

Unapproved Approved
Candia's Selectmen's Public Meeting Minutes
December 8, 2014

Attendance: Chairman Carleton Robie, Vice-Chair David DePuy, Selectman Dick Snow, Selectman Boyd Chivers, Selectman Amanda Soares, and Administrative Assistant Andria Hansen.

Chairman Robie opened the meeting and Cub Scout Troop 120 lead in the pledge of allegiance.

Approval of Previous Minutes: Public meeting minutes of 11/24/14. Selectman DePuy said his comments were as follows: Page 3 "He sent them the tax cards ..." He wanted to clarify that he didn't send the tax cards they requested the tax cards. Page 4 "Two of the three said they worked with our town before." He misunderstood what they said and one (of the two) worked in the town before. They have not sold tax property for the town. Selectman Chivers wanted to add on page 4 line 29 after Building Inspector's memo. "However, if we proceed to auction as proposed with the Building Inspector's memo to "all interested parties" (meaning prospective bidders) addressing the zoning issues inherent in the properties on Depot Road and comprising the official analysis of Candia's zoning ordinance relating to the subject properties, the value of lot 414-138 is, because there is ostensibly no other use, reduced to zero. Surely, prospective bidders can undertake their due diligence but that is highly unlikely in light of the memorandum. Please consider the appearance to one and all the facts comprising this matter would rightly yield. For the first time in anyone's memory, this Board takes action to dispose of tax deeded properties. Not all tax deeded properties in the Town's possession, however, just a select few." Selectman DePuy moved to accept the November 24th, 2014 Selectmen's meeting minutes as amended. Seconded by Selectman Chivers. 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 replaced the box culvert on Depot Road and it went relatively well. They got it paved before it snowed. They did tree removal town wide from the Thanksgiving storm. He'll probably wait to the first of the year to clean it up, because they will be on a different budget. Chairman Robie asked if there was going to be any FEMA reimbursement on that. Road Agent Lewis said he hadn't heard anything and it seems they would have heard by now. He noted it hit his budget hard and he didn't know how it was going to be between now and the end of the year. Selectman Soares asked how hard it hit the budget and how much they had left in the warrant article. Chairman Robie thought there was about \$25,000 left. Road Agent Lewis noted last winter was bad and this winter is starting out the same way. Chairman Robie thought they would be alright.

Police: Chief McGillen wanted to thank everyone that was out in the storm, the Fire Department, EM Director Bob Panit, Road Agent Lewis and his crew. A lot of people were calling the police department about the trees down and a bunch of cars not making the hills. They were doing a lot of shuffling around and pushing cars out of the snow banks. It was a good group effort by everybody. They've had some suspicious activity in town and some thefts at some of the businesses. They are taking car batteries out of the cars people are dropping off at Car World. They had just under 250 calls. Selectman Snow said they were going to open up the Moore

School as a shelter and asked if anyone showed up. Chief McGillen said no one showed up. Selectman Snow asked if that was called as an emergency. Chief McGillen said it was. He noted they had one person call the police department inquiring about the shelter, but didn't say they needed it. Selectman Snow said the Emergency Management department has been a wonderful function, because he didn't think he would know what to do if something happened. Chief McGillen said they sent the Nixel out and they increased the numbers by 20 or 30 people, because people were telling their neighbors. People were talking to other people and the numbers went up. The webmaster put it out because they couldn't access any computers. They weren't working even though they have a generator at the town hall. They wanted to get their number out as a point of contact. Residents should contact the police department to begin with if there is a problem. Selectman Snow said a lot of people get their internet through their cells. Chief McGillen thought they put out 300 messages on the phone and about 350 out to emails. This is free and anyone can go on the town website and sign up for that. He asked the school if they could put it in the news letter. They are trying to get the word out. Selectman DePuy said he was right about the word of mouth, because his daughter texted him to let him know the school was a shelter. Selectman Chivers asked if there was anything he would tell them about Officer Gray. Chief McGillen said he has a tentative date of returning in early January.

Fire: Selectman Chivers read from the attached report. Chairman Robie noted that the Fire Department helped Mr. Panit set up for the shelter on Friday night.

Building: Building Inspector Murray read from the attached report.

Solid Waste: Selectman DePuy read from the attached reports. He noted the aprons have been put up on the front of the compactors and comply with OSHA. They don't have switches, but they have a quote. They are continuing to work on the quotes for the baler. They have the quotes listed item by item so they can compare them. They have asked them all for references. Two have given a list of references, another is sending references, and he has yet to get into contact with the fourth one. The plan is to have Chuck get in touch with the references to discuss the operation of the various balers. Selectman Soares asked where the November report was. Selectman DePuy said the reason they didn't have October or last month was because they didn't have the numbers from Waste Management. This has been an ongoing problem with Waste Management.

Parks and Rec: Selectman Snow mentioned the Trustees of the Trust Funds are meeting this Friday and they should be getting the reimbursement for the expenditure of the mulch that went on the playground. He would like to get a vote from the Board this evening to reimburse the town \$1,693 plus any accumulated interest in that fund. They should consider a warrant article this year that rescinds that particular fund. If any residual was there it would go to the general fund. Selectman Chivers didn't know they put money away for playground mulch. Chairman Robie explained they put money away over the years. Every three years they were going to put in a thousand dollars. Selectman Snow explained it started out at \$500 per year and \$1,500 every three years. What they did last year was rather than put money in the playground maintenance fund, they would put it in the budget. They put an extra \$1,000 in to be able to match whatever was in the existing fund to get us enough to put the playground material in. The money that will come out of there is less than the actual cost. Then they can rescind that fund. Chairman Robie said they put that in the budget in September to maintain that surface. Selectman Snow moved they request that the Trustees of the Trust Fund reimburse the town \$1,693 plus any accumulated

income to reimburse us for a part of the cost of the playground surface material. Seconded by Selectman Chivers. Chairman Robie, Selectman DePuy, Selectman Snow, Selectman Chivers were in favor and Selectman Soares was opposed. Motion carried on a vote of 4 to 1. (4-1-0)

Finalize health care policies (Granite Group, Primex, Health Trust). Chairman Robie said the cost of the current plan is \$75,930. This plan is not renewable. The plan that was closest to what we have went up a little bit. The cost per family deductible went up from \$3,000 to \$3,500 and from \$6,000 to \$7,000. He thought the rest of it stayed pretty close to the same. It was a 9% increase to \$82,749.84 with the same amount of people that are currently on the plan. The other plan was 3/10th of 1% increase. The deductible changed from \$2,000 per person to \$3,000. There was a \$6,000 deductible per family. Then the numbers go up from there. He asked the Board if they had a motion or knows which way they would like to go. *Selectman Snow moved to changed to the Harvard Pilgrim Health Care - Best Buy Tiered HMO LP 3000 (3429).* Chairman Robie seconded the motion for discussion. He noted if they increase the employees deductible by that amount they are going to have some issues with the next item on the agenda. He knows that health insurance costs are high for everybody, but at this point he didn't think they should put anymore burden on our employees as far as the deductible goes. He didn't feel they should put more of a burden on our contribution back to our employees to help them with the deductible. Selectman Chivers asked if he was in support of continuing that policy of subsidizing the deductible and the co-pay. Chairman Robie said it all depends on the policy they pick. To answer his question he is in support of continuing our policy as far as the co-pay goes and what they are doing know, but he doesn't want to increase that. He didn't think they should increase the employees' deductible at this point. Selectman Snow said it was his impression that they didn't want to go with the existing one, because it was up by 9%. Chairman Robie noted the school was up 13.9% for their health insurance for the 2015 budget. Selectman Soares asked with these policies how does it affect how much we help contribute to the employees' deductible, because this is going to affect our budget numbers. Selectman Chivers said there total exposure on that policy is about \$9,200 per year which is about 15% of the existing premium now. Chairman Robie said if they change the policy the employees will have to come up with more money for the deductible. Hopefully, we are going to continue our policy the way it is. Selectman Snow said that would require an analysis of the difference in costs. If they stay with the existing policy there is no increase in the deductible. The expectation would be less than the increase on the premium. Chairman Robie pointed out that \$9,200 was more than the 9% increase. Selectman Snow asked how it compared to what they offered in the past. Selectman Chivers said the difference was \$3,102, but the potential exposure was \$9,750. Selectman Snow asked what the potential exposure was on the existing one. Selectman Chivers said he was talking about the reimbursement on the co-pay and deductible. Its \$700 times the number of employees that are eligible which is 13. This is true for all of the plans. Selectman Snow said if the maximum exposure was \$9,000 and they spent \$3,000 what was their maximum exposure with the existing policy. What is the percentage and what are our expectations for the future. Selectman Chivers said that was the worst case scenario and what they have to put on that line. Selectman Snow said they never talked about maximum exposure last year. Chairman Robie said they had a good idea of where it was at. The problem is the deductible and increasing it by \$1,000 and \$2,000 for the family. Selectman Snow said the motion he made was with the understanding that they would do something with the deductible and reduce it to some extent to help us and them. Chairman Robie said they can double their co-pay. He asked the Board if they thought this was reasonable. Selectman Chivers pointed out if they double it their maximum exposure just doubled. Selectman

Soares said the town isn't profitable; they are not in the position to support that. They are a town and they have limited revenue. They can't afford that. Selectman Snow said he wasn't looking at what they could afford, he is saying they have agreed to provide insurance to our employees at some level consistent to what they have done in the past. The discussion now is if they change to a different policy they'll have a different deductible which means we would have to increase what they are willing to put in the deductible to offset that sum. Chairman Robie said the employees would have to pitch in the difference. Selectman Snow said if they go with the existing policy they are going to have a fixed increase of \$7,000. If they look at their maximum exposure which is \$9,000 and they only used \$3,000 last year and they use \$3,000 next year they would have spent more. Chairman Robie explained the rest of the policy changes also. Selectman Snow said there are some changes and they are minor except for the deductions. Selectman Soares felt these options are horrible. They get worse and worse every year for our employees and for us. She understands that we are a town and we are providing insurance. At what point do they find something better. Selectman Chivers said that was the state of the industry. Chairman Robie said this is what was presented to us this evening for this calendar year. They can go shopping next time for another provider. Selectman Soares understood but maybe they should be looking elsewhere in the future. They should look at their options, because they are getting pretty limited. Chairman Robie said there are options coming down the pike and there are changes for a lot of people, but this is what has been presented to us. He noted that Selectman Snow had made the motion. Selectman Snow said for today he would have no problems moving the original, but it was understanding that wasn't the consensus of the Board. Selectman DePuy thought the best options was Harvard Pilgrim Health Care – ElevateHealth HMO 2000 (3419), but it had a limited network which had excluded Boston. This would've affected the coverage, otherwise it would have been a great option and they would have saved a little money. He sees this at his firm year after year. They are confronted with the same thing, rising health costs and the cost of insurance goes up. In past years they've had numbers of 20% or more and they've hop scotched from one plan to another. Often these changes have impacted the employees. Keeping this in mind he wouldn't be opposed to a 9% increase for health care coverage. He is not so sure that the 3429 plan would save us money if we continue the policy in place. He would propose the 3427 plan it is the most comparable coverage at a cost. Selectman Soares said they have to look at what they can afford and it is ultimately our decision. They have to look at what is best for our employees, but we have to look at what we can afford and they don't make a heck of a lot of money in this town. Chairman Robie said it was about three years ago that they changed the deductible from \$1,000 to \$2,000. They gave the employees \$750, but the employees still had to come up with \$250 more for the deductible. If they do that with the plan Selectman Snow suggested it will cost the employees another \$250. *Selectman Snow said he would be happy to withdraw his motion and they can start over again.* Selectman Chivers asked if someone would like to recommend the plan 3427. *Selectman DePuy motioned to recommended Harvard Pilgrim Health Care – Best Buy Tiered HMO LP 2000 (3427).* A 9% increase is not bad. Selectman Chivers said it would keep the employees in the same health care system and the employees wouldn't have to change their doctors. *Seconded by Selectman Chivers. Chairman Robie, Selectman DePuy, Selectman Snow, Selectman Chivers were in favor and Selectman Soares was opposed. Motion carried on a vote of 4 to 1. (4-1-0)* Former Selectman Gary York commended the Board for taking the time to work on this and looking out for the employees.

Finalize insurance number for the budget. Chairman Robie said they need to have a number for Accounting and Payroll Clerk Donna Becker. Selectman Chivers said they know what the

premiums are going to be now. What do they have to calculate besides that? Chairman Robie said the buyout and all of the other stuff that goes along with the health insurance plan. Selectman Soares asked if this would be discussed at the next meeting. Chairman Robie said they could discuss it at the next meeting. It was noted the insurance number for 2014 was \$176,291. Chairman Robie said there are a lot of things that comprise that number. The amount for the health insurance is \$82,749.84. Selectman Snow asked if the Budget Committee needed this information before the next Selectmen's meeting. They are going to a public hearing before the next Selectmen's meeting. Chairman Robie explained they are going to plug this number into the budget. He noted the number in the insurance line last year was \$106,000. There is dental insurance, health insurance, and disability. Selectman Snow asked if that number would be available to the Budget Committee prior to their next meeting. Chairman Robie said that would be correct. Selectman Soares asked how much extra they planned on putting in the budget like they did last year. The \$106,000 was not the actual number they paid for. Chairman Robie explained the deductibles come out of that line and other stuff. Selectman Soares asked how much did they pay for the entire year so far. They have 23% left. She asked if there was more to pay or do they have stuff left to pay. Chairman Robie said they were paid up. Selectman Soares said then they have \$41,000 left and will they leave an extra \$41,000 again. Chairman Robie said they were, because it counts 3-4% of their budget. If someone new comes on they have to carry that money. They've cut this line down considerably over the past 6 years. It used to be calculated for all town employees just in case they wanted to come on to the program. They needed the funds available to do that. Over the years that line was trimmed. This year they might need that money for a situation that occurred at the closure to get it completed. Selectman Soares asked why they consistently have to pad that line, \$41,000 is a substantial amount of money left over. She asked if they were going to hire enough people for \$41,000. Chairman Robie explained if a family comes on it costs \$14,000. If two families come on that is more than half of the \$41,000. Selectman Soares said when they plan a budget they don't need to have that much of a contingency in the insurance line. Chairman Robie said it's always been like that. Selectman Soares felt it needed to be cut down. It's not just a little money that is left over in their budget and it has to stop. Chairman Robie noted the town public hearing with the Budget Committee is December 17th and it will be at the Moore School. The school public hearing will be on the 18th if anyone is interested. They aren't going to have another Selectmen's meeting before the public hearing and asked the Board what they wanted to do. Selectman Chivers asked if they need to make a decision on the other components of the insurance line or is she still waiting for quotes from the vendor. Chairman Robie said they have all of them. Selectman Snow said they will have to authorize the representative to the Budget Committee to bring a number to the Budget Committee. Chairman Robie explained the buyout and the deductibles come from the \$106,000. They are going to plug the \$84,000 (the number they just voted on) plus anything other number she needs to come up with for the deductibles and buyout. Last year the number was \$106,000. They are going to keep some money on that line, so if one of the department's over expends they'll have a little money to cover it. Selectman Chivers said it was also conceivable they would need it for insurance to. Chairman Robie said that is why it has always been like that, but they have chiseled that line down over the years and it is getting thin. Selectman Snow noted NHMA was looking at asking the legislature to look at a contingency fund. Chairman Robie said a contingency fund is something they might have to look at. Selectman Snow said they are conceptually talking about a contingency, but there is no way in statute to have a contingency fund. Chairman Robie said it is the same as their co-pay. They do it in house here and they do it year to year and if they don't pay it out they turn it back. They need to have the extra money in the budget. If they had a

contingency fund they would just put the money in there and everyone knows what it is for. He agrees with that, but also agrees with what they are currently doing. He explained they'll come up with a number and it will be in the sign folder for everyone to sign off on.

The Board to discuss a policy for co-pay's and deductibles. Selectman Snow asked if they have a formal policy at the present time. Selectman Chivers said it was on page 13 of the personnel manual. He thought it was kind of vague. Selectman Snow said if they haven't changed the deductible why would they change the policy. Chairman Robie said there are a couple of things they need to discuss. He read from the current policy "The Town of Candia assists employees paying increasing deductibles for health insurance. Effective 1/1/2010, any employee who has to pay a deductible or coinsurance amount can be reimbursed (up to \$750 per year, per person covered under the health insurance plan) following submission of a statement or invoice verifying the expense. This reimbursement does not include office visit co-pay amounts." The proposed change would be as follows "The Town of Candia assists employees paying increasing deductibles for health insurance effective 1/1/15, any employee who has to pay a deductible or coinsurance amount can be reimbursed (up to \$750 per year, per person covered under the health insurance plan) once the employee has paid the first half of the deductible or coinsurance with supporting documentation and following submission of a statement or invoice verifying the expense. This reimbursement does not include office visit co-pay amounts." Selectman Snow said they are adding some language that they need to get verification that the employee paid their portion of it. Chairman Robie said it is a suggested change to the policy. Selectman Chivers asked if they are paying the first half of \$1,500. Selectman Snow didn't think they were making any changes to what they are paying, they are just asking for verification by the employee that they in fact paid the first half. Selectman Chivers asked where it says half on the present policy. There is no reference to it. Chairman Robie explained it doesn't say half. They went from a \$1,000 deductible to a \$2,000 and the Selectmen said they would help out with \$750 of that second \$1,000 deductible. This is how this came about. Selectman Chivers said it never made it to the policy then. Chairman Robie said that is how it reads though. When the employee pays their \$2,000 deductible we are giving back \$750. Selectman Chivers said what they are doing now is paying the first \$750. Chairman Robie read from the proposed policy "Once the employee has paid the first half of the deductible or coinsurance with supporting documentation." He noted they could do away with the whole policy, but that is up to the Board. This is a discussion they need to have every year and they need to update the policies every year. They can't do this without discussing it. Selectman Chivers said he was against the policy and he would not support it. He didn't think they should be involved. They are providing health and it is somewhat invasive. They have to provide their medical records to Donna and she has to verify that it wasn't an office visit. The administrative costs of that keep going up. He thought it was a generous gesture at one time. He's not suggesting this is what happens, but people are a lot more disciplined when they are spending their own money than they are when they are spending the town's money. The town is paying the first \$750 and wasn't sure if they should continue that practice. Selectman Snow said if that was the case he would expect them to stop at \$750 if they are spending their own money and not worried about it. He would object to that, because what they are doing is saying we are giving you insurance but were not going to contribute \$750 and you are on your own. We are putting a \$750 liability on them. Selectman Chivers said costs went up 9% we have to spread the pain around here. Selectman Soares said it called the real world. She noted when any company changes their insurance policy the employees have to take it out of their pay. If they opt not to be part of the insurance enrollment then they don't have to pay for it.

Most companies do not help pay for the employees deductible. Selectman Chivers said if it was a policy adopted by the Board years ago and it is taking away an employee benefit he realizes there is a lot of risk involved there too. He thought the policy he just mentioned is kind of hard to implement. Chairman Robie thought it was implemented very well in 2010. It has worked out well for our employees and our office with very little impact to the town. He doesn't want to hit his employees up for another \$750 deductible at this time with the current state of the economy. They missed a year of pay raises in 2013 and they will hopefully get the employees a raise in 2015. Selectman Soares said isn't that what Obama Care is for, people that don't have insurance. Chairman Robie said they offer insurance to their employees and the Board votes no they aren't going to do this anymore. He didn't think they needed to talk about Obama Care. In his personal life he needs to look at that. Selectman Soares understood but she was saying if they opted out because we are helping foot the bill for the deductible they have that option. It is part of reality now and they have that option. Chairman Robie said he didn't want to be that harsh right now. Selectman Chivers suggested leaving the policy as it is right now. It was the consensus of the Board to leave the reimbursement policy as it is. Chairman Robie noted they need to revisit this policy every year. **Employee Premium Contribution:** Chairman Robie read from the current policy "Employees will be required to contribute to their health insurance by way of a payroll deduction as follows: Employees requiring single coverage will contribute 5% of the cost of the insurance premium, employees requiring two-person coverage will contribute 15% and employees requiring family coverage will contribute 25% of the cost of the insurance premium. A deduction will be taken from the employee's weekly pay. Employees may, however, authorize the Town to pay their portion of the insurance premium through a before tax-reduction of their salary including ex-spouse premium." This means if an employee is getting a divorce and wants to keep their ex-spouse on the insurance and is willing to pay for their ex-spouse out of their pay, the law says they can do this up to 36 months. He asked if they wanted to add this to their employees' policy. Selectman Chivers asked if they subsidize the ex-spouses insurance. Chairman Robie said not at all, they do if they keep that person on. Selectman DePuy didn't think they need to change their policy to comply with the existing law on health insurance for ex-spouses. This is automatic with the insurance company; the health insurance carrier has to provide the insurance by law for 36 months for ex-spouses at no additional cost. He didn't think they need to change their policies. Selectman Snow said they could pay that out of pre-tax dollars and is that in the statute. Selectman DePuy said not to his knowledge. Chairman Robie said the deduction is from pre-tax dollars. He asked the Board if the policy was staying the same. It was the consensus of the Board to keep the policy the same. **Cash out option:** Chairman Robie read from the current policy "Employees who can provide proof of having other health insurance coverage may refuse the health insurance benefit and instead receive the "Cash Out Option". The amount of this benefit would be \$65.37 dollars per week. The employee will receive this money on a weekly basis in their paychecks." The proposed change would be "effective December 31, 2014, employees who choose to refuse the health insurance benefit will no longer be offered the "Cash Out Option". Exception: employees who are receiving the "Cash Out Option" as of December 31, 2014 will continue to receive this benefit until such time as the employee chooses to take the Town's health insurance benefit, the employee's status is changed from full time to part time, or the employee is no longer an employee of the Town." Chairman Robie said they discussed this at the insurance meeting about changing the policy and there was some thought that this might not be ideal. The other option was "Employees who can provide proof of having other insurance coverage may refuse the Town's health insurance benefit. Effective December 31, 2014, employees who chose to refuse the health insurance benefit will no longer be offered the "Cash Out Option". Employees

who are receiving the "Cash Out Option" as of December 31, 2014 will have their hourly wage adjusted to reflect the loss of this benefit." They can't take something away, but moving forward they don't have to offer it. They offer health insurance to the employees or they offer the buyout. Selectman Chivers clarified they would adjust the employees hourly rate to compensate their loss of \$65.37 per week. Chairman Robie replied for the employees they have now. Selectman Soares said this is standard in the business world. Chairman Robie said it is going away, you don't see it as much anymore. Selectman Soares said the cash payout doesn't exist anymore. Selectman Chivers said there was going to be any additional contribution to retirement and social security, so the \$65.00 per week is going to cost a little more than just wages. Selectman Snow thought the tax implications would be the same because the way they are working now nothing is really changing. Chairman Robie said they are taxing that money. The people that get that buyout get taxed on the \$65.00. He said they can keep offering the cash out option or they can change the policy. Selectman DePuy asked if they stop the cash out will everyone be jumping on our insurance. He thought they should find out if this program is worth doing or not. Selectman Snow said they need to decide that before the end of this meeting. Chairman Robie said right now it is costing us \$16,500 per year. Selectman Chivers said it wouldn't take too many conversions to swallow up that \$16,000. Chairman Robie said it would only take one family to come on. Selectman Snow thought they should leave the policy the way it is. Selectman Chivers thought they could only shoot themselves in both feet by changing the policy. Chairman Robie said that was a matter of opinion. Selectman Soares said the cash out policy has to be changed it is ancient. If someone is already cashing out, their spouse has a much better policy than we do. She didn't think they would be hopping on insurance policy. They don't have the benefit of the options that a bigger company may have. Selectman Chivers said they are still going to have the \$16,500 per year, but they are just going to call it wages now instead of cash out and it terminates this practice for ever. Chairman Robie said that is what a new change in the policy would do. Selectman Snow said they can't bump the insurance line then, they would have to change the wage lines. Chairman Robie said the \$16,500 comes out of that \$106,000. Selectman Snow asked if they were prepared to go to the Budget Committee and tell them they have to bump the wages line for the police department. If they change the policy theoretically the money is still going to be there, it's just coming from a different bucket. Chairman Robie stated lets decide what we are going to do with the policy before we spend it. Selectman Snow said what he was saying is we are charging it to a specific line and where the money comes from has to be the wages line. Selectman Chivers said they are reallocating if they change this policy. Chairman Robie said that was a moot point at this time. Citizen Fletcher Perkins asked if they could keep the policy in place for the current employees and if new employees come on have the policy change so it's not offered. Chairman Robie said you can't offer it to one and not someone else. Just like offering health insurance they have to offer it to everyone. Citizen Fletcher Perkins clarified that he wasn't saying not to offer health insurance, but not offer a cash buy out to the new employees. Chairman Robie said that is why they are going to do away with the cash out option, so they don't offer it any longer and they don't take anything away from the employees they have. Selectman Chivers thought long term that would be the best solution, unless they expose themselves more on the insurance side. Chairman Robie thought this was a topic that should be discussed. Things are changing all over not just here but everywhere. Selectman DePuy said he was sympathetic to our employees, but he is concerned if they pay everybody more and it isn't an impediment to getting insurance, they would be getting paid more and be able to get insurance. This may be what keeps them from getting insurance. Chairman Robie didn't think they would be giving someone a cash buy out in their hourly wage and two weeks from now say they want health insurance. Selectman Chivers

asked how they were going to deny that. Chairman Robie said they were going to put it in the policy. Selectman Snow said the policy can't say they are not going to give health insurance to someone. Chairman Robie agreed that was a good point. Former Selectman Gary York asked if the affordable care act is going to affect the municipality. Chairman Robie replied sooner or later. Mr. York asked if this conversation was a little premature. He noted the buyout policy came about in the early 90's, because an employee and their family came on the health insurance and they didn't budget for it. They do have a double edged sword here. Chairman Robie thought it was time for a change. Selectman Soares clarified they weren't paying the employee's more, they are just allocating the money into their wage line. The buyout will be put in a wage line. They are still going to be getting the same amount they do now. Chairman Robie said the concern is two weeks from now the employee could come to them and say they wanted the health insurance. If they go on the health insurance plan they would be paying the employee more. You can't do that. Selectman Snow said if the employee decides to go on the health insurance they would stop getting the cash out. Selectman DePuy understood the net would be the same, but they could be eligible for the insurance on top of that. Selectman Soares said they would no longer be getting the cash out, but getting the insurance so it would all even out. They aren't losing substantial money, but they're not gaining substantial money. They choose that option and they choose to take it out of their salary. They choose one or the other. Selectman DePuy was concerned they were going to lose or costs are going to increase on the health insurance side. Selectman Snow said if you bump the employees pay there is no way you are going to take it back down again. It was the consensus of the Board to keep the policy the way that it is. **Dental insurance:** Chairman Robie said they need to authorize the policy. Selectman Snow moved to accept the new health trust policy. Seconded by Selectman DePuy. All were in favor. Motion carried.

The Board to discuss tax deeds status. Chairman Robie recused himself from the discussion. Selectman DePuy said he asked three auctioneers to send proposals to them on the basis of how they would conduct the sales. They have only received one back from McGuinness. Tranzon said they would have theirs in by tomorrow. It's on his to do list to call Jim St. Jean. In talking with the guy from Paul McGuinness he may have misinterpreted what he heard, but it sounded like he was surprised that they were not waiting until the expiration period had expired on the right to reclaim the properties from the original owners. He did send a proposal and the other said they would. Selectman Chivers asked which expiration period was he talking about. Selectman DePuy said the 90 day period. Selectman Snow said the comment he has is that the proposal he sent said they can't have a reserve. If they can't have a reserve he has a problem. If the guy who we took the property on comes in and makes a \$1.00 bid he is going to be very unhappy. Selectman DePuy said that was his recommendation and it is just one proposal. Selectman Soares asked what the deadline was to get the proposals in. Selectman DePuy said there is no deadline he expected to have them by this meeting. One made the deadline, the other is sending theirs tomorrow, and he hasn't had a chance to talk with the other one. Selectman Soares said so they have an open ended deadline which allows them not to get their stuff to us in a certain amount of time. Selectman DePuy said they could set a deadline. They are trying to get three bids in and they told him they would do it by this evening. Selectman Soares said if they aren't going to get the other two bids in what is the point of even considering them if they can't get stuff together. Selectman DePuy didn't think we were the number one priority on their agenda. Selectman Soares said they did ask for proposals from these individuals. If they want to get the work they will get the proposal in. If they're not willing to do the work, then they aren't willing to do what's best for the town. Selectman DePuy said these guys seem to be doing a lot of work. They didn't say they didn't want

to do the work. They said they would get us proposals and interested in doing the work. Selectman Snow said they need more than one quote and they probably should have done this before they signed the deeds. Selectman DePuy thought they would have all of the proposals before the next meeting. The 90 day limit hasn't expired so they can't do anything before then anyway. Selectman Chivers noted the IRS has a couple of hundred thousand dollars in tax liens on that property and they accepted the deed before the Tax Collector went through the process of getting those liens discharged. Right now that property on Raymond Road is under water with federal tax liens. They are going through the process now to get them discharged. This is going to take some time. He talked to people at the IRS and they suggested that Mr. Nelson is the one that is living in that house. They were wondering why we haven't gone out there to verify that. He would suggest they have Chief McGillen send a cruiser over there and find out if Bruce Nelson is living there. They should find out who is living on the property and what their situation is. He felt this was due diligence on the Board's part. Selectman DePuy said the auctioneers suggested that for the purposes of selling, they should visit the properties and take pictures of the properties. They own the properties; they have a right to go in them. He didn't know if the Building Inspector should be a part of this. Chief McGillen suggested the Building Inspector could be an escort and be a civil stand-by. He would do whatever the Board wants. Building Inspector Murray asked the Board if this is really what they wanted to do. Selectman Snow said if there is someone living in that property theoretically they are trespassing unless they have a lease in which case we should know that. Selectman DePuy said he didn't think they were trespassing until we tell them to leave. Selectman Snow said they don't know who it is. It could be someone who came off the street and is living there. In this case they are trespassing. Selectman Chivers said the Depot Road property is held in joint tenancy with Sally and Raymond Martin and the deed that is held by the Town of Candia says just Raymond Martin. They have a little work to do on these deeds before they start the sale process. Selectman DePuy thought they should ask town counsel to do title searches on these properties. Selectman Chivers said the Tax Collector has already done the title search. It was noted that a title company did the search. Selectman Soares said they just need verification that Mrs. Martin is deceased. Selectman Chivers said the Tax Collector is coming up with a spreadsheet to find out what the unpaid taxes are and the unpaid interest. She will find out from the office what the legal expenses are. Administrative Assistant Hansen said there really aren't any legal expenses so far. Selectman Chivers said there is a judgment on the Raymond Road property which is \$100 per day fine from 2009. He figured it was \$180,000 in unpaid fines payable to the Town of Candia. They are going to need to make some adjustments when it comes time to set the minimum bid for that property. Selectman DePuy asked if they could ask the Tax Collector to put this in a report to the Board, the status of the title and the outstanding liens. Selectman Chivers said she has most of that information. He noted they are a far cry from going to sale. Selectman Snow asked if they are going to ask the Chief and the Building Inspector to find out if an individual is living at Raymond Road. Selectman DePuy thought they ought to. Chief McGillen said if it was the consensus of the Board he'll get it done.

Chairman Robie to give update on 23 Main Street. Chairman Robie said the Board discussed 23 Main Street last meeting. There was a little bit of confusion in our discussion with making the Fitts' an offer. He clarified that the amount of \$245,000 was the assessed amount in 2011. The current assessed value is \$204,000. He thought their discussion was to offer the current assessed value which after reviewing the minutes he offered \$204,000 to Mr. McCoy. Mr. McCoy took the purchase and sales agreement to the Fitts'. They were very upset with the town and he didn't blame them. They came back with a counteroffer of \$430,000. Their listing price was \$449,900.

Chairman Robie asked if the Board would like to come back with a counteroffer or would they like to take that number to town meeting in a warrant article and ask the people what they want to do. He would like to make a counter offer, but just one more time. Selectman Soares asked what he was going to counteroffer with. Chairman Robie said the Board can discuss that right now. Anyone who has just had their house reassessed is not going to sell their house for the assessed value. Selectman Snow said he was using the term assessed valuation and in his mind it has to be fair market which happens to be the assessed valuation. He didn't have a problem with the \$204,000; he has a problem going to the town with anything other than the \$204,000. Chairman Robie noted that the assessed value and the appraised value are two different things. Our houses are assessed as one thing on the tax card. They are going to ask for at least 30% more than what is on the tax card if we were to sell our homes. Selectman Snow said that is with a willing buyer and a willing seller. The fair market value when the town is doing business is the appraised assessed valuation. Otherwise how do you justify the taxes that I am paying? Selectman Soares said the shape and the condition of that house is not acceptable to the number they just came back with. Chairman Robie said that was a matter of opinion. They talked about this two weeks ago and they are considering the land for generations from now. Selectman Soares said that comes with the house that they are going to have to section off. She is not going to charge the tax payers \$400,000 for that piece of property when it's not worth it. Chairman Robie replied they are not going to charge them anything, they are asking them what they want to do. Selectman Soares said you are going to ask them if they want to spend \$400,000 and they are going to laugh. She thought maybe they would vote to spend \$200,000, but \$400,000 wouldn't fly in this town. Chairman Robie reiterated that his question to the Board was do they want to make a counteroffer. Selectmen Chivers, Selectman Soares, and Selectman Snow replied no. Selectman Snow felt they were getting into a discussion that it is commercial (land) and if someone wants to make money on it he would say fine, but not for the town. Chairman Robie asked Selectman DePuy how he felt about it. Selectman DePuy said he had two thoughts. He did think the assessed value and the appraised value were the same. Their appraisers were asked to do the fair market values of their homes. All of them think they are too high for taxes and too low if they want to sell. He did think this particular piece of property is a good location. They have the town hall, the cemetery and park, the school, the fire department and the library near this property. He felt the town should acquire this property for future use for the town and because it fits into what we are doing we might offer \$250,000. He is not in favor of \$400,000. Selectman Snow noted \$250,000 and \$430,000 is a long stretch. He is really hesitant as a member of the Board of Selectmen to be getting in the middle of a \$200,000 difference on a piece of property, even though it would be a good thing. They should leave this to the people who are interested in making money. Selectman Soares said it was a perfect piece for the town and she would love to get it for the town, but they are asking way too much money and they are not going to get it. She is not going to ask the tax payers to consider spending that much money for it. It's too much money that people can't afford. Selectman Snow said that is a decision that the citizens make themselves. Selectman Soares understood but this is a decision that she was put in the position for as well. *Chairman Robie motioned that the Board counteroffer with \$359,000 for 23 Main Street and give the townspeople the opportunity to make the decision.* If they don't make a decision here tonight and someone goes in and makes an offer on that property in the next 6 to 8 month, the town might not ever get the opportunity to own that land. He thought \$359,000 was a reasonable offer. He called for a second on his motion. He added they only have one chance at this, because someone is going to buy it. If they don't offer it to our town, we are not doing the town justice as the Board of Selectmen. Selectman Soares didn't think that was fair to say, they are not doing the town justice

by charging them that much money. Chairman Robie replied they are not charging them anything we are asking them to vote. Selectman Soares said it was too high of a number. How many times have things go on the ballot and people vote it down. They need to have a reasonable number and that is not reasonable for that property. Chairman Robie thought it was very reasonable. Selectman Soares said not if they have to buy that house, because we won't get what we need for that piece when we section off that house. Chairman Robie said it didn't matter. Selectman Soares said yes it does matter it is the taxpayers' money. They have think about that when they section it off. Selectman Snow said they weren't sectioning off anything and he isn't interested in discussing it. *Chairman Robie asked for a second on his motion.* Citizen Fletcher Perkins felt the Board was making a huge mistake not bringing this to the people at that price. They got the presentation from Jack Munn (SNHPC) three weeks ago and everyone in a position of power is just ignoring it. They have to move towards the future and they're not doing that. Someone has to put their big boy pants on and get this thing done. They have four men and one lady that can do the job and move us to the future. It has to be done. They need to give the people a chance to vote, if they don't want to move towards the future than that is fine but is up to the voters to have that opportunity. Selectman Soares apologized but she was not comfortable with that number. *Chairman Robie withdrew his motion.* Selectman DePuy said he wasn't opposed to a motion of \$250,000. This was because of the special nature of the property and it fits in with everything and he has faith in their appraisers. He does agree with what has been said about the future of the town. He would go back to the Fitts' with an offer of \$250,000. Selectman Snow said the Fitts' are going to bounce that number and they don't want to be in the horse trading business. There is no clear use for the property. *Selectman DePuy motioned to counteroffer with \$250,000 to buy the property. Seconded by Chairman Robie.* He noted that he seconded the motion to keep the ball rolling. He'll do the leg work but he knows he'll be back with another counteroffer because he knows what the value of that property is. Selectman Chivers said he wasn't interested in going back and forth. Selectman Soares wished they could be a little more reasonable then \$430,000. She doesn't think it was reasonable, but it is their property. Chairman Robie thought whatever number they negotiate the people have the right to vote on it. Selectman Snow said there was no reason they couldn't go to the town with a warrant article that says "authorize the Board of Selectmen to negotiate the sale of that property." They don't know what the number is going to be. Selectman Chivers said they need a dollar amount. Selectman Snow said if someone buys it out from under them then that is the way it goes. Chairman Robie said that is why they are discussing this today. Selectman Snow said the process they are using now is attempting to get a purchase and sales agreement which means they will have to up the front money, so they'll have an amount to go to the town with. If they vote it down, then they will say they should have had a number that was lower. Chairman Robie said that is their responsibility as the Board of Selectmen to do these things and bring it to the people, it is their duty. Selectman Snow said you can bring it to the people asking for the authority to look into it. If they come up with a number then they can go to a special town meeting. If the concern is they want to attempt to let the people have the vote on whether they are going to do something with that property or not they can do it without having the purchase and sale agreement. Chairman Robie said the more they talk about this someone could sneak in and get a purchase and sale agreement and the opportunity would be gone. Selectman Snow said they talked about this two weeks ago, if someone wanted to sneak in it could be gone tomorrow. Chairman Robie said they have one opportunity to get that property and it might not come up for generations. Selectman Snow believed that \$359,000 would get us a purchase and sale agreement. Selectman Chivers noted they are still \$100,000 off from the asking price. He said it was good enough to offer \$245,000 last week, it is good enough to offer what

Selectman DePuy offered this week. Chairman Robie noted he went with the \$204,000, because the Board wanted to get the ball started that was the only reason. He felt the only reason the Fitts counter offered was because they are the town. Selectman Chivers asked that they call for a vote. *Chairman Robie, Selectman DePuy, Selectman Chivers were in favor and Selectman Snow and Selectman Soares were opposed. Motion carried on a vote of 3 to 2 (3-2-0).* Selectman Chivers asked if Chairman Robie could tell the Fitts this is their highest and best offer. Chairman Robie said he can't do that and he isn't going to give up on his town for a couple of hundred thousand dollars. Citizen Becky Sarra felt this was wrong; they haven't brought it to the town. Selectman Chivers said it would be brought to the town. Citizen Becky Sarra replied not if the offer is turned down, they'll never hear of it again. Chairman Robie said he appreciated her opinion and felt they Board did also.

Selectman DePuy to give update on cemetery perpetual care lots. Selectman DePuy said the one issue with the perpetual care interest is how far back they could go and how many years. He did get a hold of Terry Knowles (with the Attorney General's Office) and she told him they could only go back to 2013. They couldn't go back to earlier years. The reasoning was the audits are two year audits and at the end of that period the town's books are closed. For that reason they cannot go back. Selectman Snow explained what she said in essence is that it would change the town's numbers. He didn't think they were going to take issue with the opinion from the Attorney General's Office. Selectman Chivers said there wasn't that much money at stake. Selectman DePuy explained the methodology and she said it sounded fine and it would be acceptable. The Trustees of the Trust Fund have that under consideration and he has informed them they can't go back more than one year. They will use this methodology in the following years to make the same request. Chairman Robie clarified that they did this two weeks ago – request those two payments. Selectman DePuy said that was correct they asked for 2013. Selectman Snow said they would ask for 2014 right after the first of the year when they have the number. They can then do it anytime after that, because it will become anticipated revenue. Selectman DePuy said that was the plan. The Trustees asked the town for an explanation of how they came up with their number and they provided them with an explanation. Chairman Robie said Mr. Snow has held up the payment for four years on getting those perpetual care funds released. He thanked Selectman DePuy for his efforts. Selectman DePuy said Superintendent of Cemeteries Jerry Becker put some many hours into this project as well. He deserves a lot of the credit. Selectman Chivers asked if the investment yield per lot falls below the cost of the town to maintain that lot are they required to dip into their principal. Selectman DePuy replied no. Selectman Chivers felt it was kind of a one way street, so why did they even start this. There are some good years and some bad years and they all average out. Why did we even pick at this thing? Selectman DePuy explained each lot is an individual trust and it may be generating \$2.50 interest or generating \$160 interest. They can't take the \$160 from the one lot to pay for its care, it is way over what its possible care could be. Selectman Snow explained unless they have a specific expense for a specific lot there is money there. If a monument gets stolen or damaged they have a legitimate right to ask for the cost to fix it. Selectman Soares said they couldn't use it for stolen monuments.

The Board to authorize payment of payroll checks and accounts payable checks. Chairman Robie announced the grand total of payroll and accounts payable checks for December 4th and December 11th was \$1,050,101.65. Selectman Snow motioned to accept accounts payable and payroll checks for December 4th and December 11th in the amount of \$1,050,101.65. Seconded by Selectman Soares. All were in favor. Motion carried.

Other Business

Lights at the skateboard park. Selectman Snow said he talked with PSNH about the lights at the skateboard park. They told him that they won't put lights up on someone else's pole. The next option is he'll get the pole and the wire and they can run underground over to the salt shed switch and they will have the opportunity to put a switch in. He is going to see if he can get Citizen Frank Reczkowski to donate that portion of it. He'll be come back to the Board with another option. They still have eliminated the cost of getting a pole and putting it in. They will have an added cost to digging across and an electrical cost of hooking them up.

Candia/Auburn Post. Selectman Snow said they have been sending their notices to the Hooksett Banner. The Hooksett Banner has now gone to the Candia/Auburn Post and that is tied to the Salem Observer. He has no clue if this is going to come relevant to Candia or not. They have an ad this week that came out in the Hooksett Banner which only went to Hooksett. Chairman Robie said he did the research. The Hooksett Banner still goes to Candia, Auburn and Hooksett. Selectman Snow said he hasn't seen it anywhere. Selectman DePuy said the Candia/Auburn Post is a free mailer. Chairman Robie said they advertised in the Hooksett Banner because it went to all of the towns. The price was the same to post in the Candia/Auburn Post as it was in the Hooksett Banner. It is very expensive. Selectman Chivers asked what his point was. Selectman Snow said his point was that notices have to go to the surrounding areas. The Hooksett Banner was an area that was cheaper than the Union Leader. They need to either notice in Candia/Auburn Post or put it in the Union Leader. Selectman DePuy said the Hooksett Banner still covers the Candia area. Chairman Robie read from the advertising rates flyer and Hooksett Banner still covers Candia. Selectman Snow said if they do change they need to look at posting in the Union Leader. Chairman Robie said they do advertise in the Union Leader.

Citizen Becky Sarra noted that School Board member Nicole LeFlamme come to the last meeting and wanted to give the Board a hand out. She would like to give the Board the hand out and wanted to inform them that they would probably be hearing form the School Board. They would like to have a joint board meeting to discuss the future of the town.

Announce next regularly scheduled meeting date: December 22nd, 2014 @ 7:00 p.m.

Selectman DePuy motioned to adjourn at 9:08 p.m. Seconded by Chairman Robie. All were in favor.

Respectfully submitted,
Andria Hansen, Recording Secretary