

~~Unapproved~~Approved  
**Candia's Selectmen's Public Meeting Minutes**  
**November 13<sup>th</sup>, 2017**

**Attendance:** Chairman Carleton Robie, Vice-Chair Susan Young, Selectman Scott Komisarek, Selectman Russ Dann, and Administrative Assistant Andria Hansen. **Absent:** Selectman Mark Laliberte.

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

**Approval of Previous Minutes: Public and Non-Public meeting minutes of 10/23/17.** Selectman Dann moved to accept the Selectmen's Public meeting minutes of October 23<sup>rd</sup>, 2017 as presented. Seconded by Selectman Komisarek. All were in favor. Motion carried. Selectman Dann moved to accept the Selectmen's Non Public meeting minutes of October 23<sup>rd</sup>, 2017 as presented. Seconded by Selectman Dann. All were in favor. Motion carried. Selectman Dann moved to seal the Selectmen's Non Public meeting minutes of October 23<sup>rd</sup>, 2017. 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. He paved top coat and did shoulder work on Bean Island and Island Road. This is where he used the money that the state gave them. This wasn't on the plan, but they could get it all done. They paved Thresher Road using the Moore Highway fund money. This was the upper end of Thresher Road right at the steep end. This is something he has been trying to do for 15 years. He did sign replacement on Patten Hill Road and Depot Road someone ran over the sign there. They have lost a lot of signs around town in the last couple of months. There are about 9 or 10 of them stolen or graffiti painted on them. Whoever is stealing them is well equipped because they do a clean and neat job. They pull the post out of the ground, unbolt the sign, and take the bracket and the sign and leave the post. There have been four signs left that way. They had a fair amount of wind damage from the high winds on October 29<sup>th</sup> and 30<sup>th</sup>. They did have a lot of trees down. They had some erosion. The worst was a culvert on North Road. They did rebuild the dam last year and the water was incredible coming over the emergency spill way. It totally overpowered our culvert which lines up the emergency spill way. It curved in under the pavement and came back out and went down to the bigger culvert. He didn't realize it until he drove over it and it had a little bit of a sag to it and there was about 5 inches of soil taken out under 4 inches of pavement. It swallowed up about a 10 wheel loads of erosion stone just to fill the whole. They are going to have to do something with those culverts. He has applied for grants and hasn't gotten them. He'll try applying again for this year but he thought next year they will have to look at two box culverts. It was a phenomenal amount of water. They cleaned up a lot of trees and there will be a FEMA declaration on it and they will get some reimbursement. He started some roadside mowing and got about 30% of the town done. He'll get the rest of it done by the end of the month. Chairman Robie asked if they got a turnaround on Thresher Road. Road Agent Lewis said it was a gravel turnaround, he didn't pave it. Chairman Robie asked about the box culverts and asked if they needed to get some engineering done. Road Agent Lewis explained they have

already sized them for us and they did that work last year. They applied for the grant for the town. They have all of the information. They will apply again for a grant and if they don't get it they will have to do it themselves. Chairman Robie thought they ought to consider that because that would be the second time they've had a problem down there in the last ten years. Road Agent Lewis noted the culverts have reached their lifespan. In 1983 the culverts were put in and they are metal. Just the abrasion going over the bottom of it constantly has taken the coatings off of it. He'll get together with Stantec soon and see what's available.

**Police:** Selectman Komisarek said it was a very quiet month and there were only seventeen offenses four of which were dog control issues. Chairman Robie noted the Chief said it was quiet last month also. Selectman Komisarek said that is a good thing. Chairman Robie mentioned that they promoted Sgt. Gallagher to Lieutenant last month. He had spoken to the Chief about bringing him in and making that announcement. He would like to congratulate Sgt. Gallagher on his promotion to Lieutenant.

**Fire:** Selectman Dann read from the attached report. He noted it is the same scenario every week.

**The Board to consider extending AMR's agreement for an additional two years.** Lt. Jon Seidner said the contract expires in March. They are getting a jumpstart and making sure they get that renewed. The proposal is to extend the term by two years. It is the same as the existing contract all of the exact same clauses with no changes or charges. It is the same service they have been providing us just for another two years. It's the same contract they have agreed to in the past and he has been very happy with the service. Chairman Robie noted a year ago they had quite a discussion about ambulance service. Lt. Seidner said as long as they are around and giving us service he thought it was wise to keep taking advantage. Selectman Young asked if they felt good with two years. Lt. Seidner replied yes, but if it gets cancelled they could only give us a months' notice. Selectman Dann asked if it was in this contract. Lt. Seidner said it was in the original contract. The Board proceeded to sign the contract. Lt. Seidner thanked the Board for their time.

**Building:** Building Inspector Murray read from the attached report. He noted code enforcement case numbers will probably increase. He's juggling a couple of cases right now and he really isn't getting anywhere. He can usually handle it with a couple of phone calls, but it's not working out.

**Solid Waste:** Selectman Dann read from the attached report. They have generated revenues of \$54,624 which is 1/6<sup>th</sup> of the budget at the Recycling Center. The solid waste that they are hauling out is not going completely into the landfill. He was just talking with Chuck and 84% of that is recycled, so 16% is going into the landfill. Even though they are hauling those big dumpsters out it's still sorted. Whatever can be salvaged which is approximately 86%, it's recycled. If they ended up having more people doing their recycling they could take more of that and it would be income. Candia is a mandatory recycling facility. What they are trying to do is work with people; this is what the attendants are there for to instruct people where things can be recycled. Chairman Robie asked about the household trash and are they hauling it away. Selectman Komisarek didn't think he was talking about that he is talking about the C & D.

Selectman Dann said the construction debris and the other is household waste. It all gets recycled. Chairman Robie clarified that only 16% of that goes into landfill. The other 84% is recycled. Selectman Dann said there are something's that they don't recycle there at all. Chairman Robie said he was very confused about that. Once people take their recyclables out, then we pay someone to come get it. They are recycling it again, if that is the case they should throw everything in there and they can recycle all of it. Selectman Dann said they wouldn't get \$54,000 either. Chairman Robie didn't know how much it costs them to recycle all of that stuff and he thought it was more than \$54,000. If you count two pieces of equipment, an \$80,000 baler, and two employees and if you add it all up and you have a \$360,000 budget for the Recycling Center. \$54,000 in recyclables is a small token of income. He needs to be clear on what are they are recycling after they have recycled it once. They really need to be clear on that, because 84% of salvageable stuff in our dumpsters doesn't make any sense to him. Selectman Komisarek thought they were talking about the construction debris. You have the place in Epping and the stuff goes in there and they have a conveyor. He thought it would make sense with a construction dumpster. Selectman Dann said there are things that go into the compactors and there are some things that they don't recycle because they don't have the facilities to recycle. When you talk about how many truck loads that have to go out, that's the dollars and cents. Those are dollars that they are going to be paying to Waste Management to haul out. You are talking about how many truck loads that will have to be coming in every week to haul everything out. They are talking tonnage alone on the recyclables. Selectman Young asked what would help, what are the not recycling that could be. She noted they don't have the facilities to recycle some of the plastics that are there. Chairman Robie asked if there were any other questions. He would like some clarity. Citizen Boyd Chivers asked what could be left to recycle once you pull out the aluminum, tin, two grades of plastic, the cardboard, and you throw the metal in the scrap pile. What is left to recycle? There should be nothing left in the trash if you recycle everything. It's all pulled out before you get to the compactor. Selectman Dann said there are some people that said they are not recycling and have dumped it. He has talked with those people and told them this is mandatory recycling, if you do not want to participate you can get a dumpster on your own property and they did that. The attendants are down there to work with people. If a person comes down and they have one bottle, there isn't a problem with that. The construction waste is another factor. They don't charge anything for that and that is a cost going up. Other towns charge for that construction waste. These are things that they look at and it gets to be a problem. Chairman Robie asked Selectman Dann if he could get some clarity on that for him. He thought most of the town was on the recycling program and uses the facility. There may be a few people that ignore that and try to sneak a bag of trash by the attendants. A few bottles and cans don't add up to 84% of that. Selectman Dann reiterated there are other plastics that they can't recycle. Selectman Komisarek said they have talked before about the construction material being free and it might be nice to know what the surrounding towns are doing, because you know that when it is free in Candia and it costs somewhere else they'll start to get a disproportionate share of stuff. It would be nice to know what the surrounding communities are doing. Selectman Dann said the ones that he has gone to are charging. Chairman Robie noted if they are going to charge they'll need a scale. They would have to charge by the weight. Selectman Komisarek said he went to the recycling facility in Rye and it cost him \$200 for the C & D. They do it by the load. He felt Candia ended up with more than their fair share. Say somebody does something over in Raymond and Raymond is going to charge, they could easily hook their trailer up to someone's vehicle with a dump sticker and they bring it to Candia. Anytime there is

a financial incentive for something like that you tend to end up with more than what is yours. They have talked about this in the past. It is just human nature. Selectman Dann said this is something the Recycling/Energy Committee is looking at. You can buy this bag, have it on your property and Waste Management picks it up. There is a charge for it. Any contractor today should be able to put a compactor on the site instead of having to haul it. There are a lot of things they could do. They could eliminate it. They are not going to get a scale because it would be very costly to implement the process. There are a lot of different things to look at. They could get a better handle on what they could do and improve the facility. Selectman Young thought most contractors would get a dumpster if they were doing a big job, but maybe they don't. Selectman Dann said that facility is operating five days a week and open four days a week to residents. Chairman Robie asked Selectman Komisarek if he thought the \$200 fee was enough or not enough. Selectman Komisarek said it hurt. He noted if every community that surrounds us is charging then he would be willing to bet they are getting more than their fair share. Selectman Young asked if there is enforcement. Selectman Dann said if they have the sticker on their window and they are pulling someone else's trailer, they wouldn't know. They have people down there that know Candia residents and if the Candia resident is driving, how do you say no. Chairman Robie clarified that Selectman Komisarek thought it was a high fee to pay in another town. Selectman Komisarek said if it was a pickup truck it would have been \$100. Chairman Robie noted they take a lot of construction debris. A lot of contractors bring in their construction debris to our facility. He personally doesn't do that. If he shingles an older persons roof in town, to save that person money he brings the shingle debris to the facility to save them money. He does it when it is feasible for him to do that, if not he takes it to Raymond and pays. It was set up to save the taxpayer some money. That being said a fee might not be a bad idea for the contractors. There may be a chance that some stuff comes in from out of town. Selectman Young would hate to charge the residents if they are getting their roof repaired. To her this is more taxation. Road Agent Lewis thought they went thought this a few years back and they had a whole thing set up and Chuck was supposed to find out where it came from, he thought there was a system in place somewhere on how they police that to make sure it doesn't come from another town. Even if someone owns property in another town, he didn't think they were allowed to bring it. He thought that Chuck might be able to fill him in on what that was. They have gone through this a couple of times already to be assured that people aren't bringing it in from another town. Selectman Dann said it could be someone's good friend and they are putting it in their vehicle for them. It is a tough one. They do know when someone comes in the facility; they do know a lot of the residents. Selectman Komisarek would like to know how much it is costing them on an annual basis. Selectman Young thought maybe they could start asking where the materials are coming from. Selectman Komisarek said he has been there and on a number of occasions there hasn't been someone there to greet him. They are down doing their other stuff. Selectman Dann said they probably see you come and they know who you are and that makes a difference. Selectman Komisarek said sometimes they are just busy down there and that's just the way it is. They have to look at the cost on an annualized basis, so how much are they really talking about. They could probably do a projection off of that and say hypothetically maybe they are getting 20% more than they should. Chairman Robie thanked Selectman Dann.

**The Board to review town employee health insurance options for 2018.** Chairman Robie said they should have a spreadsheet. He went over it briefly. Last year there were changes made

to the health insurance policy with a lot of discussion and some confusion. They ended up offering three insurance plans. If the employees wanted to keep the plan they had they would have to pick up the difference. Chairman Robie read the three different options and rates (see attached). He noted that Option 1 was the option that the town had been on. The deductible stayed the same. The 10% co-insurance went up to \$6,000 per person or \$12,000 per year. This policy is a 17.2% increase. Plan Option 2 is the option that the town opted to pay and that is a 4.8% increase. The deductible went from \$2,000 to \$3,000 and \$4,000 to \$6,000 per person. There is a 20% co-insurance that has gone to \$7,350 per person or \$14,000 per family (out of pocket). Selectman Young asked if they kept the money and they pay the employees towards the deductible. Chairman Robie said they do. He mentioned Option 3 and there was a 1.58% increase. The deductibles are up from \$2,000 to \$4,000 with an \$8,000 maximum deductible per family. There is a co-insurance of \$7,350 per person and \$14,700 for family (out of pocket). Selectman Young asked what the town paid towards the employee's deductible. Chairman Robie said they pay \$750 no matter what plan they choose. He noted that most people stayed on option 1 and paid the difference last year. There was only one person that opted for a lesser plan and did not pay the difference. Selectman Dann said what they are comparing is the three options. Chairman Robie said this is the plan that the town paid for last year which is compared to Option 3. The people paid the difference to have Option 1 and 2. Selectman Young noted Option 1's rates are up 17%, Option 2's rates are up almost 5%, and Option 3's rates are 1.58%. Selectman Dann clarified this is the one they offered last year. This would basically be a 1.58% increase. Chairman Robie said you see what it is doing to their deductible. It has gone from a \$2,000 deductible to a \$4,000 deductible per person and \$8,000 per family. This is a big hit. Option 1 is the closest to the plan that the employees had and there are still some increases. It has gone from \$20 per visit up to \$25 and the second tier is \$45 to \$50. Selectman Komisarek said he remembers having this conversation last year. Selectman Young said this is the reason they got into the discussion about the raises. Selectman Komisarek said they have costs going up, deductibles going up, and coverage going down. Chairman Robie didn't think anyone got a raise last year other than the COLA. Selectman Young said they didn't give raises until 2017. In 2017 they hired the HR consultant. Chairman Robie clarified the instituted that program in July 2017. Selectman Young said and the employees got the raises this is why they went back to July and started it then. Chairman Robie asked about when they instituted this insurance policy. Selectman Dann said it was a 1% COLA last year. Chairman Robie said this plan cost everybody money, so when you cost your employees money and don't give them a raise that is a cut in their pay. Selectman Komisarek said they grappled with this last year. They had a situation where deductibles were up, costs are up, and coverage is down. You ask yourself what is equitable. This is the fundamental question to answer. Does the town absorb that so the employee gets a benefit that costs us more but is really the same benefit? This is the fundamental questions to try and understand. What is equitable? They went round and round about this last year. He thought part of what was going on is that the employees really weren't getting any raises but the town was picking up the increases insurance costs. They really weren't getting any raises and the compensation was pretty stagnant for quite some time. This is going on all across America with this change in policy that they have. What is equitable when we talk about how we are going to treat the town employees? Selectman Dann said with the options here there is a higher deductible on everything. Option 1 is the best they can give and they are all going up. If they go to any of the other options it is costing our employees more money to accept that. Chairman Robie said he agreed with what Selectman Komisarek said. Selectman

Komisarek said this is what he grapples with and at the end of the day he doesn't have the answer to that question. Chairman Robie said he knows that health insurance is a difficult deal around the whole country for the employees, the employers, and the public and private workers. It is very difficult to know how much insurance is enough. On that note he looks at Option 1 and says it's probably our best possibility. Resident Joyce Bedard asked if they had an agent and have they shopped this for the town. Chairman Robie said they do and they have definitely shopped this, they do every year. Resident Joyce Bedard asked if the Board has already looked over those comparisons and the other quotes the person got. Chairman Robie said she gave us the three best options that she could come up with. Resident Joyce Bedard asked if this was with three different carriers. Chairman Robie said yes she did. Resident Joyce Bedard asked what carrier they have now. Chairman Robie noted Harvard Pilgrim and she shops the best for municipalities. Resident Joyce Bedard asked if the Board had two other carriers that they were looking at. Chairman Robie said they were three different plans under Harvard Pilgrim. Resident Joyce Bedard asked about the other carriers. So she didn't shop it out, she went to Harvard Pilgrim and said what are the three different plans that you can give me. Chairman Robie said she has probably looked at the other plans. Resident Joyce Bedard replied if she didn't show you them then she didn't look at them. She has worked in benefits for years and every year our agent who doesn't work for those companies goes out to BCBS, Harvard Pilgrim, Tufts, and whatever else and shops it out. She was just curious because they will go out of what their current plan is and shop other carriers to be competitive. Selectman Young thought she did shop it out. They did a lot of work on this last year and she brought in the three best plans and they happened to be Harvard. She can tell her from personal experience they are not BCBS. She thought what she does is get the three that they have in line currently. She might be able to do something else, but she thought she brings them the three that are in line with what they have currently. She might be able to do something else, but she brings in the three closest to what they offered the employees the last time. She didn't know if there is something better, but it wouldn't hurt to ask. Resident Joyce Bedard asked about the \$750 that the town reimburses, is that the first \$750. Chairman Robie said no it is to make up their first deductible. If they have a \$2,000 deductible the employee will pay \$1,250 and the town will pay \$750. Resident Joyce Bedard asked if they got it on the back end. Chairman Robie said when they need to pay their deductible. Resident Joyce Bedard said they might want to think about switching that. It might be more equitable for the employees. With other companies they will pay that first and then you do the backend. For people that are healthy this is not a benefit they get to use. Selectman Dann said last year Michelle from Granite Group Benefits presented other companies to the Board. He didn't know what she did this year, but last year they looked at other companies other than Pilgrim. Chairman Robie said they have done that many times with Michelle from Granite Group. Resident Joyce Bedard said she should do it every year, it is her job. Selectman Young asked if they were making a decision. Chairman Robie said he would like to so they can get a number in the budget and move forward. Selectman Dann wondered how if it would affect the dollars and cents if they offer more of the co-pay up front on the deductible. It's another way of looking at something but he didn't know how it affects the bottom line. Selectman Young said they would just have to multiply what you have to budget for and whether they take the insurance or not. She thought all of their full timers do. You multiply that by \$750 and add that to the budget and the insurance line and that is going to cover it because now you are paying for it on the front end. Chairman Robie said they budget for that anyway. Selectman Dann said they should get that first instead of after the fact. Chairman Robie thought it was pretty generous

when they offered that to begin with, because the deductible did go up. They offered that when the deductible went from \$750 to \$1,500 to keep the cost down. They looked at the numbers and they could self insure this deductible in house and save us money. This is how this came about. Selectman Dann clarified that they have to spend "x" amount before they get to \$750. Selectman Young said currently but Joyce had a good idea about changing that. She asked if they employees would be satisfied with keeping what they had and reimbursing the \$750 right off the bat for the deductible. Chairman Robie said they can't increase the deductible by \$2,000 and only offer them \$750 that they are already offering them. Selectman Young said they won't be able to use that \$750 until after. Chairman Robie said regardless the plan goes from \$2,000 to a \$3,000 or \$4,000 deductible whether you pay the \$750 up front or pay it on the back. It doesn't take long to be upside down on that policy. Selectman Young said she understood what he was saying, but through her personal experience she and Dean never use their deductible. She would love to have someone give her \$750 because they get right up to about that and they never use it anymore. To her it is like giving the employees \$750 towards their payment and what are they looking at for the extra amount for their insurance rates. They look to be about \$100 more a month, so they are picking up \$500 if they take the top plan. Chairman Robie noted they picked up \$300 to \$400 last year. Selectman Young agreed that they did. Selectman Komisarek said what he was hearing is that Selectman Young would like to stay with that first one and that will cost the employees more money. He would like to know what other municipalities are doing. How are they addressing this? There is a still a trend that keeps continuing year after year. Selectman Young said it is getting pushed on the employees. Road Agent Lewis said wouldn't it be fair just to keep it proportionate if the first time you did it and it went up to \$1,500 so you were paying 50% of the deductible, just keep that proportion the same regardless. This is what the initial plan was. Selectman Young said they hadn't gotten any raises for 10 years. Now they have gotten compensated. Chairman Robie noted that it started out at half. The deductible went from \$750 to \$1,500. Road Agent Lewis said so the town was paying half. Chairman Robie explained to keep the rate down they paid half of the deductible. After they met their \$750 which they had been doing the town would kick in. Road Agent Lewis suggested keeping it at 50% of what the deductible is. Selectman Young said when they get to Plan C it is a \$4,000 deductible with a max of \$8,000. If they are paying half of that it's a big difference then paying \$2,000. Road Agent Lewis asked if they are going with Plan B or have they decided yet. Selectman Young said this insurance thing is heartbreaking for the entire country in her opinion. Selectman Komisarek asked if they had to make a decision tonight and do they have the luxury of having a little bit of time. He would like to have the discussion and have a better sense of what they should be passing on to the employee. He doesn't know the answer to the question. Chairman Robie asked who are they going to ask and would he like Michelle to come in and explain this to him. He thought last year they came and she told the Board they were giving away a Cadillac plan. She didn't understand that they are giving away a \$750 deductible reimbursement and they hadn't given their employees a raise over the last ten years. She didn't know that. Selectman Komisarek said going forward the same thing is going to happen next year. The costs are going to keep going up. Let's do the work and get a little more information and then they can lay the foundation, so going forward they can say this is how they are going to deal with this. Selectman Young said all she did last year was call around to the different towns and she wrote down exactly what they offered. She did call Auburn and Hooksett and called other surrounding towns. This is when their insurance agent came in and they had to do something to stop the insurance cost. They decided to offer that as the norm, but give them

options. There are people that really use it and they decided to give them different options if they would chip in the extra. This is what they did last year. They did compare it to private industry and they are making people pick up more. She didn't know how much exactly. She asked the Board if that would be easier. Selectman Komisarek said he would like to talk with their agent and find out what is going on in other municipalities. Selectman Young asked if Michelle would call around and why did she do it last year. Selectman Dann said they assume she went to BCBS to find out if that was done. Also he agreed with finding out what other towns are doing and do they put some type of percentage on it. It was noted that 50% might not work in future years. They should look at something that they can hold on a constant. Selectman Young said it could work because we are rewarding them for getting a lower plan which is more cost effective for the town. Selectman Komisarek said this will also give them the opportunity to have Mark present too. They should do a little more leg work. Chairman Robie said they will have Donna contact Michelle at Granite Group Benefits tomorrow.

**Chairman Robie will discuss a proposed warrant article for the 2018 warrant.** Chairman Robie said he would like to propose a warrant article for the Board to go back to a three member Board. They was a three member Board 12 years ago and he felt it was very difficult today to get people to participate on a Select Board or any Board. It is very tough to fill these spots. This went to ballot a few years ago and it failed. He wasn't sure why that happened and he wasn't sure why this passed when it went to a five member Board. It was noted that it went to a five member Board in 2005. Road Agent Lewis said they should add SB-2 and Budget Committee to that warrant article if they are doing this, it all happened in the same year. Selectman Young said back then there was some undercurrent there. Chairman Robie said personally he thought this would be a wise move for our community. It is hard to get people to run for Selectmen. It is more difficult to find five than it is to find three. This was just a thought. Selectman Komisarek said he didn't know the history on this and what was the logic to go to five from three. Chairman Robie said they could speculate but he is not going to. There are all kinds of reasons. Selectman Young thought everything was being shaken up. There was some discussion about the process and if this warrant article were to pass. In 2019 the town would vote for a one year term, a two year term, and a three year term and they would have staggered terms. Road Agent Lewis said they would be starting over. Resident Boyd Chivers asked if there was an effort to accomplish this recently. Chairman Robie said it was in 2010 and it was a petition warrant article. Resident Boyd Chivers asked what the vote was on that. Chairman Robie said it was 309 yes and 426 no. He thought it was all about how it is perceived in the community. He knows a couple of people that said if it was a three member Board they may consider running for the position. They understand how difficult it is sometimes with a five member Board to get stuff done. Sometimes it becomes difficult. Selectman Komisarek said when he ran in 2015 there were three spots, because Selectman Soares had left. There was literally no one that was running when he was contacted. He had no intent to run for Select Board. It is difficult and it is difficult to get volunteers. In all honesty it is a lot of work. They don't have a Town Administrator and they try to do it the way they have always done it. To know everything you should know you wouldn't be able to have a full time job. They have people that leave (the Board) after the three years, so they never really get that continuity. Road Agent Lewis is a guy that is a constant and Carleton has been here for many years. As a town they don't have that continuity, people come and go. It is challenging. At first glance if you don't know how it works you think it is always better to have five. You can spread the work out, the more the merrier but in reality maybe that's



not the case. He can see where Carleton is coming from. Selectman Dann said they have had people who were begged to fill the position. It is always hard finding someone to give the time. Chairman Robie said it is easier finding one person than it is finding two. He asked Scott because he thought he would be a good Selectman. He was the one that asked him to run and be a Selectman. He was at the window at 5 minutes of 6:00 pm with Susan. Selectman Komisarek said they almost didn't have enough people to run. Chairman Robie said on the odd year when there are two people running and there are three candidates for two position, it can make it difficult. How many people cast one vote? And how many people don't vote? If you look at that and there are three people and two positions, if you don't cast a vote that is one more for your candidate. The other two are fighting it out with one less vote to decide who could be the person. He always thought you should run for a seat, not one of two seats. Resident Joyce Bedard wanted to go on record saying that she thought this was a horrible idea. She doesn't know politics and she is new in the last year trying to be a regular. If she recalls the last election there were more candidates than there were seats. So in the recent past it wasn't a problem. Chairman Robie said that is how it should be. More candidates then there are seats, one on one. This is how you have an election. Resident Joyce Bedard was curious why he was anticipating that this is not going to be the case. Does he know something that they don't know? Chairman Robie said he does because next year they are going to need two candidates and it is very difficult to get two people to run. Resident Joyce Bedard reiterated it wasn't last year. Selectman Komisarek clarified that it has in the past. Resident Joyce Bedard said in recent past it has not. Selectman Young said it is all of the Boards like Planning Board. Chairman Robie said it is hard to get people to run for the position. Resident Joyce Bedard said the Planning Board has plenty of people. She is talking recent history, so she doesn't know. As an outsider it looks like you'll have two less people to make what they want happen as opposed to five. If they have three people and they are on the same page then they can do what they want in the sense of who are the checks and balances. More people means more people with different ideas and abilities to challenge an idea that they don't think is the best. She would vote on this. Selectman Young said she understood what she is saying and she has seen things where it is very politically motivated, who is running for what and when. They don't show up to meetings, but they ran. She doesn't like the politics of this whole thing, but that is the way it is. Chairman Robie said so she likes smaller government. Selectman Young said she definitely likes smaller government, but she doesn't know how she feels about this. Chairman Robie said three is smaller than five. Selectman Young said she knows but like Road Agent Lewis said get rid of the Budget Committee well they are at it. Selectman Dann thought the problem with this town is communications and how many are the 4,000 that even vote. They don't even know who is running. Chairman Robie said on that note they had a Budget Committee meeting the other night for the Selectmen to represent their departments and the Selectmen's meeting before they added \$65,000 to your department and you weren't there. Selectman Dann said that was correct. Chairman Robie asked if he was uninformed. Selectman Dann said no he was out of town and like Selectman Komisarek said there are certain times you can't make things. Selectman Komisarek said it was voted on and 735 people voted and they have 2,800 registered voters. Chairman Robie said they still get 800 voters, 850 last year. Selectman Komisarek said at first glance the average person is going to look at that and it is probably not going to pass. They will have the same logic that more is better. When you are around it and you see the challenges it is good to have different views, but when they get to the end of the year and say what have we done this year as far as initiatives. So sometimes you lose checks and balances and sometimes

you get more things done. He thought there were a great many years as three and he doesn't know if there were any problems with that and doesn't know the history of it. He personally wouldn't have a problem putting it on the ballot to see if people would vote for it. He does agree that it will probably be more efficient and ultimately more effective but he didn't think the average person is going to see it that way. Selectman Young wasn't sure that all three people would have to agree to make it effective. She thought they were all pretty different, they may have some similar philosophies, but she doesn't know anyone on this Board that rubber stamps anyone else. It hasn't been that way for the last two years, at least. There are always different opinions. It will be interesting to give people the opportunity. Road Agent Lewis stated when they had three Selectmen what happened that year was a dramatic change in the way government happened in Candia. All of the things they voted on there, the Budget Committee and SB2 created a lot more work for the Board of Selectmen. They needed to have liaisons to the Budget Committee and all of the dates got moved up. They used to have budget hearings in December and every single Selectmen's meeting was a publicly noticed budget hearing until the middle of January. Now that is moved up to September and it is a lot more work for everyone. People got a chance to come to every meeting and voice their opinion, but it was less work for Board of Selectmen because it was right at your regular meeting and you didn't have to go to a Budget Committee meeting and you didn't have SB2. You went to Town Meeting in March now they have all of these deadlines. In a lot of ways a three member Board of Selectmen worked much better but there is no comparison now because everything else changed with it. So it is a lot more work now and he thought a three member Board worked well, but he doesn't know how it would work with all of the changes that were made. It is hard to say which is better. Chairman Robie said he looks at the Board and there are only three members doing the work anyway all of the time. Selectman Young said you are going to find that anywhere. Chairman Robie agreed and you are going to find that anywhere you go. Selectman Komisarek asked what the cut off was for this warrant article. It was noted that warrant articles are due on December 7<sup>th</sup>.

**Al Hall to give an update on the Lamprey River Advisory Committee.** Lamprey River Advisory Committee member Al Hall was present. He is Candia's representative on the Committee. At a recent meeting of the Committee it was recommended that each representative present to each town's Conservation Commission, Planning Board, and Selectmen a 20 years of progress booklet. He will leave it with the Board for reference. He read from a statement (see attached). They are especially appreciative of the North Branch considering that it is adjacent to the old Candia dump which has seen some problems and if they do have a money problem he thought they could get some money to take care of that. He noted the residents can get more information about the Lamprey River and the Lamprey River Advisory Committee by contacting Joe Foley. Mr. Foley is the Epping Planning Board Chair and is the Chair of the Lamprey River Advisory Committee or you can contact Susan Peterson, Outreach Specialist. She will be at the Smyth Public Library giving a presentation on November 15<sup>th</sup>. Chairman Robie said they will keep the booklet Mr. Hall presented in the office.

**The Selectmen to vote on moving Fire and Police Department grant money back to the operating budget.** Selectman Komisarek moved to put the Fire Department Homeland Security Grant (EMS Warm Zone Equipment) in the amount of \$6,000 back into the operating budget. Seconded by Selectman Dann. All were in favor. Motion carried. Selectman Young moved to

put the NH Police Standards & Training Council Grant in the amount \$433.32 back into the operating budget. Seconded by Selectman Komisarek. All were in favor. Motion carried.

**The Board to authorize payment of payroll checks and accounts payable checks.** Chairman Robie announced the grand total for accounts payable and payroll checks for November 2<sup>nd</sup>, November 9<sup>th</sup>, and November 16<sup>th</sup> in the amount of \$1,024,255.44. Selectman Dann moved to approve the accounts payable and payroll checks for November 2<sup>nd</sup>, November 9<sup>th</sup>, and November 16<sup>th</sup> in the amount of \$1,024,255.44. Seconded by Selectman Komisarek. All were in favor. Motion carried.

**Comment regarding Police Department Grant:** Selectman Dann thought it should be mentioned that Corporal Dan Gray received a Certificate of Completion for that class and that is what the grant money was used for.

### **Any Other Business**

**November 8<sup>th</sup> Budget Committee meeting.** Selectman Young wanted to thank the Budget Committee for supporting their budget pending their insurance costs. They were very supportive and she wanted to thank the Selectmen for coming in and supporting the budget. It was nice to have them there.

**Highway Block Grant.** Chairman Robie asked Road Agent Lewis if they were going to get another Highway Block Grant in the same form that they did in 2017. Road Agent Lewis said he didn't know and he heard rumors that they might. Chairman Robie heard that was a two year deal. Road Agent Lewis said he would like to think he is right. It was noted that grant came from the gas tax. Chairman Robie thought it was going to be a two year program. Road Agent Lewis said he heard from another town that they were going to get it next year too. Chairman Robie thought they should check on that, because they have a budget that increased \$125,000 on the paving line and for 2018 they could possibly get another \$98,000 in revenue, it would justify that vote. A \$200,000 increase in our town budget is a considerable increase to get the people to go to the polls and vote yes on that. If they understand that they are going to get some of it back. Also they need a new loader at the facility like they needed a new compactor and they put \$80,000 in and the people were informed and they went to the town meeting and voted yes. A little help to cover the shock of the increase and these would be two good reasons why. This is good information to have when people ask you what you are doing. Road Agent Lewis noted if they were to get the grant it would be a reimbursement of \$96,000. The regular Highway Block Grant funds a third of his budget anyway. Chairman Robie said they could spend another \$100,000 like they did this year, but they would have to consider that. He did think the grant was for two years. If they get the Block Grant They probably won't spend all of it and they can use it to cover the budget. Road Agent Lewis said just like they do with the Highway Block Grant now. This is how they fund a third of the Highway Department now and the increase would be funded through the additional Block Grant money. Chairman Robie said they didn't talk about that when they increased the budget by \$125,000 in September.

**Donovan Road:** Road Agent Lewis explained if you go down Donovan Road on the Route 27 side someone erected a stop sign and a private property sign there. He's had a couple of people

ask him about that. Should they ask the resident to move it? The town maintains to the last house there. The stop sign is a third of the way down and people go down there turn around and come out. This person told people walking down there that they couldn't. He asked the Board what they should do about the sign and the private property. Chairman Robie said the stop sign should come down. Road Agent Lewis added it is a Class 5 road just beyond that drive way. He has no problem telling the resident to move the sign. Chairman Robie noted people need to have a place to turn around. Road Agent Lewis added they need a place to turn the tow trucks around.

**Announce Next Regularly Scheduled Meeting Date:** November 27<sup>th</sup>, 2017 @ 7:00 p.m.

Selectman Dann moved to adjourn at 8:35 pm. Seconded by Selectman Young. All were in favor. Motion carried.