

~~Unapproved~~ **APPROVED**
Candia's Selectmen's Public Meeting Minutes
December 14, 2015

Attendance: Chairman Carleton Robie, Vice-Chair Boyd Chivers, Selectman Scott Komisarek, Selectman Susan Young, Selectman Craig Sandler, and Administrative Assistant Andria Hansen.

Chairman Robie opened the meeting with the pledge of allegiance.

Approval of Previous Minutes: Public meeting minutes of 11/23/15: Selectman Chivers moved to accept the Selectmen's meeting minutes of November 23rd, 2015 as presented. Seconded by Selectman Young. 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. Selectman Chivers asked when the guard rail was going to get fixed on Patten Hill Road. Road Agent Lewis said he is working on it this Wednesday. He is going to extend both sides, curve it back in, and put different end units on it. Selectman Chives asked if they have been reimbursed for the last incident. Road Agent Lewis said they will be and it's in the works.

Police: Chief McGillen read from the attached report. They had some kids with slingshots shooting at cars on High Street. They found out who they were and took them to juvenile court. He noted they are working with the Upper Room in Derry. They do juvenile diversion. They had a couple of juvenile's that was in possession of marijuana that they felt didn't need to go through the juvenile court system. The juvenile officer from the state recommended the Upper Room in Derry. He called them and they were very receptive and there is no charge to the town. They have all kinds of different programs where they meet with the parents and do an intake meeting. Then they design a plan involving writing essays or doing community service. It looks like it's a good thing for us to keep in mind. He mentioned that some of the officers had laser training last month. They will be training the other officers on this. They have been getting a lot of complaints on the side roads and Brown Road is one of them. They had a guy doing 72 mph on Saturday night. He took off on the officer, ditched the car in Auburn and then ran off into the woods. This morning they had a guy doing 60 mph Brown Road. He's had a resident on Brown Road call him complaining. He's gone down there a few times and hasn't seen much. They are going to be on various roads throughout the community. He mentioned that Page Street Leasing paid for the striping for the trailer which Frank Sarra did. He thought it was very nice of them to do that. Car 1 had gotten damaged by a deer and it has been fixed. Walter Ingaharro fixed it and did a good job. He was very pleased with his service. Chairman Robie asked if the insurance paid for this. Chief McGillen said they didn't run it through the insurance company, because the deductible was \$1,000. They didn't want the rates to go up. It was noted that the cost to fix the cruiser came to \$1,200 and it would have cost them approximately \$2,200 if they took it to a dealer to fix it.

Fire: Selectman Chivers read from the attached report. It was noted there haven't been as many EMS calls as there were last year.

Building: Building Inspector Murray read from the attached report. They still have projects coming in. There have been no new code enforcement cases. They still have the same four open code enforcement cases.

Solid Waste: Selectman Sandler said they have been cleaning as much stuff out as they can before the end of the year. Facility Operator Witcher has been very successful doing that. Aluminum is taking another 16% decrease.

Boy Scout Andy Hawes to present proposal for Eagle Scout project. Boy Scout Andy Hawes presented the Board with a picture (see attached) which is a rough sketch of what the project is going to look like. He noted a few concerns the Board had the last time he was here. One was the dedication of the plaque and dedication of the project. They are going to have the 170th Airborne Division purchase a flagpole and donate it to the town. Then he is going to install the flag pole. He'll put a plaque reading the flag pole was donated to the Town of Candia by the 170th Airborne Division. So the whole project wouldn't be dedicated to the 170th Airborne Division just the flag pole. The rest of the project would still be the same, the Walter Foss Memorial. The next concern the Board had was the material of the fence, whether it would be wood or a composite type. He could do a wood hemlock fence with many coats of stain or do composite synthetic which would cost a little more and there are possibilities of warping and breaking with that. Chairman Robie thought a wooden fence would be acceptable and the community will take on the responsibility of maintaining it further down the road. He thought they should take responsibility of things donated. Andy said that was his concern, the maintenance 20 years down the road and what would happen to the project. Chairman Robie said the town would maintain it. Selectman Chivers asked about the sign (in the drawing). Andy said that is another part of his project and he is going to add a sign to the park. He was thinking it would say Samuel Walter Foss Memorial. It will probably be an AZEK material with gold leafing; it would be hanging on the fence at the entrance. The other concern was the lighting of the flag at night. He has been researching the solar power lights. He's leaning towards one that hooks on to the bottom of the flagpole or up above shining down. They run about \$200 to \$300. Chairman Robie asked if he was going to restore the flagpole. Andy said there used to be one there and he is going to buy a new one. He has been researching aluminum and fiberglass flagpoles. They have ones with an internal mechanism's which run from \$800 to \$1,300. Chairman Robie asked if the flagpole would be coated white. Andy said he liked the shiny aluminum color. Selectman Chivers said this satisfied his concerns from the last meeting. Selectman Young told Andy he's done a good job putting this together and it is a lot of work. Andy noted that he is planning a spaghetti supper at the Masonic Hall sometime in January as a fundraiser. Chairman Robie asked Andy to let the Selectmen's office know when that is and they'll get it on the sign out front.

The Board to discuss health insurance and disability for 2016. Chairman Robie explained if you look at the spreadsheet (see attached) it shows the plan the employees currently have and the proposed plans for 2016. There is a 2016 plan offered by Harvard Pilgrim Health Care – Gold Best Buy. There are just a few changes that show up. He noted the renewal plan is 5% less than last year's plan. Selectman Young asked if the employees have been polled as far as their preference. Do they prefer a better coverage than the one we're willing to offer? Chairman

Robie said this is what we are offering. The HMO LP 2000 (3691) is comparable to what they have now. There are very minor changes. The plan they have now is going away and won't be offered. They need to decide on a plan this evening. He called for a motion on a plan. There was further discussion about the other plans being offered and the deductibles. Selectman Chivers moved to sign a contract with Harvard Pilgrim Health Care – Gold Best Buy Tiered per visit HMO LP 2000 (3691). Seconded by Selectman Komisarek. All were in favor. Motion carried. **Disability:** Chairman Robie said they have a disability comparison for 2016 (see attached). Selectman Chivers said Boston Mutual would save us \$1,700 per year. The only difference between the two is a seven day waiting period. Most of our employees have signed up for the Aflac disability plan which covers them until they get picked up by our plan. He would recommend they sign up for the Boston Mutual plan. It was noted that there is a 14 day wait opposed to 7 days. Selectman Chivers asked how many people make disability claims per year. Have they had any in the last twelve months? Chief McGillen noted they had one in the Police Department and Selectman Sandler said the Recycling Center had one. Chairman Robie said before they change the disability policy they should change the personnel policy and change it from 7 to 14 days. They probably should have discussed at a meeting prior, because the personnel policy says 7 days. Selectman Chivers asked if they wanted to change the personnel policy tonight. Chairman Robie didn't think that was the right thing to do. It's not the proper procedure. It's not on the agenda and it's one of those things they are throwing darts at. If they have a policy in place they ought to follow it and the policy says seven days. Selectman Young asked if it was possible to change the policy at the beginning of the next meeting if this is what the Board wants and they can vote on it. If they vote on it on December 28th would it give them enough time to have it effective on January 1st? Chairman Robie said they have to get disability insurance renewed by January 1st. Selectman Young asked if they could get it on the agenda for the December 28th meeting. Chairman Robie said he was not in favor of changing the policy just to reduce the coverage. Selectman Chivers said if they can change the personnel policy and sign up for a policy before the expiration of our current policy and save \$1,700 per year, he would recommend they do that. Chairman Robie questioned without discussing that with our employees. Selectman Young said they didn't discuss the health insurance options with our employees. Chairman Robie said they offer health insurance and that is what they offered them. There was further discussion about changing the personnel policy. Selectman Komisarek pointed out either they pay less money or they take something away from the employees. His position would be to keep it as it is. He asked if they are trying to reduce our costs or keep the employees happy. Selectman Chivers said this is not a tangible benefit for the employees, it is something if they use it they get the benefit. They are also covered by Aflac. Selectman Komisarek said he wanted to know how many people have Aflac and would it cover those additional seven days. This would be a good thing to know. He wasn't in favor of taking a benefit away. Chairman Robie thought the Aflac policy paid the employee up to their wage. The disability policy pays them 2/3^{rds} of their wage. Aflac would pick up that 1/3rd for the employee. Selectman Chivers said this is in the rare event that you have an employee that files for a disability claim. Aflac will pay 2/3^{rds} of their pay after the first 7 days. Selectman Young said her opinion is they are going to be talking about merit pay at some point. She would rather use the extra money for that. She asked if there was a big problem waiting on this for 2 weeks. Chairman Robie said it is whatever the Board wishes to do. Aflac is private between the employee and them. Aflac has nothing to do with the town. Selectman Young asked why they came before us and asked to offer it to the employees. Chairman Robie said that is what they do.

They need to ask permission to have access to the employees. There was further discussion about amending that personnel policy. *Selectman Chivers motioned to select Boston Mutual for employee disability.* Chairman Robie said that goes against their policy. Chairman Robie reiterated they have to amend the personnel policy before they vote on this. Selectman Young said this is not going to be a battle she is going to fight. *Selectman Chivers motion failed due to lack of a second.* Selectman Komisarek pointed out that Boston Mutual is cheaper on the 7 day wait. Chairman Robie pointed out that Boston Mutual is a \$36 per month increase. *Chairman Robie moved to go with Boston Mutual short term disability with a 7 day wait period and the monthly premium is \$532.25 per month, \$6,387.00 per year. Seconded by Selectman Young. All were in favor. Motion carried.*

The Board to open sealed bids for the police cruiser. Chairman Robie said they did not receive any bids for the cruiser. Chief McGillen thought they should put it on Craig's List for \$600 or best offer. Chairman Robie thought they should leave it at \$1,000. Selectman Young asked how much they would get if they sent it somewhere like LKQ. Chief McGillen said about \$250 or \$300. Chairman Robie asked who would set it up on Craig's List. Selectman Chivers said he could set it up and refer the calls to Chief McGillen. It was the consensus of the Board to put the cruiser on Craig's List for \$800 or best offer until December 28th, 2015. Chairman Robie said if it isn't sold they will send it to LKQ.

The Board to open the sealed bids for solid waste haulers. Chairman Robie announced they received 3 bids: Naughton & Son Recycling, LLC, Casella, and Waste Management. Selectman Sandler read from Naughton & Son's quote (see attached). He noted that they did not bid Moore School. The way he understood that is they had a couple of containers at the school and we included them in our original contract, but the school pays for the fee. He also noted that all of those numbers are higher than their current contract. Chairman Robie read the pricing from all three quotes (see attached). It was noted that Waste Management was lower in all of the categories (MSW, C&D, Glass and rental fees). Chairman Robie moved that the Board does not consider Naughton & Son Recycling, LLC. Seconded by Selectman Komisarek. All were in favor. Motion carried. The Board considered Casella and Waste Management. It was noted that Waste Management's bid was slightly lower on its transportation by 2 ½ percent. Selectman Sandler motioned to accept Waste Management's contract as presented. Seconded by Selectman Komisarek. All were in favor. Motion carried. Chairman Robie asked Selectman Sandler to sign the contract.

Health Officer Dave Murray to discuss mosquito control program for 2016. Health Officer Dave Murray said it is time for us to apply for that special spraying permit. He has the money in his budget to do it. There are still only two companies that do it, Dragon Mosquito and Best Management out of Maine. He went through the bidding process with the two of them and he thought they would be lower because of the gas prices. They both had the same answer that their insurances and the cost of chemicals have gone up. Their numbers have stayed the same. He would like to apply for the permit like he did last year. He would also like to go with Dragon Mosquito. They gave us good service last year and he gets monthly reports from them throughout the year. He asked how they were going to do the warrant article. Chairman Robie thought they were going to look into holding that license themselves. Health Officer Murray said it is a little tough where we're not licensed to use the chemicals. Chairman Robie thought

they were going to get licensed for that. If they were licensed they could apply for their own permit and they could have anybody spray that was licensed. Health Officer Murray said he could see that if there were a bunch of companies to choose from but there is only two. Chairman Robie said if they did it that way they would hire them when they need them. They don't have to do the whole larvae testing, because it is fruitless on a season where they can't find a puddle. Health Officer Murray agreed it was a big plus having a dry season this year. Selectman Chivers asked if they agreed to put a warrant article in for mosquito spraying. Chairman Robie said the first time they did this it was a petition warrant article and we didn't end up spraying. The second time they put the warrant article in and it passed. Selectman Chivers asked if it was \$17,000 per year. Chairman Robie said the warrant article is for \$37,000. Selectman Chivers said the one thing he feels strongly about is that this is a waste of money. You can't possibly get every pocket in this town that generates a mosquito. Health Officer Murray said it helps but it's certainly not an answer to the problem. *Chairman Robie moved to apply for the permit at a cost of \$600.* If they don't pass a warrant article to do the whole program, they could spray if it needs to be done. They can call these companies and they will spray only if they want them too. The year they EEE they didn't have a program and they came up with the money to spray in certain areas. The school sprays themselves and the CYAA does also. Health Officer Murray said the town sprays around the library and Town Hall. It was noted that there is larvae testing at 110 sites around town. Chairman Robie called for a second on his motion. *Seconded by Selectman Chivers. All were in favor. Motion carried.* Health Officer Murray said he would work on two warrant articles for a couple of options. Chairman Robie asked if Dragon Mosquito gave him a quote. Health Officer Murray said they gave him the same price as last year. Chairman Robie said they will discuss the warrant article and if the Board doesn't want to approve it, the people will have to submit it as a petition. He asked him to have this for the next meeting, because they will be reviewing some of the warrant articles at the next meeting. He thought they should appropriate some money for spraying. If the warrant article doesn't pass they should have some money set aside for spraying. If they end up with EEE, they will still need to spray some areas around town. It would be the correct thing to do for the public.

The Board to discuss FEMA Grant and Fire Department grant for protective grant.

Chairman Robie noted the town received a check from FEMA from last year's blizzard. The amount was \$17,059.05. The town voted in 1994 to appropriate funds made available during the year. The people voted if these funds come to the Selectmen they have the authority to put them back in the operating budget. He would like to put the grant money back in our operating budget. Chairman Robie motioned to put \$17,059.05 back in the bottom line budget. Seconded by Selectman Young. All were in favor. Motion carried. Chairman Robie motioned to put \$791.84 back in the protective clothing budget. Seconded by Selectman Chivers. All were in favor. Motion carried. **Budget:** Chairman Robie noted as of the last pay period they have approximately \$202,000. They just added \$17,000 and Accounting/Payroll Clerk Becker is going to transfer the \$75,000 warrant article. This leaves them with a bottom line of \$315,000 moving forward for the next three weeks. They have an extra week so there is 53 weeks instead of 52. It hasn't snowed which is a good thing. Hopefully they can encumber their whole asphalt maintenance line. He thought they would be fine until the end of the year. When they got this budget back in the spring a lot of departments gave up about \$18,000. They gave up enough to make up the \$80,000. He wants the departments to think about the funds they would

like to encumber. They don't have to but this is what he is going to suggest. He would recommend that they have an invoice. Road Agent Lewis said they can transfer the asphalt back in, but there is still a \$12,000 from the Moore Highway Fund. He didn't think they received that yet, so this could be added to the number. This leaves him with about \$95,000 left in his budget. They need to save something in case it should happen to snow. After the next meeting it will only leave him with three days to get an invoice for per ton. Chairman Robie said get a price per ton for 200 tons of asphalt. Road Agent Lewis clarified that it has to have a specific number and purpose. Chairman Robie said it has to have a purpose and an invoice. Road Agent Lewis said he would like to use some of his gravel money now to do Tower Hill, part of Flint, and part of Currier. Chairman Robie said they all know they are way behind on asphalt. Road Agent Lewis said he would do an encumbrance for \$100,000. There was some discussion on the price of asphalt. Selectman Young thought all of the departments should be thanked for their due diligence. Chairman Robie informed the Board that the copier broke in the office. They are in the budget for 2016. They decided to buy from Seacoast Business Machine. The Office was told that NECS was unable to fix the machine because they were unable to find the part. He felt they had the money in the 2015 budget to purchase a Sharp copier. Chairman Robie motioned to spend \$7,500 out of the 2015 budget to purchase a copier. Seconded by Selectman Sandler. All were in favor. Motion carried.

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 3rd, December 10th, and December 17th was \$1,020,511.14. Selectman Chivers motioned to accept accounts payable and payroll checks for December 3rd, December 10th, and December 17th in the amount of \$1,020,511.14. Seconded by Selectman Young. All were in favor. Motion carried.

Other Business

Perambulation (with the Town of Hooksett): Chairman Robie thanked Selectman Chivers for doing this. Selectman Chivers said they are they waiting for one more signature on the report.

Chairman Robie asked Selectman Komisarek about the master plan invoice in the amount of \$5,000. They need an invoice so they can expend those funds. Selectman Komisarek said he spoke with Jack Munn and he said he was going to send an invoice.

Selectman Chivers noted they closed on two of tax deeded properties. They are going to be sending the person in Manchester \$27,000 and the other person \$7,000. He is working on the report and then they will pay the money out. They also collected \$2,000 on accrued taxes. Chairman Robie said that would be the prorated taxes. He asked to see a copy of the HUD settlement statement. It was noted there is one more closing that has to take place.

Selectman Chivers noted they are behind on their perambulation. He recommended to the Scout Master that this would make a good Eagle Scout project.

Selectman Sandler motioned to adjourn at 8:30 p.m. Seconded by Selectman Young. All were in favor. Motion carried.