

~~Unapproved~~ **APPROVED**
Candia's Selectmen's Public Meeting Minutes
November 13th, 2018

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

7:00 p.m. Chair Young called the Public Meeting to order.

Approval of Previous Minutes: Public meeting minutes of 10/22/18, 11/2/18, and 11/5/18. Selectman Dann moved to approve the October 22nd, 2018 meeting minutes as written. Seconded by Selectman Chivers. Selectman Robie, Selectman Dann, Selectman Chivers, Selectman Komisarek were in favor and Chair Young abstained. Motion carried on a vote of 4 to 1 (4-0-1). Selectman Robie moved to approve the November 2nd, 2018 meeting minutes as written. Seconded by Selectman Chivers. Chair Young, Selectman Robie, Selectman Chivers were in favor and Selectman Dann and Selectman Komisarek abstained. Motion carried on a vote of 3 to 2 (3-0-2). Selectman Chivers moved to accept the November 5th, 2018 meeting minutes as presented. Seconded by Selectman Dann. All were in favor. Motion carried.

Public Comment: Resident Linda Bergeron said she noticed it was also on the agenda, so maybe she should withhold talking about the Board going from 5 members to 3 members. Chair Young said that would be fine and they usually have public input throughout the meeting but a resident requested that they put it at the beginning of the meeting. So they have been trying to do that.

Department Reports: Highway, Police, Fire, Building, Solid Waste & any other depts.

Highway: Road Agent Lewis read from the attached report. He noted they had tree clean up on multiple occasions. It seemed like every Saturday afternoon they would have wind storm and it lasted into Sunday morning. There were three weekends of that all over town. Patching has been horrendous this year with all of the rain. He did grading on Currier Road, Podunk Road, Flint Road and Tower Hill Road. The dirt roads have taken a beating from the rain. They pretty much need grading once a week, but he doesn't do it once a week because they just get pounded right back out. Once the rains stop and it doesn't change to all snow he'll get some gravel on Tower Hill Road where it has washed out on the edges. They did add gravel to Currier and Podunk Road from the heavy rains and fix them up in general. He did some of the roadside mowing but it hasn't been good weather to get it done. The roadsides are muddy and there is standing water on the roadsides. They got both of the culverts replaced on North Road. A couple of weeks ago they were going to top coat the pavement, but it rained again. They are going to do the lower end of Blevens Drive as you pull off of Route 27. They'll go up a little past the bank entrance. Then they were going to top coat the culvert patches on North Road. He didn't know if they are going to do it this week, he didn't know how that was going to go with the weather. The other thing he wanted to add is that he was considering sending out a mailer to everybody about plowing. They did it a long time ago and it seemed to help. It was about parking cars on the road, parking their campers on the edge of the pavement, moving their

basketball hoops, because it is getting terrible around town. Stump Street always has cars on the road and they end up plowing them in, it is the same with Laliberte Lane. There are some that are always parked there that they have to go around. He thought it helps. They tell people that they do fix their mailboxes, but if the post is rotten and the first snow storm it falls over with a six inch snow bank they really aren't responsible for that. It's a reminder to people. Chair Young asked if he was looking to send out a post card. Road Agent Lewis replied yes and that is what they did the last time. It was a post card that had a whole list of things on it like clean your driveway culverts. Everybody has gotten pretty sick of the rain and they complain about the water and the puddles and the backed up beaver dams. They have gotten a lot of calls lately due to the rain. He will run it by the Board before he sends out the post card. They can approve it and he'll send it out. Selectman Robie asked about the Moore Highway Fund and Hook Road. He would hate to lose that. Road Agent Lewis said he hasn't gotten to that because of all of the rain, if they don't get much snow on Friday that is on the list or the week after Thanksgiving. Selectman Robie said it looks like it is going to freeze up here at the end of the week. Road Agent Lewis said then it is going to warm up. Hopefully they'll get it done, he'll do his best. It looks like it is going to be cold for the next week and a half and then it will be back in the 40's again. Selectman Chivers asked how does it work for the Moore Highway Fund do they have to request the funds. Road Agent Lewis explained they usually do the work, it comes out of his budget and it shows as an overage and they get a reimbursement at the end of the year from the Trustees of the Trust Funds. It was noted that the funds available was around \$14,000 to \$16,000. Selectman Robie noted that if they don't use it they lose it, it turns over and stays in the trust and the following year it compounds more. Road Agent Lewis noted there were a lot of years that they never knew that they were supposed to be taking it. He noted Dick Snow discovered it one time that they hadn't been using it. Selectman Chivers asked if they were supposed to use that by the end of the calendar year. Chair Young said they were.

Police: Chief McGillen noted they have been busy with some burglaries and a major theft investigation. Two burglaries came in on the 23rd and a couple of days later there was an attempt on High Street. They have a couple of leads and they have been working those. There has been a several thousand dollar theft case that came into the station. It has been a little busy over there and they have been using the tools i.e. Leads Online. They haven't had success yet but hopefully they will have a match. They have a Rolex (\$12,000) missing and Lt. Gallagher went on the website and there were 3,000 Rolex's pawned United States wide. That is if they are even reported. They can be tough to find. They have been working with Manchester Police Department on those cases. It seems like they've had an increase in some domestics and juvenile calls lately. They've had a lot of follow up with the school and there was stuff that happened on Halloween. It's not major things but some parents are upset, it's major to them and they are tied into it. The school has called up giving us a safe schools report which they are required to do by law. There is a new principal over there that he has met a few times and try to build a good relationship with the school and work with and educate them. There were a couple of concerns on Raymond Road mentioned at the last meeting. He talked with Snap from the DOT and they are going to pull a couple of trees down. They are going to get the bucket truck crew and he has no idea when that is going to be, they have been waiting six months for the grader. He was hoping it would be in another month or so that they could get one. He couldn't give him a deadline, but they are going to take at least one down and there are three or four over there. Snap said he would research to see if it is the person that owns the Post Office or the next house up

that is for sale. He was going to address it with them, so one way or another they are going to address it with the property owner. He spoke with Bill Lambert at DOT about the concerns on Raymond Road with the speed limit and the truck traffic. He found out they (M & S Trucking) got approved for the driveway that meets the states sight distance requirements, but he told him that they had concerns about the speed limit and the increase in traffic. He said they will do a traffic study but they are gearing up for snow. He didn't know if it was going to be in the spring he couldn't give them a timeline. He sent him a copy of the meeting minutes so he could see what was talked about. He didn't see anything happening with that until next year, but he could be wrong. He will keep the Board posted on that. He had a resident on Brown Road request some signage. He didn't talk to Dennis about it, but it was right where the motorcycle crash was last month. The resident said there have been some other accidents there and she thought they should have some signage out there and the speed limit was too fast there. He thought Road Agent Lewis got a complaint about the speed limit as well. Road Agent Lewis said it was where the big part is by the Rockingham Trail and they do fly through there. Chief McGillen wasn't sure if they could take a look at that corner. It is a winding road so there are several other corners there. He told the resident that they would take a look at it and he would talk with the Road Agent. Selectman Robie noted that the corner that he is speaking of, the traffic is always in the wrong lane down there if you ever drive that road. Chief McGillen said it is a tough road. Selectman Robie said when you travel that road you probably ought to be careful. Chief McGillen noted they did Drug Take Back Day and they got roughly 38 pounds. He doesn't know where it comes from but there is a lot of stuff out there. He didn't know if it was just too many prescriptions out there, it sounds like it to him. He's glad they could do this every little bit helps. Getting it out of medicine cabinets and making sure it's not accessible to little kids. They also get it out of the box they have in the lobby. He mentioned that Pine Ridge Trick or Treating is getting pretty busy. It is hard to get out of there and people are parking on both sides of the road. There are kids and people everywhere. He thought they should put some temporary signs up along the side of the road. People are blocking the intersection down there on the corner and you can't see. They are also parking on Old Candia Road which is fine because that is wide. If an ambulance or a fire truck had to get up Pine Ridge and there was someone coming down it would be difficult. They need to get a handle on it; it seems like every year they are getting a lot more people. It's a great neighborhood and a lot of people come over from different parts of town. He thought maybe some signs or cones on one side might be safer. Chair Young didn't believe the school had Truck or Treat this year. She didn't know if that made it busier than normal or not. This might have made it busier. Selectman Robie said why don't they close the road and have the people park on Old Candia Road and walk to Pine Ridge Road. It would be open to local traffic only. Chief McGillen said he was in agreeance with that. Chair Young said they had a year to think about it. She thought he should keep it on the radar so they aren't discussing it in October of next year. Chief McGillen mentioned a donation of a drone. It was from the family of the motorcycle victim. They thought it could be used for something like a person with Alzheimer's or search and rescue. It is a high end drone and he is very appreciative and he was floored when the woman brought it in with a card and gave it to us. She thought they could use it and maybe it would help somebody, this is how her brother would want it. He was in the Army. It is a nice high end unit. Officer Langlois has some experience with them. You have to be certified with FAA. He didn't know all of the requirements, but there is a training program and you have to register it with the FAA. Officer Langlois has offered to look into that. He didn't know if he needs to accept this from the town or how that works, because it is a piece

of property. Chair Young said it might go under the gifts and grants. Chief McGillen said he will send a letter over to the office. Selectman Robie asked if she gave him a letter and if so put it with the donations. At the end of the quarter they will accept it as a donation. Chief McGillen noted they have accepted a letter of resignation from Officer John Minichiello. He wanted to thank Officer Minichiello for his commitment and the hard work he gave to the town and the residents that he tended to. He wished him well. He read from the attached resignation letter. Chair Young asked if they had any type of a ceremony or any type of a plaque or anything. These people have been with it us. Chief McGillen said they got a plaque for Officer Gray at Crown Trophy. They do it for the officers. They usually take up a donation for the guy's just pay for it. Chair Young asked if it is something they give him at a meeting or do they give it to him. She asked how they handle that. Chief McGillen said they tried to offer Dan something, but his fiancé said she is handling some function. He thought it would be appropriate to give it to him then. Chair Young said as far as from the town itself she thought they should give them something, they have been around for awhile. They can discuss it with the Board later on; maybe they could come in and accept something. Selectman Chivers asked how long has he been with the town. Chief McGillen said that Officer Minichiello has been with the town since 2011. Chair Young asked how long Dan has been with the town. Chief McGillen said Dan has been with the Town since 2000. Chair Young said that is 18 years and it's a long time. Chief McGillen said they (resumes) are trickling in and they have it posted in three different places. He has said it before it is going to be difficult now they have open shifts and it is crunch time and they are feeling it over there. Especially when a bunch of cases hit and there are other things lacking like when people call about speeding vehicles. They can't send someone over for a couple of hours to have someone hang out in a neighborhood. There is a lot of follow up and Scott has been doing a lot of it. Officer Langlois has been tied several days with it. There are other things they could be doing. They have to prioritize and that was a major thing. They just got Shane out of the academy now he has to start several weeks or months of training. Officer Langlois is going to be the lead Field Training Officer. Shane is getting trained at the fire house tomorrow night. Selectman Chivers asked what kind of training. Chief McGillen said it is training for pepper spray and taser training. The rest of the department is getting taser training next week, but he has to take the full course because he is new. They don't want to rush him because he is new and he is green. He has the college education, but he hasn't done police work. He thought it was going to work out and he is going to be with Rick for the most part. Then he will be with Lt. Gallagher and Officer Terilli and however else. They can pick from different guys and he can gain a lot of knowledge. He has researched it and some of the other towns are offering sign on bonuses. One town was looking for certified guys and he saw one for \$10,000. He noted that Lebanon had a \$5,000 sign on bonus. It's just something that towns are starting to do. Selectman Robie said if you look at the cost to educate an officer and get them up to speed \$10,000 is a bargain. If you get one that is certified then there you go. Someone who is not certified will cost about \$100,000. Chief McGillen said that is a good point. Selectman Robie said that is the cost to get a new police officer on to the force. Selectman Komisarek noted there is a statewide and nationwide labor shortage everywhere. People by in large don't want to go into police work. Chief McGillen said he talked with the Deputy Chief in Manchester and they usually get 300 to 400 people. He talked to him a few weeks ago and he said they had 100 applicants. Out of that they are down to 40. He said that is not even going through the background, they usually wash 75% right off of the top. When you know that the city is hurting and they usually get the cream of the crop. They are going to try and sometimes you might have

a guy who is not good on paper, he might not be a 4.0 but he is a decent guy. They don't know and they interview him and check into it. Sometimes you get a decent individual that is a darn good police officer. They might not have a 4.0, but then you have it the other way. Someone comes in with a high grade point average and has a decent education and they can't function as a police officer and they quit. People have walked out of the Police Academy. You've heard stories, it happens. Chair Young said as an educator grade point average is not always a measure of someone's worth in her opinion. It all depends what you are looking for. Selectman Dann said if departments are out bidding for qualified people you're going to see more and more people willing to work. Selectman Komisarek said it's the same labor pool though. If you just keep bidding it up it is the same labor pool. Selectman Dann said what's happening with the police nationally, maybe a smaller town would be better. Chief McGillen said there are pros and cons and there is no right answer. He knows that the Select Board changed the policy on the matrix and he didn't know if he did the math wrong or not, but to get to the top step it's going to take thirty something years. He didn't know if that attracts even the new part time guy and they want to go full time and they see something like that he thought it would deter them. They will look at a place like Hooksett or Londonderry and they'll know what they are going to get. Selectman Robie clarified if you look at the step program, he didn't think they were going to get a green officer starting out at a step 1. He thought it would start up the scale somewhere between 5 or 10 in the pay scale. This eliminates that first bunch of steps. Chief McGillen noted that Shane is starting out on step one with no experience, so he is at the bottom right now. Selectman Robie clarified that he was on step 1. Chief McGillen said he is on step 1 as a part-time officer. He would like to see him go full time, but let's get him trained and see what he wants to do. Selectman Robie questioned that Shane was on step 1. Chair Young thought they might need to adjust that. Chief McGillen said they might need to re-evaluate it. In general he thought the plan goes way too long. When people are looking at the benefits they are looking at that and they look at the one in Raymond. They are getting an increase every year provided they get a good review. There was further discussion about the step and grade matrix. Chair Young suggested that Chief McGillen speak with his liaison about this and maybe they can discuss at another meeting. This is something to think about.

Fire: Selectman Dann read from the attached report.

Building: Building Inspector Murray read from the attached report. He noted it has calmed down a little bit. He noted they have the same ongoing code enforcement cases. None of it is life threatening. Selectman Chivers asked how they were doing on New Boston Road. Building Inspector Murray said he was there with DES on Friday and they are going to elevate it to the next level. They are going to send him a letter of deficiency. They have also requested that he definitely applies for an alteration of terrain permit. He's made an honest effort at it but the results aren't that great. As far as the abutters go, they've had some work done on their properties. He hasn't heard too much from them, they're gaining down there. There is still a lot of sediment. A lot of the work he has done is more temporary than a permanent fix. It is an ongoing thing. Chair Young said it has been wet she didn't know how he is fixing it.

Solid Waste: Selectman Dann read from the attached report.

Budget Committee meeting: Chair Young noted the Selectmen will be meeting with the Budget Committee tomorrow night and they will be going over the town's budget with the committee. If anyone else is interested this is where they will get a lot of their answers. Accounting and Payroll Specialist Donna Becker sent the Budget Committee Chair answers to the questions they had asked the Selectmen. The meeting is at 7:00 pm tomorrow night if anyone is interested.

Planning Board meeting: Chair Young said she noticed the Planning Board cancelled their second meeting in November. She didn't want to bring up the \$10,000 again, but she was not sure why they're not planning. She thought the town was going to plan. She's putting Selectman Komisarek on the spot and she shouldn't because she's knows Rudy has come in and addressed it. Selectman Komisarek said that was the pleasure of the Planning Board. Selectman Robie said if you want to talk about planning they spoke about this briefly the other day. They have spent some money on planning over the past couple of years. He got the comment that they got nothing out of that. There may come a point here and they are going to talk about the tax rate tonight, if they don't do something about planning on a higher level and they are expecting a bunch of elected Planning Board members to be our planners that are not qualified to plan on the kind of scale they need to plan. If they don't do something shortly, maybe right now is the time to increase that planning money by a significant amount so they get something out of it. A \$2.00 per thousand tax increase is going to come more regular in the future if they don't do something to collect some revenue from our community. They need to figure that out. They've had forty years of stifling growth in this community and if they don't do something pretty soon the \$2.00 per thousand taxes like they are going to incur this year is going to happen a lot more regularly for the citizens that are here. Some of us say that is ok we don't mind because we like our community rural but the majority of people understand economics and a little bit of growth or a lot of growth at this point maybe a good thing for this town because we have had none for forty years. They may need to designate some areas for some development some housing that is affordable and some industrial. They don't have an industrial park. Every town around us has an industrial park that welcomes industry to their community to do business and commercial and everything else that goes with that. So if they are going to talk about \$10,000 and no one is planning, why don't we figure it out here shortly because we are the leaders the Selectmen. The other groups out there are just tiers down the chain of command here. They need to figure this out and he has said this numerous times over the past four or five years. They beat down on the measly \$10,000 planning budget. Selectman Chivers asked how much money do they have invested in our master plan right now. Selectman Robie said they probably have \$30,000 or \$40,000. Like he just said they are a bunch of people that aren't qualified to do planning. They can look at it and say this look wonderful and they can put all of these things in these plans, but to figure out where they are going and how they are instituting them maybe they need a professional planner. Maybe they can hire one for a quarter of the year or a half a quarter and get something that is concrete. They are not going to get it for \$10,000 a little tiny piece that they are going to get someone with a housing grant to try and put together a master plan for us. They need to do something soon. Selectman Chivers asked this money that was spent wasn't it spent with professionals. Selectman Robie said you can call them professionals. Selectman Chivers asked if he though they didn't spend enough. Selectman Robie thought they may have not. They keep trickling in little bits of money to these people for little portions of a plan that can never get enough teeth to get to the next portion of a plan. Selectman Chivers said once you

have a master plan that is the plan. Selectman Robie said then why don't we adhere to it. Why don't they change the zoning in these areas to be able to institute what the master plan is? Selectman Chivers clarified the master plan says people want to leave Candia the way it is, a rural community. Chair Young said they can disagree respectfully. Selectman Robie reiterated sooner or later the \$2.00 increase is going to coming more and more prevalent. He doesn't know about his household, but in his there is a lot of increase yearly to get the same things you had the year before. If you try to go out and buy something or get something done the prices are increases at a rapid pace. This is the same for the community. Selectman Dann thought if they had something like this on the agenda for the Board maybe people would be able to come in and express certain things. Chair Young said this is her fault because she asked if there was anything else from other departments. She did ask Scott about the planning and it was probably her mistake. Selectman Robie said they have invited people in numerous times to do the master plan and the village district and they get nowhere. They trickle in a little bit of money here and there, it's not enough. They need a professional to look at this and tell us what we need because we can't get it right. He was over at the Moore School when Carol was there and he was embarrassed at how that went. They had to tell this lady after she spent all of this time to do a little piece of this thing that we didn't get it anywhere near right and nobody was informed. He has been watching this for years and some people think it is wonderful and we can stay small and rural, but it is going to cost us. A lot of people can't afford that type of increase. Some can and they can withstand that until the end of their life and they are going to be content with that. You can believe or not but it is coming. You can't hire a policeman, they don't have highway (department), and the fire department is on the verge it is going to happen and \$2.00 per thousand is nothing. Selectman Komisarek said they should have a more in depth discussion about this, because he does think it is important. He referred to what Selectman Robie was talking about and when you look down the road for Candia, there are costs that are coming for Candia. There is no doubt that the tax rate is going to be increasing. He thought what is happening is that the Board is split. Chair Young and Selectman Chivers are more like preservationist and he respects that. Chair Young said in some ways but she is not against measured progress or growth. Selectman Komisarek said intuitively you feel like that is the right path and the best path. He intuitively feel that there is a different path. Carleton has a different view and Russ has a different view. What they need to do is this needs to be based on facts and analysis and he didn't know if they needed to talk with Laurel at Rockingham Economic Development. They need as a Board to come together at some point. Selectman Chivers asked if he wanted some facts and analysis now. He did a study, how many houses did they build in Candia in the last fifteen years and he compared that with the tax rate in the last fifteen years. In the last fifteen years there has been there have been 20 new houses in Candia. The tax rate has gone up 41.81%. Now do you really think they can build new houses and have that tax rate go down. Selectman Robie said not with houses he knows that and they all know that, but they've been through this over and over. Selectman Chivers asked where would they put this industrial park. If you go to exit four in Raymond they have an industrial park and there is nobody there. There are a number of acres there for sale and they have been for sale for years. Selectman Komisarek asked Selectman Chivers what he thought would happen to the tax rate if they built zero houses. Selectman Chivers thought that was a fair question. Selectman Komisarek didn't think you could just correlate, our population has been at four thousand people forever and they are down two hundred and ninety eight kids in the school. If you talk to the people at the School Board they are alarmed and concerned. Fundamentally they need someone that is objective. He

has his sense of what he thinks and Boyd has sense. They need objectivity and analysis and if someone comes in and says you know what there is no opportunity for commercial in Candia, it's not there. If someone comes and says if you add residential that is going to increase the tax rate. If all of those things at the end of the day are right, they he'll be ok. But his gut is telling him no when you look at a town like Windham why do they have an Economic Development person on staff full time - why? Chair Young asked how Auburn is doing tax wise. Their residents are furious they have a Dunkin Donuts and they have a Burger King going in . She is not against progress and she is not against what she calls measured growth. She would prefer commercial growth just because of the effect on the school system. They have had that argument back and forth. She is a little bit offended to say they haven't spent any money on professional planners. They spent forty to fifty thousand that's not including Stantec. They reviewed the master plan and they haven't even included that. She didn't need to spend \$100,000 of the tax payer's money to prove she is right or wrong,. She would rather spend it where it needs to be spent. Again she knows they are right and things are going to change the minute they go to a full time fire department, she knows what is going to happen. So she still doesn't think the way to handle all of this is to force people out of town because they can't afford to live here. She mentioned that when they were doing the tax rate the other day when she wouldn't vote for it. She said they have older residents that can't afford to live here. Someone made the comment they could sell their land. She is not of that opinion. She is offended by it and she would be offended for her parents. She is old enough that she is getting offended for herself. Her son has just bought her property here and she doesn't like that everything has to be sold off and developed in order for people to live in Candia. You know how she feels about us going off on the village district and all of the money they have spent on that. She didn't think it was brain surgery some of things they need to do in this town to make it as effective as they can. She thought they needed sidewalks and if the kids are going to be using the CYAA which they seem to use mostly, they need to accommodate that. There are some simple things where she doesn't think they need a town manager for \$100,000 a year to get on board and tell us what we need to do. She didn't see it. The final thing is what they run in Candia is a democracy at the end of the day the townspeople vote on the zoning rules, not us not the Planning Board or anyone else. It is up to the majority who show up to vote. They are an SB2 town and there is no reason not to. They can't tell them how to vote nor should we. They do the best they can with the budget they come up with. She will defend Candia's increase, the town's portion of this increase. She'll defend it to the cows come home. She is not going to speak to the rest of it because it is not her business. It is just the way that she feels and it is not that she doesn't want anything to change that's not it at all. She was sure when she built her house there were people that said here comes another house in Candia. So she is not against measured growth, but she will tell you one thing Deerfield which does not have measured growth, she can't get out her driveway. What they do here and the same with Chester and their developments and Raymond and their developments affects all of the surrounding communities. They can't exist in a bubble as Candia anymore than the United States can exist in a bubble. They affect everyone else around us. It's just not all about us. They have to try to plan for the future as best as they can, but she thought there are a lot more things that need to be done in her opinion in the immediate future than some of the things that are being proposed. Someone brought up the Capital Improvement Plan and they can't attack that and they even get the master plan together. She loves the enthusiasm, but let's keep going on. They are lovely ideas but she just doesn't understand. Selectman Robie said it is obvious she doesn't understand because they are talking

about a \$2.00 a thousand tax rate increase and you voted against it. It is coming. Chair Young said she can explain why she did, but she won't get into that now. Selectman Robie said everybody voted for both of those budgets, the school and the town. At the town meeting they voted for those budgets and they approved the budgets and they have to pay for them. It is not our fault that the tax rate increased. Chair Young said they have five votes and she agrees with that. Selectman Dann said there are a lot of things that have been discussed here tonight and there are a lot of tax payers that never heard it. They have to change zoning; there is education that needs to be done. You throw money out and if you don't let people know why you are going to be doing this, you could hire someone for \$100,000 a year they don't know what they are getting. They are going to go back to the people to find out what they want anyhow. This discussion right now should be used – we got Facebook and they have some ways of contacting people they never had before. They could put some things up there from the Selectmen saying these are things we are going to look at and we're going to have a meeting on this and see if that draws people in. You all have been in town longer and he travels a lot. He doesn't know some of the things going on in town and you have new people in town that don't know what's happening. They don't know of all of these things, the first step is getting to the people. This is the first step and what does it take to get to the people, as many avenues as they can. They'll find out what section people want over here that Scott wants and other people want. That is where you have to be you can't just throw it out. He agreed they are outgrowing this building and they just started talking about it this year. This should have been talked about awhile ago. Selectman Robie said as Russ speaks they have already done all of that they brought it to the people. It is like Selectman Chivers said they have master plan, they adopted it. The people came out and did that, now they need someone to help us institute it. They don't have that technology and expertise amongst our own ranks to do that. They have already done all of the public input and people coming out that were interested enough to come. This is what they came up with, a master plan and everyone reviewed it and the Planning Board accepted and now is the time to institute it. They don't do anything to get to that point Russ. They didn't with the last master plan and so far we haven't with this master plan. This is what he has been saying for seven or eight years now. He can't say it anymore without some help to reinforce it. Selectman Chivers said they can't do it without the Planning Board's cooperation. This is their function. Selectman Komisarek thought it was irresponsible not to plan, he didn't think they had to spend money as much as they need to research and explore and come to an agreement amongst us. Because something is very clear, the tax rate will go up. Is there or isn't there something they can do to help mitigate the impact. He thought they should work at those things and get an objective, fact based analysis to look at our community and see if there is something they can do. They have not had any type of culture in Candia that has endorsed or encouraged planning. When you talk about the people the vast majority of residents are busy living their lives. They have a job; they are bringing the kids to soccer. They are relying on us to look down the road as leaders and have a little vision to understand. If they do nothing the tax rate is going up over the next ten to fifteen years. Is there anything intelligent that we can do? When he first came to Candia and he first got a sense of the leadership in the town, he thought to himself is there anything they can do that would be intelligent and would help. He is going to tell you it is a battle. He tries to say it in terms of maybe fifty years or a hundred years, but at some point Dean, Boyd, Carleton and Dennis aren't around and it is going to change whether they like it or not. It is going to change; they are in southern New Hampshire. Candia is a little island here and it is going to change. They talk about an administrator and at some point they are going to need

some professionalism. You basically have to be retired to be on the Select Board. They try to run this town and the lack of professionalism, in the long run will hurt you. So they need to be able to understand the problem they face and agree amongst them on how they are going to approach this. They should have a separate agenda item and that is the first step. He doesn't think this is always based on fact. It's just an intuition he has and is it based on fact bases analysis – no. He thought this was the first step. Chair Young asked if he wanted to set up something with the Select Board, School Board and the Planning Board. Selectman Komisarek said just this Board and they should look at what resources are available to us through Rockingham Economic Development or the state. Just look at the resources they have. How are they going to analyze this? The Selectmen have to all be on board with this. Chair Young told Selectman Komisarek that he is in charge of setting that up. Do what you think you need to do. There is a lot of data available through the state and it does show exactly what towns, because we were close to the bottom in what the towns spent per capita for town expenses. We were third from the top what the town spent per student for school expenses and now they have the state education tax to add on to it. This is all affected by who you vote for in your New Hampshire legislature, so some of this we can't control.

The Board to announce the tax rate. Chair Young said the tax rate did go up \$1.97 and 99¢ is attributed to the town. They service approximately 4,000 individuals. She noted that 87¢ was attributed to the school. The county tax went down three cents and the state education funding tax that they all contribute to went up 14¢ from last year. The total went up \$1.97 and fortunately for two years they didn't have an increase, but they did this year. The tax bills should be coming back from the printer tomorrow or Thursday, so they should be mailed out shortly. She knows this Board will try to spend the money as wisely as possible. She did urge everyone to go to the Deliberative Sessions, both of them not just the town because it is easier to figure out. Go to them and ask the hard questions if you don't like it you can raise or lower numbers.

The Board to discuss town employee health insurance options for 2019. *Selectman Chivers moved that the town adopt the Harvard Pilgrim Health Care Silver Best Buy HMO LP 3000 (4811) plan for 2019. Seconded by Selectman Komisarek.* Selectman Dann said he was not at this meeting. Is this what the Board is recommending? Chair Young replied that it was. She asked if he had any questions. Selectman Komisarek said it was a 4.1% increase. Selectman Robie clarified that it is a 4.1% increase but it is the same coverage the employees had except for a couple of little tweaks with the co-pays, so they came out whole on that. Chair Young called for a vote. *All were in favor. Motion carried.*

Selectman Dann to discuss LED lights at the Recycling Center. Selectman Dann explained the R/E Committee has been working on LED lighting and looking at the whole town. This has come to light with the Recycling Center. They have checked with a number of different people and with Energy Source and LRC they will do complete lighting and every light that is not LED's at the present time which is very few, it takes care of the outside lighting, the inside lighting, and the Swap Shop. What they need is some of these fixtures need to be replaced. They are ten years old and they are starting to fail. The outside lights (the pole lights) no one has brought this up. With LRS they need to sign a contract for \$8,385.58, he is looking to encumber that. Right now is it hard to say if they are going to have that total amount from the Recycling Center budget. He wants to be able to encumber that because it is a \$16,000 program at 50% of it Eversource is covering it. So right now they need to replace some lights and instead of just

doing those, they will go through and replace everything. So the replacement cost down the road will be eliminated on the ones they have right now. These ones they have right now are the fluorescent and have the balusters that fail. They are going to be saving energy costs down the road with LED's. Plus they are going to be keeping the repair costs down because they are not going to be replacing it. He noted that R/E Committee member Al Couch has some more figures. He has been working diligently with this and it takes a lot of time. R/E Committee member Al Couch said the committee has been working on the LED lighting for a year. The idea is that LED lighting is very efficient and it last longer and let's do the whole town, but wait a minute that is a big project. Manchester has done it. All of their street lighting has converted and he doesn't know how much money they spent. A lot of work has been done in Manchester. They thought they would start with the Recycling Center because there is a lot of maintenance that goes into the lights there. The committee has studied the LED for a very long time. They do have three formal quotes on converting the Recycling Center to LED. One is from Genie Solar Energy and their quote was \$22,793 less Eversource incentives it comes down to a net of \$18,243. Mark Hetzel of Hetzel Electric gave us a number of \$10,227 for the 27 interior lights of the building. Then they had people from Eversource speak with us and their contractor is called LRS (Lighting Retrofit Services). A very professional service and the quote they gave us was extremely detailed and covers every light on the property which is about 50 lights opposed to the 27 that Mark Hetzel proposed and 37 from Genie Solar Energy. LRS covered everything and the nice thing here is they covered it at the lowest rate. Their total cost up front is \$16,771 but there is an Eversource incentive and what makes him anxious to get this done is the Eversource incentive is half of that and he didn't know how long their program is going to last. So for a net of \$8,385.58 they can have everything on the site converted to LED which includes the appropriate fixtures. LRS gave us an annual savings of about a little over \$2,000. So a pay back in electrical use alone will pay back in four years. The big thing to him is maintenance. A lot of money goes into maintenance because every time a pole light or an interior light is changed you need a lift to get to it. The proposal is good because they will have new fixtures, they will have up to date LED lighting, they will be saving energy, and that will increase that \$2,000 annual pay back. The big thing to him is that it will save a lot of money in maintenance. They have a detailed proposal from LRS. It just blows him away that they are the lowest cost on getting this conversion done. What they thought they'd do is start with the Recycling Center and then maybe some of this building can be converted. He does have a proposal for that from LRS. It is not a lot of money, it is about \$800. They can also do the street lighting when they get to that. Again it should be done in stages not all at once. The big thing right now is the Recycling Center. He thought from a maintenance point of view besides the savings it would be worthwhile to move ahead with this now. Chair Young asked if LED lights not use the balusters. She is not an expert in electrical. R/E Committee member Al Couch said he wasn't either and he thought the answer was no they do not. Chair Young asked if they were hoping to encumber this, because they are really tight and you will be going down to the wire. Selectman Dann said it looks like they could encumber the majority all he is saying is that they are \$1,000 short. Right now if they tell them to start all they need is 50%. He noted that Al mentioned the maintenance and right now they have four fixtures that need to be done and they have outside posts that they have been trying to get a contractor coming in but they need a bucket truck. The assumption is that no one wants to take a bucket truck down there to repair four posts. R/E Committee member Al Couch said this all could be done a piece at a time as they burn out, but that would be very expensive. Selectman Chivers noted they have fixtures down there they have

to replace anyhow. What would it cost them to do that if they didn't do this program? R/E Committee member Al Couch said he didn't know. Selectman Chivers asked if it would be a big part of the \$8,000 or a small part. This is routine maintenance and they would be spending money on that anyhow. They would be buying these lights instead for replacing those old fixtures which someday you would replace with an LED. R/E Committee member Al Couch noted that some of the fixtures have to be replaced in order to convert to LED. Selectman Chivers asked if they were burned out now. R/E Committee member Al Couch said yes and they are beginning to fail. Chair Young said the fixtures themselves they aren't just twisting a light bulb in. Selectman Komisarek said if the money is in the budget then a four year pay back or annual return on your investment is a beautiful thing. R/E Committee member Al Couch clarified it would be quicker that because of the maintenance factor. Selectman Komisarek thought when Craig Trottier from Eversource came out to talk with Select Board a couple of years ago, he thought he was saying most of the cities were doing it because the pay back was like three years. This obviously makes a lot of sense. Chair Young asked Selectman Dann if he might have the \$8,000 or not. He didn't want to make a commitment without being assured. Selectman Dann said they can't encumber it unless they sign the contract. Chair Young said she understood what he was saying, but is it in next year's budget for the Recycling Center. Is there \$8,000 in next year's budget? Selectman Dann said they put the budget together and this has come up. Chair Young asked if they have enough to give them the down payment out of this year's budget. Selectman Dann said without the manager here to commit in that manner, he works it daily. His assumption is yes, because Chuck felt they could be very close on it. Depending upon when bills come in from Waste Management you know how some of that falls. He noted that Recycling Center Supervisor Whitcher just received a \$5,000 grant. It doesn't come into our budget, but there are things that are working for the revenue side of it. The time factor on this is the only reason they are brining this forward. Chair Young asked if the Board had any questions. Selectman Chivers asked which line would you charge which one of the lines do you think you have enough money in. Selectman Dann thought they would accumulate it. Selectman Robie clarified it would come from all of the lines. If they want to put it under maintenance that is where they would take it out of and they would have a negative on the line of maintenance. Selectman Dann said if you look there is testing and they haven't gotten that bill yet and it shows they have \$4,500. Chair Young noted as of the month of October the Solid Waste budget still had \$153,000. She asked if this is something he needed to run by Chuck or does this need to be signed right away. Selectman Dann said like Al said when is Eversource going to pull the program. Selectman Robie said it sounds like it is a pretty good deal. He would say they should approve the expenditure and have them get it done. He noted that Selectman Komisarek knows about this stuff and 25% a year for four years they are going to get their \$8,000 back and if the math is correct they are going to be saving a couple of thousand a year moving forward. He thought it was a good investment why don't they authorize it and get it done. Chair Young asked if there were any other questions. Selectman Komisarek said what would be nice to know is what Eversource's plans are in the future for this program. As they look at the rest of the town it would be nice to know. Chair Young said it might be something they speed up versus wait. Selectman Dann moved to encumber \$8,385.58. Chair Young clarified they are going to spend that or sign a contract for that. They'll do their encumbrances at the end of December. *Selectman Dann moved that the Board authorize a contract with LRS and Eversource for \$8,385.58 to replace all of the LED's according to their contract. Seconded by Selectman Chivers.* Selectmen Robie wanted to know at the next meeting how much of our

electric bill is for lighting and fixtures down there and how much is for the equipment. Selectman Dann said he would get that for him. Chair Young called for a vote. *All were in favor. Motion carried.*

The Board will discuss and vote on accepting all the Primex proposals. Selectman Robie explained Primex is our Worker's Compensation and it is up \$1,874 which is an 8% increase. The Unemployment Compensation was an \$204 increase at 8.4%. The Property and Liability program is down \$1,033 and that is 3.7% decrease. Selectman Robie moved to accept Primex's contract with the Town of Candia for their insurance programs for the employees as presented. Seconded by Selectman Chivers. All were in favor. Motion carried.

Elections: Chair Young wanted to thank everyone for coming out. The Moderator isn't here tonight, but they did have someone come down and observe and from what she understood there were very good reports. It was noted that they do need one more handicapped booth for the next election. Selectman Komisarek added they also need a wheelchair. Selectman Chivers noted that Selectman Komisarek got the new tables. Selectman Komisarek said he was going to get one more table; Town Clerk Dupere needs one more. Chair Young thought that was a good idea. She noted that Selectman Komisarek did a good job getting coverage and all of the people helping it really makes a big difference. Selectman Chivers said it was a good turnout. Chair Young said it was and this community should be very proud.

The Board to discuss going from a 5 to 3 member Board. Selectman Robie said they discussed this at length at the last meeting. He has nothing more to say about it other than it would be the best thing for our community after talking about things they discussed earlier tonight and trying to get some direction amongst the Board. Selectman Komisarek knew that Selectman Chivers wanted to have this on the agenda. Last year this came up and he didn't support it, but what we're seeing is it doesn't matter who they talk to or what organization in NH getting people to volunteer and getting competent people who are qualified. You intuitively think that five is better than three. There are more people to spread out the workload. When you look at Candia on any given year you could run unopposed for the Select Board or just about any Board in Candia. There are years when they don't even know if they are going to have candidates to run. They have heard from Dennis and Brian Brock and how much better it would work he would support it this year. Chair Young apologized because she was not at the meeting. Selectman Dann said he could see that side to, but then again you want new people involved. How do you get new people involved and part of it is a learning process. They can't just have people that have been in town, this is their nucleus and this is the only people they know. You have to encompass everybody. So how do you do that and how do you get a few people to run for a position. This is a tough one. He doesn't have the answer right now, but he felt if a 5 member board was working he would stay with a 5 member Board. He didn't know what they wanted to do are they going to put a warrant article in. Is that what they are talking about? Selectman Robie said that was the intent. It has to go to a town vote. It needs to be supported. He noted the last time it went to ballot 700 people voted and it failed by a hundred and a few votes. Chair Young asked when was the last time that was on. Selectmen Robie said four or five years ago. Chair Young said it has to be over four years ago. Selectman Dann asked what are they looking for tonight. Chair Young said she is not looking for anything. She asked if they heard from everyone. Selectman Chivers asked how does reducing the number of people serving

on this Board increase the supply of interested candidates. He doesn't understand how that connection occurs. If this is the whole argument that Scott has and they want to attract more people to serve on this Board lower the number of people on this Board doesn't automatically increase the supply. Selectman Komisarek said look at the Planning Board and it is the same with the ZBA. You can't get three people how are you going to get seven. This is his logic. He thought it was going to get worse. When he ran he got a call they had two openings that year. They were coming down to the wire and they had no one to run in the town of Candia. Everybody thinks that five is better, because more is better. But he thought because they can't get anybody to run maybe they are better off with three qualified people for Selectmen. He thought it was easier to get three good than it is to get five. This is his logic. Selectman Chivers said the other point he wanted to make is that there is no Board in town with only three people on it. The Planning Board has seven members, the Budget Committee has nine members, the ZBA has five members, the School Board five members, and they would be the only three member Board in this town. The last thing he would like to say is that the town has already considered this issue twice, the first time when it went from a 3 member Board to a 5 member Board fourteen years ago and the second time when they rejected the idea of returning to a 3 member Board. So the people of Candia have already spoken out twice on this. He didn't see any advantage to it; he didn't see how it would benefit the process. Government in the United States by design is inefficient; it is probably more inefficient than a three member Board. The people in this country are wary of efficient government. Look at the State of New Hampshire the governor is powerless basically. They have a five member Executive Council. They have a 400 member legislature and 24 people in the senate, not much gets done up there. This is probably by design. He is not that is how he wants this Board to function. Chair Young said her thought is she is against a three member Board and she'll tell you why. She thought when they had an opening they had three people; she thought all three people were well qualified. They were in her opinion intelligent, open minded, well qualified people. They picked Scott, she chose him because he had the experience which is her second point. In her opinion it takes a couple of years under your belt of this job, if you are doing it well it takes a couple of years to get any knowledge at all. If you have a couple of people that stay on the Board, it is the same with teachers you need some experienced and some new. Once you turn them over to all new it's just not as affective. She would recommend staying with five. The way they have it now is they break up the committees five ways. She didn't know how many meetings they can attend, but she didn't want to leave out people that might have jobs who could be great Selectmen but they can't go to the Planning Board one night or Budget Committee. They can help and they can contribute but they wouldn't have the time to be part of a three member Board. This is just her opinion. If the Board wants to put a warrant in they can do whatever they like. She didn't know what they wanted done tonight. Did he want the Board to vote on it? Selectman Robie said it didn't matter to him. It is obvious what the Board thinks. Selectman Chivers is not in favor, he and Scott are in favor and Russ doesn't know. They are getting nowhere, so why don't they drop that and move to the CIP. He didn't know why they didn't put that on, it was the same agenda item as this was. Chair Young said she didn't know it was supposed to be on. Selectman Chivers asked what is up with the CIP. Selectman Robie said they talked about a warrant article for the Capital Improvement Plan for our community. Selectman Chivers said they voted on that. Selectman Robie asked why they didn't vote on this. You said no because Sue wasn't here. Chair Young said it might have been a 2/2 vote and that's why. You would have needed a tie breaker. Selectman Robie said this is why they are having this discussion tonight. Selectman

Chivers thought they approved this. Selectman Robie clarified that they approved the \$100,000 warrant article. Selectman Chivers said he drafted one and sent it to Andria. It was confirmed that it was received. Administrative Assistant Hansen said she would put it in the sign folder for the Selectmen to review. Resident Linda Bergeron thought if they had a 3 member Board it would be totally unfair. They say they want to add new ideas and there are things happening in the community. It's the same three people that get elected all of the time, every time they aren't going to get any of that. She would rather have 5 people deciding on what happens with her tax dollars rather than 3. Resident Al Couch wanted to say that he likes the 5 member Board because every committee and group that he has worked on he appreciated having five opinions, five ideas that can all work together and filter out the best ideas. He likes seeing a 5 member Board. Resident Linda Bergeron wanted to remind the Board that there were people that were seeking to become a Selectman and they got turned down. There are also other races that people run and they don't have anyone competing against them. It is just the way it works out sometimes. They need new people in here to share some new ideas and move forward. She has been here for years at these town meetings and you say yourself that you are very busy as a Selectman how can you go to three then if you are overworked now. Selectman Komisarek said he didn't think the people would vote for it because there is a basic logic that prevails that 5 is better than 3. He is concerned about lack of participation for all of our Boards and it just comes back to this idea that perhaps they are not ready for an administrator but at some point in time that is going to be a smart thing to do. What happens is they have turn over in the Boards and takes quite awhile to learn. There is so much to learn and it takes a long time to learn. So what happens is a lot of times they don't have the knowledge and the understanding of processes and procedures that with an administrator you would get that continuity. So the Select Board could say we really want to try figure out how we can keep the tax rate down you would have someone to do some of that legwork. He thought they are almost always going to attract people that are closer to retirement age in the Town of Candia. It would be great to have some people in their 40's, even those two people that were willing to fill that position he didn't know if they are going to be interested in running for the Select Board. There is a whole generation out there that would be great to get them in here, but they are not here. He doesn't know when the right time is but sooner or later that is the direction they have to go. What he is saying is go down ten or fifteen years down the road and they rely on a few people in this town for a lot of the corporate knowledge and a lot of the history, a lot of things that happen. If those people aren't here this could quickly turn into a real show. He thought a really good administrator would be a good thing. This is something they could talk about when they talk about the future of Candia. Chair Young thought he was absolutely right, but she thought some of things it is going to be up to the future. She thought at some point maybe that will happen and they'll need a town administrator, but she feels people that are 35 or 40 are with their kids now. Kids are so much busier than they used to be. The husband and wife both work, whatever the case may be everyone has to contribute because of taxes going up or insurance. She thought with 5 people it is still doable for someone that is not retired, they all still work. Most of us all still work in some capacity. She just thought they have to change their whole attitude and atmosphere and try to bring people in. If they do it in a positive way she thought they would come. It is a learning curve and it will take them a couple of years to learn and hopefully they will run again. They will have people coming and going and it's just like Carleton and Boyd and their continuity. They know what happened years and years ago and it is priceless to have someone on the Board with that history and knowledge. Again she loves the new ideas when someone new comes in and they have that

enthusiasm. She is just more supportive of a 5 person Board, but it is up to them. She didn't know if the Board wanted to move on. Selectman Robie thought they had move on. Chair Young asked if there were any additional comments from the audience. There were no further comments. Chair Young thanked the public for sharing their thoughts.

The Board will discuss longevity compensation for employees. Selectman Chivers said there is \$5,000 in the budget for merit pay. He thought Chair Young had indicated to the Budget Committee that it's not just merit pay; they are talking about some kind of plan that rewards people for their length of service with the Town of Candia. In our meeting on October 22nd when you were absent, the Board indicated some support to draft a plan which he did. The following week he emailed it to the Board. He prepared this document which is an addendum to the town's compensation plan. It creates this provision for recognizing and rewarding employees for their service to the town. He mentioned that Chief McGillen gave him something from the Town of Freemont. Essentially it is \$100 for every year of service to the Town of Candia payable in five year increments. So at the end of the first five years, the fifth anniversary of their date of employment would be eligible for a \$500 payment. Then at ten years they are eligible for \$1,000 all the way up as long as they stay here. This is what the addendum lays out. For tonight's meeting he gave the Board the cost impact of this and what it will cost us over the next three years based on looking at the anniversary date of the employment and calculating what each employee of the Town of Candia would be eligible for a longevity award. It works out over the next five years this benefit to the town employees would be worth \$22,500. This is the total impact over a five year period. It would be about a 5.6 cent per thousand impact on the tax rate if you pay for it all at once. He thought as Scott pointed out they are in a tight labor market now the time to recognize our employees and value them for their service is a good thing to do. A \$100 per year is not extravagant and it recognizes the value of their experience and what they contribute to the town. He noted that Freemont gives them \$100 every year. Chair Young said that is what she was wondering. She said if someone has been here 5 years they get \$500. Selectman Chivers said that was correct. Chair Young clarified they don't get it yearly. Selectman Chivers said they would not. Chair Young thought that Auburn did it yearly. Selectman Chivers said that Freemont does too. They don't know what their grid or matrix is, they give their employees 2% per year when they serve a certain amount of time. Without knowing how else Auburn compensates their people it is hard to judge that. Chair Young asked if he wanted to wait on this and get some more data. Selectman Chivers thought this would be a good place to start. You could bury yourself with data and you're still going to end up with your gut. His instincts tell him this is kind of a modest plan for our employees, but it is a thoughtful plan. It more symbolic than anything, but he thought it was worth trying. Chair Young said if they accepted this policy and they took this year which \$5,000 is budget they would get the other \$1,000 from somewhere. Then they could talk about the rest of this later, but first they have to accept this longevity policy and they can decide. The budget meeting is going to be tomorrow night and they are going to want to know about this. Selectman Chivers said they could accept the policy and these numbers could change every year. If you look at his assumptions "None of the eligible employees will retire or depart before the date on which they are eligible". So a lot could happen. He noted it is \$100 for a full time employee and \$50 for part time employees. Selectman Robie said they just adopted a grade and step system that our community did have forever. They never had a way to increase our employees' salaries except for a cost of living raise which we gave them. He reiterated they never had any type of plan to increase their pay on

their merit. He thought if you look at the longevity in that plan, it is a fixed cost now that is not going to change. When we were in a downturned economy our employees suffered and they saw a need to fix that and they did. He thought this was a huge step for our community. He didn't think they wanted to commit to anything more. Selectman Dann said they are putting all of this together talking about the budget they felt longevity was very important. How do we replace somebody? They are seeing this in the police department. If they are good employees they have to keep them. They are showing some understanding that they have committed years of their employment with us and we appreciate it. He thought they were in a place where they were starting and gaining. He likes including the part-timers. They have done nothing for our part-time people and they have encompassed all the employees on this. People might think it is too much and some might think it is not enough. They can't please everybody, but they are showing they are concerned about our employees. Chair Young added and appreciated. It just like with the police officers and giving them a certificate or having a plaque. They are appreciative. Selectman Robie said they have done all of that and they have shown the employees that they do care and they are going to increase their pay. You just talked about giving out plaques, but Chief McGillen was here three weeks ago to tell us that Dan was retiring. He mentioned his firearm and they didn't bring Dan in to have a ceremony but they gave him his weapon and he thought he was very appreciative of that. So they do things, the police are the police and they always have their ceremony outside when an officer is leaving or coming. Just like Friday afternoon Shane graduated from the academy and no one went to that. He was supposed to go, but he couldn't make it on Friday afternoon. The Board doesn't even know about these things. Chair Young questioned whose job that was to tell us. Selectman Robie didn't know if it was anybody's job. These are scenarios that are brought up and he got his weapon. He thought it was a nice gesture. It would have been nice if he came in and they had that planned to do that for him. This is the way it went down, this is Candia. This is how things happen here. They addressed the pay thing very handsomely in his opinion from where they started. He started talking about merit pay five years ago for our employees. They addressed it very handsomely. He asked Chair Young how they are going to keep paying for this stuff. Selectman Chivers said he is not willing to sit up here tonight and tell the people who committed their careers to the Town of Candia that they aren't worth \$22,000 over a five year period, an average of \$4,250 a year which is nothing on the tax rate. Some guy who lives in a \$350,000 house is going to see his property taxes increase \$3.40 per year. Chair Young clarified not per thousand, total. Selectman Chivers said to recognize people who gave this town 25 or 30 years of service, it would be an insult to these people right now for this Board to sit here and reject this plan for the amount of money they have committed to it. He is not willing to do that. Selectman Dann noted that Selectman Robie said earlier this evening to train someone costs over \$100,000. What he is saying is to keep people this is a realistic figure. He thought that is what they have to look at. They have key people and if they left where would they be. The office staff is important. Selectman Robie said he agreed with them both 100%, but he started talking about this six years ago and they finally got it done. Now they are going all the way to the end immediately. If they are all confident that this is the right thing to do tonight in this calendar year he is with them. Chair Young thought when they did this a couple of years ago they got the compensation level to surrounding towns. They never got to address this. Selectman Robie said they talked and talked about it. He has been talking about it for years. Selectman Komisarek said he supported this. Chair Young asked if someone wanted to make a motion. They will need adopt the policy and should they at adopt that budget for 2019. They can do it in two separate motions. Selectman

Chivers moved that the Board approve the addendum to the compensation policy dated October 27th, 2018 which inserts a provision recognizing the Length of Service Recognition and Reward Policy. Seconded by Selectman Dann. All were in favor. Motion carried. Selectman Chivers moved to amend the 2019 budget to increase the merit pay line by \$1,000 and re-titled that line to be called the longevity line. Seconded by Selectman Dann. All were in favor. Motion carried.

The Board to authorize payment of payroll checks and accounts payable checks. Selectman Chivers announced the grand total for accounts payable and payroll checks for November 1st, November 8th, and November 15th was \$845,351.00. Selectman Chivers moved to approve the accounts payable and payroll checks for November 1st, November 8th, and November 15th was \$845,351.00. Seconded by Selectman Komisarek. All were in favor. Motion carried.

Other Business

Selectman Komisarek said he will be missing the next Planning Board meeting. He looked and he saw that Boyd was the alternate. So he checked with Administrative Assistant Hansen and she emailed the NHMA Attorneys. It looks like we would not be in compliance with the RSA that governs this. The basic essence is it is not the best idea in the first place. If you have more than one Planning Board member serving on another Land Use board, or the Conservation Commission or the Select Board. So he thought by virtue of the fact that Judi Lindsay is on the Conservation Commission and the Planning Board, Boyd would be the second person. The way he interpreted this is they are not allowed to do it. He thought he should bring it up. Chair Young asked if someone like Carleton do it. Selectman Komisarek said whoever. Selectman Chivers confirmed that Judi Lindsay serves on the Conservation Commission. Selectman Komisarek said she was the Vice-Chair until 2019. His interpretation is this is something they need to address. Chair Young noted that the Planning Board cancelled their meeting on the 21st and Selectman Komisarek can't make the first one in December. The next Planning Board meeting is December 5th. Selectman Komisarek noted that he does travel more in the winter time. Chair Young asked if Selectman Robie if he wanted to be the Planning Board Rep. Selectman Chivers would like to read the RSA (673:7). He said he would talk with Judi Lindsay. Selectman Robie said you are already on a Land Use board. Chair Young didn't believe that Judi would excuse herself. There was some further discussion. Selectman Komisarek thought the Selectman Robie had the background; he's been the Planning Board Rep. Selectman Robie said he would fill in for Selectman Komisarek if Selectman Chivers was acceptable to that. Selectman Komisarek thought they needed to have a different alternate. Selectman Robie said he would fill in for the winter. He wasn't sure he wanted to go back and put himself through that. He did that for a couple of years. He is not an advocate for cancelling meetings, because he talked to the Planning Board numerous times about planning to no avail and they don't have planners. He is going to have to say no to all that because he is tired of it. Selectman Chivers asked Selectman Dann if he would like to be the Planning Board delegate. Selectman Komisarek said if there is something going on with the Select Board and he is not in town, he is always willing to connect electronically. He thought it was more difficult with the Planning Board because they have to look at plans, etc. Selectman Robie said he would fill in until March. Selectman Chivers asked if Selectman Dann was interested in doing it. Selectman Dann said he didn't know what he could add to it. Chair Young moved to nominate Selectman

Robie as the alternate to the Planning Board due to the correspondence they have received. Seconded by Selectman Komisarek. All were in favor. Motion carried. Selectman Komisarek said he will be out of town for the next meeting, but he would be willing to connect.

Selectmen's December 24th meeting date: Chair Young asked if they want to cancel the December 24th meeting. She is recommending December 26th at 7:00 pm. They would do the encumbrances at this meeting. This is a Wednesday.

Abandonment of burial grounds. Selectman Robie said the Trustees have to get their paperwork together and they'll bring it to a Selectmen's meeting. There was some discussion about the cemeteries. They have to get a deed for the three cemeteries. Selectman Chivers asked who is going to deed them to us. Selectman Robie said they have to file with the state. They don't have a deed now. They have been maintaining them, so they should have a deed to them. There was some further discussion.

Veteran's Day Ceremony. Selectman Komisarek thought it was an excellent Veteran's Day Ceremony and it was a good turnout. He knows Carleton took initiative on this and the Heritage Commission. It was a great ceremony and there was great history about the Town of Candia. He thought it was well done. Chair Young wanted to thank Carleton because she wouldn't have known anything about the missing names or anything else. She thought he really got this originated and got it going. It turned out perfect and he deserves a lot of credit for having this happen.

Master Plan question: Resident Becky said she sat through the last two master plans and people that want to attend those attend them but they also drive the direction that the master plan goes. So her other question is out of both of those master plans where did the subcommittees end up. Do they have any idea of the output or result of those subcommittees? Both times she volunteered and she was on one and it just kind of faded away. One of the reasons was they didn't have any funds to support what they were trying to do. So when you talk about planning people bring up the master plan. It is a piece of paper as far as she is concern, because she doesn't see what comes out of it. You guys have been elected to drive the bus. She is encouraging you to get together as a team and decide a direction for this town. You are right we need something and they need something besides housing. They need workforce housing, they need a lot of things. The people that are in this town aren't going to be able to sustain it going forward. You are talking about going from 5 to 3, talk to her about that when you decide to get a town administrator. There is some practical stuff here but you have been elected to drive the bus. Come together please and do that. Selectman Chivers asked if he was wrong in assuming that the Planning Board has been elected to drive that bus. Resident Becky Sarra said she is assuming from what she heard tonight that all those other groups run under you. Selectman Chivers noted that the Planning Board is an elected body. Resident Becky Sarra asked if they ran under the Select Board or not. Selectman Chivers replied not really. Resident Becky Sarra asked if they were freestanding and do they take direction from the Board. Chair Young said no. Selectman Chivers said the Select Board has no statutory duty to do anything. Resident Becky Sarra asked what was the discussion tonight about planning for the town. Selectman Chivers said it ended up going back to the question to the Planning Board. Resident Becky Sarra said she has been coming to these meetings for quite a while and we haven't accomplished anything.

Selectman Komisarek said under the Select Board you will see the economic development piece and they'll do their work. Let's just be honest Candia has a culture and they've had it for a long time, there is a small number of people who control what is or isn't going to happen. Chair Young added and they volunteer for everything. Not just control, it is the same ones that are putting in the hard work over and over again. Selectman Komisarek noted that Boyd goes to all of the Planning Board meetings and he has a deep passion and feelings about planning issues. His realization is until they can get the people to understand and get on board then nothing is going to happen. All they are doing is kicking it down the road. This is why he is suggesting that they do the analysis and work together and they'll come up with some type of understanding. He's had conversations with Dennis and his feeling is no matter what the change is it will always increase taxes. This seems to basically be Dennis's view, Boyd's view, and Sue's view. Road Agent Lewis replied that he never said that. Selectman Komisarek said they had a conversation in the office they talked for a half an hour. Road Agent Lewis said about housing. Selectman Komisarek said even talking to Boyd about commercial, Boyd said to him if they had a grocery store at exit 3 they would attract the wrong kind of people to Candia. He was perplexed and asked Boyd what he meant by that. Chair Young said she didn't agree with that. Selectman Komisarek clarified what Boyd said was they are going to attract people that are too lazy to travel for their services. He couldn't make this up. This is important to get to the crux of what Becky is saying. He noted that Boyd said that he would prefer that Candia had zoning similar to Lyme or Lyman and they have a 100 acre minimum. Selectman Chivers clarified that it's Lyme NH with a 50 acre minimum. Selectman Komisarek said when you have a culture that has existed for as long as it has in Candia. Until you get the people on Board nothing will happen, but sooner or later there will be a price to pay because they haven't really looked at it. This is why he is reaching out to Sue and Boyd and let's do this together and let's look at it. When they discussed the tax rate Sue was very upset for the elderly people in town because they can't afford it. Then Boyd said he would rather pay the increases even if they could generate income. He thought Boyd wanted to preserve Candia just the way it is. Now you are speaking for all of the other residents how might not be able to afford it. When you're in public service it's not really about our own personal view. When he talked to him he was talking for all of Candia. He thought this was his personal view. He noted that Sue sometimes is speaking for everyone in Candia. She has her personal view and he has his personal view. Let's look at the facts and lets really work at it and have an understanding and then they can come to an agreement. If it comes back and it says there is no hope for anything you could ever do in Candia to help with the tax rate, he would tell Boyd he is right. Chair Young said she gets her personal views about what everyone in Candia wants from the ballot box. She has seen them vote down zoning. You had that \$10,000 for the master plan as a warrant article. It did not go through and it got pushed into the budget. She knows how this system works. She doesn't speak for everyone but she does listen. She does change her mind and there are others that will not change their mind. They are set like that and that is the way it is going to be. She tries to listen and try to balance everything and make an informed decision. She does go by the ballot box. There were 82 people at that gathering for the master plan. The sub-committees, she signed up for 4 or 5 of them and they didn't even materialize. Thank heavens Becky's sub-committee got started. They weren't missing money they were missing bodies. They didn't have people to do it. So unfortunately there are 82 people making the decision for the master plan and everything else. She goes by the ballot box, she goes by history, and she goes by listening to people. This is why when they got onto the village thing she didn't think that it was going to fly, but give it a

whirl if they want. Selectman Robie said he is listening to everyone here and sub-committees and Mrs. Sarra said there was no money they are talking about finding out this information. They are not capable of compiling that information and presenting it in a way that isn't bias to how we each feel. This is impossible to do amongst ourselves. They have proven that over and over here for years. They can't do it. The planning money got shoved in the budget after the warrant article failed because of no support and a little bit of support from the people that didn't want it to pass. All you have to do make a few phone calls on a warrant article like that with no positive support if it gets negative support it is going to fail. They all just agree that this Board right here is the leaders of the community and if they see a need to put \$10,000 in the budget for planning and they do that it's not shoving it down the people's throats. They all go down there and vote for the budget. They can go to the Deliberative Session and take that \$10,000 out and he'll probably argue let's put \$25,000 in and they might win that if you watch the history over there for the past few years. If they needed something done to the budget it was probably going that way if the case was presented to the audience at Deliberative Session and they've done really well doing so. So he thought Mrs. Sarra is one of the few that understands maybe we like Candia the way that it is but if they do something about all Susan's people that she is concerned about that can't pay their taxes because the tax rate is going up. Chair Young asked if they could reach a happy medium. Does it all have to be all or nothing? It seems like it does on this Board quite a bit. Selectman Komisarek said he has come to the realization that he has developed his view based on his intuition. This is what he intuitively senses. He intuitively senses that you look at other communities and there is a reason. He noted that Boyd has his view on intuition; he thinks it is best for Candia because he thinks with growth you will have increased services. Selectman Chivers said he backed that up with some data. He went to the Town of Epping and he looked at their assessed valuation, because they built a WalMart, a Lowes, a Market Basket, a strip mall up and down Route 125 and year by year when that commercial growth went up guess what else went up - the tax rate. Selectman Komisarek asked if they were mitigating or were they increasing. This is what they need to know. Selectman Robie said they didn't do that. Selectman Komisarek said they really need to look at it and understand. The fundamental question is are there smart things they could be doing. You can't say we have a culture of planning and looking down the road. Our basic philosophy is let's keep it small, let's keep simple, and let's keep the tax rate down. This is our philosophy and some people think it has worked pretty good. You look around at other communities and Carleton is bringing up the point let's look down the road. He is saying let's take a look at this. Again if there is nothing that can be done, he'll say he doesn't want his taxes going up. If there is nothing that can be done then there is nothing that can be done. If they don't explore and were not interested in learning about it they just make these assumptions. How are they going to get at this? He would like a stronger sense from someone that has an objective, someone that has no skin in the game. They aren't a workforce advocate, etc. Chair Young asked where is he going to find them, not from SNHPC. Selectman Robie said they are going to have to pay a professional and they are going to pay them dearly. Road Agent Lewis said he always maintained with grow comes expense and you need to find the balance to make that work. There are very few towns that appear to find that balance, so before they open the door they need to be very careful on how they plan that. Is it going to profit the town or is it going to be a loss for the town and are they going to be prepared for that. He has maintained that for as long as he has been around here. Until they can find that you don't open that door. This is what he has always maintained, so for Selectman Komisarek to say absolutely no grow is not the case. Selectman Komisarek said that

is the conversation that they had, it was a half an hour and he can't make this stuff up. Road Agent Lewis said there was more to the conversation. Chair Young said maybe it was taken out of context. Road Agent Lewis said he has always maintained if we go that route they have to be very careful in how we plan our growth, whether it is commercial that pays he didn't think that housing ever pays for a town. So whether it is an industrial park or it is all in one spot however they zone that they have to be careful about that. Once you open that door you can never close it. Selectman Komisarek said that is what he sees. When he talks with people that are fearful they are coming from this place of fear because they look at other communities and they look at other things that have happened and they haven't gone well. A lot of times he has to agree that things don't go well. He asked himself the question do things ever go well and the answer is yes. He remembers being out in San Diego and seeing a statue of a guy that was a planner. This guy was a great planner. So someone had a plan and they were recognizing a planner. They are very fearful and they go to great lengths to insure that they don't do anything. He has been here long enough to know the score. Chair Young said she didn't think that was fair. Selectman Komisarek said it was honest. It is irresponsible for us collectively not to work together on this. This is what they should do. They don't have to spend a lot of money, but let's find some resources and basic information. He thought Boyd was an information guy and he could be a tremendous asset. Selectman Chivers said he was a tremendous asset. Chair Young agreed that he was. Selectman Komisarek said if they had good data and information and Dennis says we have to do it right, we come up with good data and they believe this would mitigate the tax rate would you support it. He felt that Boyd is the type of person that is so ambitious, so bright that if you got behind something. Selectman Chivers said he wanted Selectman Komisarek to find the town in New Hampshire that got it right. Resident Becky Sarra asked why can't they be the first why do they need to find a town that was the first. Chair Young thought they had a lot right they might not be perfect but people are coming here because of what we do or don't have. We can always improve but she thought Candia has a lot right. Selectman Komisarek said that Chair Young has said to him that she supports controlled growth. If you live in southern New Hampshire all of the other communities are growing. There may be some ill effects. If you support controlled growth how long has Candia been at 4,000. Chair Young said she didn't know but a long time. Selectman Komisarek said to him when you say controlled growth that implies something, because what Carleton getting back to is this whole assessed value situation that they have. Our fear is that those expenses will be greater than the income this is the crux of it. If they can't demonstrate that they can generate more revenue Boyd is saying that he didn't think it has ever been done in New Hampshire. He has to ask himself the question why does the Town of Windham go out and get an economic development person. Chair Young asked why aren't Candia people moving to Windham, she thought it was the other way around. Selectman Komisarek said they need an example somewhere in New Hampshire. Chair Young asked the Board if they would like to have a round table some other time. Resident Becky Sarra asked if they have something that is called a Board retreat. Do they ever go off site? Selectman Chivers said they can't because it has to be open to the public when more than a quorum gets together. Chair Young said they've had work sessions but nothing that isn't public. Resident Becky Sarra is just saying a day to have a Board retreat. You go with objectives to accomplish, she is not saying 25 but they can't get through this one subject in here. So pick topics that they think they need to acquire and get on the same page. Selectman Robie said his point earlier is none of them can do that together because they are going to be biased one way or another. Chair Young said it is like that School Board. Resident Becky Sarra said the School Board has a retreat and they

succeed at it. Selectman Robie said they come back with all of this information (Epping, Candia Village, 123 houses) the taxes went up 21% and the school population went down 33% all of the figures have to come in. How much would the tax rate have gone up without those houses and how much would it have stayed lower with them. This is answer. One piece of paper with a few numbers on it is biased and that is what they need to get away from. Selectman Komisarek said they are always looking for information that supports our view. The way he looks at the world is that he looks for information that supports his view. He has convinced himself of one view. He is not pointing fingers it is what is happening. Selectman Robie said that is why they have to pay someone to tell us. Selectman Komisarek said they need objective data. Resident Becky Sarra said they need an objective on how to resolve that don't sit here and debate it. It is not the way you resolve it. Selectman Komisarek said it is one of the most important questions that they have. He noted that Carleton said to him he always had the view that everything is good that way that it is, but he has come to realization that they have to go about this differently from a revenues standpoint. He thought this was something they need to work on as a Board. They need to start and get some sense. When he talked with Sue and even with housing... Chair Young said she was more supportive of commercial/retail. Selectman Komisarek said you think that every house that comes in has five kids. Chair Young stated that she has never said that it is just the opposite they have fewer kids that is why our population isn't up. Selectman Komisarek said he lives on Fieldstone Lane and when it went before the Planning Board people thought it was going to be terrible and how could they possibly have houses here. If you look at how many kids on Fieldstone Lane and they just aren't having the kids they used to have. He would argue since the beginning every year Fieldstone Lane has been cash flow positive to the Town of Candia. You might say there are some other neighborhoods so you would have to know all of the neighborhoods. He is just saying there is one example. Chair Young said to solidify your opinion. You took one area by the golf course let's go into other areas and we are not going to be picky because she didn't want to offend anybody. Selectman Komisarek said when that project came before the Town of Candia they fought that. He thought it wasn't always about the money. Sometimes people want to keep things just as it is. In today's world they have gone from a billion people in 1890 to seven billion people. Everybody has to live somewhere. Chair Young said sometimes when you have a lot of money it's not all about the money. She wanted to think about the residents who don't have as much as they all do. She asked if anyone wanted to adjourn.

Selectman Dann moved to adjourn at 9:27 pm. Seconded by Selectman Komisarek. All were in favor. Motion carried.