This is a budgeted position leave it as a full timer. Selectman Snow asked if they could hire a part timer that could do the same type of work that the Sergeant is doing. Could they find someone that can do what the Sergeant and Dan Gray do? Chief McGillen said they are going to get inexperienced guys. They don't offer a lot of money for part time guys. Selectman Snow said they would have to change the matrix if they do that, so if they could find somebody that could fill the Sergeants qualifications. They could think in terms of other levels. If they want to fill the Dan Gray or Scott Gallagher position with someone that could come in and help them they would have to be qualified at the same level. They ought to be able to pick up a part timer that can do the cruiser runs. Chief McGillen said most likely they would have to pay for someone to go to the part time academy and maybe they could work a rate lower than what they start now. He's talking about a college kid that's trying to get into the criminal justice field. Selectman Snow noted the percentage of their needs is not people that can sit in the car all of the time. They have certain number of people that can do 24 hour coverage, and then there are the people that have to do things that result from the actions that take place while they're running around. They have to be able to do the investigations and take them to court and all of that stuff. Chief McGillen said a part timer wouldn't be to fill one of the core positions that we have now it would be to offset overtime costs when one of the full time guys is on vacation. They only have two part time guys working and they have other jobs, their time is limited. They have them cover the midnight shifts if someone is on vacation for week. If they have incidents where they need some follow up and these guys can't be on patrol, but they need coverage in town they put a part timers out there. The part timers are not used for follow up. Selectman Snow said suppose Sergeant Gallagher is going to take a vacation, can he find someone to take his place in the department or does the work wait until he gets back. Chief McGillen said some of it doesn't get done and some of it he can do. He didn't think they could regress on this. They can wait for Selectman Soares to discuss this. Selectman DePuy said he would prefer to wait for Selectman Soares since she is the department liaison. Selectman Robie said they had an hour non public on this two weeks ago. There was a lot of direction and a lot of feedback of how the Board felt about certain things. He thought everyone should read the minutes on what they discussed. They are not regressing any more than the town is regressing. It certainly is as far as population and as far as

increasing benefits. There are no benefits to be reaped. Chairman Kelley would like to have this discussion at the next meeting. Selectman Robie said they know that they need some part time guys. He would suggest hiring some instead of waiting. They could find someone who is looking for full time work down the road. It might be a good idea, but it's just suggestion. Chairman Kelley asked how many part time guys he would like to have. Chief McGillen said he used to have four or five. Selectman Robie said a couple of more guys would definitely be beneficial. Selectman Snow asked if they are actively recruiting part timers now. Chief McGillen replied they have some people that have expressed an interested. Selectman Robie asked the Board if this is where they want to head. He would recommend this. Selectman Snow said he didn't have a problem with that. Perhaps when they have Selectman Soares here they can make a decision on the full timer. They'll have some resumes that come in that are suitable for part time and full time. He didn't want to make a decision on full timer based on Chief McGillen recruiting part timers. Selectman Robie told Chief McGillen to go ahead and move forward with hiring part timers.

The Board to request funds from the Trustees of the Trust Fund. Chairman Kelley motioned to request \$24,000 from the Trustees of the Trust Fund for the CNP invoice received (see attached). Seconded by Selectman Robie. All were in favor. Motion carried.

The Board to authorize payment of payroll checks and accounts payable checks. The Board to authorize payment of payroll checks and accounts payable checks. Chairman Kelley announced the grand total of payroll and accounts payable checks for February 6th and February 13th was \$528,800.50. Selectman Snow motioned to accept the accounts payable and payroll checks for February 6th and February 13th in the amount of \$528,800.50. Seconded by Chairman Kelley. All were in favor. Motion carried.

Approval of Previous Minutes: Public and Non Public meeting minutes of 01/27/2014 and approve the Non Public meeting minutes of 1/13/2014. Selectman Robie motioned to approve the January 27th, 2014 minutes as amended and defer the approval of the non public meeting minutes of January 27th, 2014 until the next meeting. Seconded by Selectman Snow. All were in favor. Motion carried. Selectman Robie motioned to accept and seal the January 13th, 2014 non public meeting minutes as presented. Seconded by Chairman Kelley. All were in favor. Motion carried.

Deliberative Session question: Citizen Rudy Cartier asked why Selectman Soares added \$50,000 to the budget at the deliberative session. Selectman Robie explained our test results should be back from Stantec shortly on the ash. They have been trying to get this completed since October. The money that was put aside for the closure of that facility is going to be absorbed by the testing that was done. He thought it was about \$16,000 plus \$3,300 for additional testing. So going into the deliberative session they thought it would be a reasonable offer to ask the community to put \$50,000 towards that closure. If they could come up with some type of resolve rather than going to a special town meeting some time during the summer or waiting a whole calendar year for another town meeting. He is going to ask the community to vote for the Selectmen's and Budget Committee's recommended budget. The Budget Committee recommended this increase after the deliberative session. He is going to ask the community to vote for this budget rather than the default budget, so there will be some funds.

They'll put it in the solid waste disposal line in the operating budget. It is a very safe place to keep the money if the budget passes. He felt this was the consensus of what the Board had thought about prior to deliberative session. He thought if this was explained in a decent manner. Citizen Rudy Cartier asked what if history repeats itself and the town goes with the default budget like it has the past 3 or 4 years. Selectman Robie said they would have to start looking at a special town meeting, but he thinks the people are going to realize if they vote for the proposed operating budget the Select Board will do their due diligence. If they can get something done there within their means they will certainly move in that direction. He felt the citizens have enough faith in this Board that they won't squander away \$50,000 on something other than what it was proposed for. Citizen Rudy Cartier asked what if the costs come in higher. Selectman Robie replied then we might not be able to do it and will have to wait until next year or have a special town meeting. Citizen Rudy Cartier reiterated that it caught people by surprised and it wasn't explained what it was for. Selectman DePuy said it was a spur of the moment decision. He noted that anyone can make the motion to change the budget at that time. They had expected to get testing results from Stantec awhile ago and it just kept being put off until the end of the year. They didn't have any money left to do anything. This seemed like a good idea to him. He knows some people felt they didn't have prior notice. He would say to them this has been a problem haunting us forever, he would urge the town to vote for the budget. It is \$50,000 and hopefully the Board can get the job done for this amount of money. If not they'll have to wait another year. He hopes the town understands this and forgives us for the way the process developed but votes to get the job done. Selectman Robie said the process worked the way it was supposed to. They went to deliberative session and amended the budget. If anyone had any questions they had all the right in the world to go up to the microphone and ask questions. Citizen Rudy Cartier asked if they got the test results back. Selectman Snow stated that was not a motion from the Board of Selectmen. They never discussed and they never made any motions on it. It was Selectman Soares as a member of the deliberative session. She should have gone to the microphone. He didn't want anyone to have the idea that the Board of Selectmen made any kind of decision on that amendment. They never discussed it, voted on it, or noticed that meeting. They were members of the deliberative session, not as a Board of Selectmen. Selectman DePuy said he never saw a meeting where no one said anything as much as that deliberative session. Selectman Robie said they have been at this for seven or eight years now. All of these meetings start in September, so when by the time they get to deliberative session they should have a pretty good idea of what is going on. Citizen Rudy Cartier said they have been doing a pretty good job having public hearings on the budget. If people are really interested they are going to show up. Selectman Robie felt they were streamlining the SB2 process to a point where it might work.

Selectman DePuy moved to adjourn 8:10 p.m. Seconded by Selectman Robie. All were in favor. Motion carried.

Respectfully submitted,
Andria Hansen, Recording Secretary