

Approved
Candia Selectmen's Public Meeting Minutes
Monday, November 27, 2006

Attendance: Chairman Clark Thyng, Vice-Chair Fred Kelley, Selectman James Brennan, Selectman Tom Giffen, Selectman Richard Lazott, Town Director Carolyn Emerson and Secretary Dawn Chabot.

7:06 p.m. Chairman Thyng called the Public Meeting to order and immediately followed with the Pledge of Allegiance.

In accordance 31:95-b III the Board will accept donations and grants received on behalf of the Town for Candia Police Department, Candia Food Pantry, and the Candia Health & Welfare Department. The NH Masonic Charitable Foundation will present the Town with an \$850.00 donation to the Candia Food Pantry from the Rockingham Lodge #76 Matching Funds: Chairman Thyng reviewed the attached donations and grants breakdown sheet noting a total of \$6,034.44 had been received by the Town. Chairman Thyng motioned to accept \$6,034.44 in grants and donations to the town as presented. Seconded by Selectman Kelley. All in favor. Motion carried.

A member of the NH Masonic Charitable Foundation thanked the Community for their support of their fundraising activities and noted over the past five years they had raised \$4,050.00 from their fundraisers. Members from the NH Masonic Charitable Foundation had presented the Board of Selectmen with an \$850.00 donation to the Town of Candia Food Pantry from the Rockingham Lodge #76 Matching Funds. The Board members thanked the Masons for their continued support of the Town.

The Board will continue its review of warrant articles and also address who will speak to the articles at the Deliberative Session

Fire Department Presentation: Chairman Thyng stated Article 24 was at the request of the Fire Chief for the Candia Fire Rescue Department. Chairman Thyng turned the floor over to Fire Chief Rudy Cartier for a presentation on the warrant article proposals as part of the Candia Fire-Rescue Department's proposed Master Plan. Fire Chief Cartier thanked everyone for coming out for the presentation and noted he was aware of some of the controversy on the proposed articles. Fire Chief Cartier provided attendees with a power point presentation (attached/consisting of a 41 page document containing charts, graphs, calculations and breakdowns). A summary of the presentation was outlined at the end. The Summary points were as follows: The Town of Candia is and will continue to grow; demand for emergency services is expected to grow at least 10% per year, the types of service required by this growth continues to become more diverse and demanding; it has become difficult to recruit, retain and manage volunteer members on a voluntary basis; Incentives are necessary to meet the needs of a growing Community; Through creative thinking and actively seeking alternative methods of financing these operations, the tax burden will be manageable if we start now; The majority of the men and women of the Candia Fire-Rescue are also taxpayers in Candia and are mindful of the tax burden placed on all of us; and We can afford the financial resources necessary to make this happen. The summary concluded with the following Bottom Line statement: "We need to address our current and future deficiencies in providing emergency services in a fiscally prudent manner and we should start now. Please help us meet this need through your support of our Master Plan. Thank you for your continued support." Fire Chief Cartier stated he was looking for input of the presented proposals and offered his email information if anyone wanted to contact him that way. Chairman Thyng stated the task

before the Board that evening was to decide what articles would be placed on the warrant. Charles Bowman of High Street asked the Board if warrant article 24 were to be placed on the warrant and were to pass, would the Board advertise for the Fire Chief position. Chairman Thyng noted this was the first formal board discussion on the proposed warrant articles but thought it would be the continued policy of the Board to advertise for all vacant positions as done in the past. Peter Butt of Forest Road thought Fire Chief Cartier had done a nice job on the presentation but mentioned he was aware of issues with the proposals and wondered how the Board felt about Fire Commissioners. Selectman Giffen stated the Board had not discussed Fire Commissioners but was aware that the Solid Waste Committee was helpful to the Board in their capacity. Peter Butt thought Fire Commissioners would be in the Town's interest especially in cases of future proposals. Karen Blackman of Horizon Drive asked for clarification on what was being requested for 2007. Fire Chief Cartier advised and noted that the presentation addressed the three proposed warrant articles as well as future years as part of their Master Plan. Susi Nord of Murray Hill Road asked if the SAFER Grant could be used towards the proposed Chief's position. Fire Chief Cartier stated it could not and that it had to be used on a line man position. Susi Nord asked if there were Town's comparable in size to Candia that had full-time Fire Chiefs. Fire Chief Cartier said there were and listed nine Towns in New Hampshire (some smaller and some larger in population) that currently have full-time Fire Chiefs. Peter Butt stated he was a retired fire fighter and questioned if the Building Fire Codes mentioned by Chief Cartier could be inspected by the Town's full-time Building Inspector. Fire Chief Cartier stated by state law the Fire Chief was responsible for fire codes. Peter Butt questioned if the Fire Chief could delegate his authority to the Building Inspector for the inspection of the fire codes. Fire Chief Cartier stated under state law the Fire Chief is responsible but thought delegation was possible if the person has received the proper training. Fire Chief Cartier noted that scenario was tried in some times and failed. Peter Butt disputed Fire Chief Cartier's opinion on improving the Town's ISO rating in order to help get citizens receive reduced fire insurance rates and thought it would be very difficult considering the department currently has members responding from out of Town. Peter Butt disagreed on Chief Cartier's growth statements and did not feel that the Town has grown at all. Peter Butt mentioned the good job on the proposal but did not think the Town could afford it. Fire Chief Cartier briefed that the current population according to the Office of State Planning was 4,200. Fire Chief Cartier stated he is finding volunteerism is dying and that people can no longer devote the time with family and work commitments. Fire Chief Cartier noted when the department's past membership was at 50, it ended up being the same 14-15 people doing all of the calls. Fire Chief Cartier noted four current members were from out of Town however the department does not solely depend upon them. Fire Chief Cartier informed he had done extensive ISO rating work and that he absolutely believed the Town could go from a 9 to an 8 in the future. Joe Duarte of Critchett Road noted a fine presentation and questioned Fire Chief Cartier on the salary breakdown given. Fire Chief Cartier explained the salary breakdown included taxes, social security and insurances in the figure. Joe Duarte questioned the number of calls and mentioned that the Town of Kingstown with a large population had recently hired a fire chief for \$49,500.00. Fire Chief Cartier stated the calls for service for 2006 were currently 303 and mentioned that the majority of the calls were during daytime hours. Fire Chief Cartier stated the Town of Kingstown has full-time fire fighters as well. Ingrid Byrd of Depot Road asked how many fire fighters were residents out of the roster of 36. Fire Chief Cartier stated 32. Ingrid Byrd asked if the Tanker Truck had been recently sold. Chairman Thyng stated it had not and informed the bidding process would be an upcoming agenda item. Ingrid Byrd asked the current yearly operating costs for the existing fire station. Fire Chief Cartier estimated \$6,000.00. Ingrid Byrd disputed the tax estimation figures given and stated they did not include the building figure. Fletcher Perkins of Raymond Road asked if income generated by the Fire Department would go to the Board of Selectmen noting past Boards have not spent money properly. Fire Chief Cartier stated it would be received as revenue and would go into the general fund. Ingrid Byrd noted the Board was responsible for the Town

voted bottom line budget. Sis Richter of Deerfield Road asked where the idea of the ambulance came from. Fire Chief Cartier stated the Town is paying for a service in its taxes and getting nothing in return because the contracted ambulance service receives the funds from the transport. He went on to explain that in most cases the fire department spends the initial time preparing the patient and then the ambulance comes in to transport after they've already done most of the work. Selectman Lazott stated the Fire Chief's ambulance proposal would end up costing more. Fire Chief Cartier disagreed. Selectman Lazott stated he would like to see the Board consider contracting with two ambulance providers because he felt Raymond Ambulance would have a much better response to East Candia. Fire Chief Cartier stated in the past Raymond Ambulance proposed yearly services to the Town for \$17,000.00 whereas Rockingham Ambulance is currently at \$6,000.00. Fire Chief Cartier stated by having two contracts the costs would go up. Fire Chief Cartier stated the ambulance service was getting approx. \$100,000.00 for services in a year and the Town could benefit from that. Selectman Lazott disputed Fire Chief Cartier's statements. Mary Hall of South Road asked the time frame on the ambulance proposal and questioned if Chief Cartier considered another capital reserve fund for that purpose. Fire Chief Cartier stated the ambulance proposal was for 2009 and thought the capital reserve fund was a good thought but noted he was proposing a lease for the ambulance proposal. Fire Chief Cartier stated he was aware of the feelings on both sides of the proposals and knew there were a lot of misinformation and negative comments. Fire Chief Cartier stated he was looking for alternatives to the issues he sees that the department is faced with and urged citizens to approach him with comments or suggestions.

8:40 p.m. Chairman Thyng recessed the meeting and advised that the Board would consider warrant articles 23, 24, and 25 after the recess.

8:50 p.m. Chairman Thyng called the meeting back to order.

Article 17: Chairman Thyng informed that the article was flagged because Road Agent Lewis was checking on the pricing of the material for the playground. Road Agent Lewis informed he researched the pricing and thought that the \$500.00 amount would still be appropriate. The Board unanimously agreed on Article 17 as presented.

Article 23/\$75,000.00 request for the Fire Department Capital Reserve Fund: Director Emerson noted that the current account balance was \$117,334.90. Fire Chief Cartier stated approx. \$14,000.00 would be left after the Tanker expenses are made. Selectman Giffen stated he was reluctant to budget the proposed amount because he was unsure of the plan for the future and thought \$50,000.00 was a more appropriate figure. Selectman Lazott agreed and thought the taxpayers needed a break. Selectman Lazott motioned to reduce the requested amount to \$50,000.00. Seconded for discussion by Selectman Giffen. Fire Chief Cartier respectfully asked the Board to reconsider because the current Rescue was top heavy, unsafe and needed to be replaced. Selectman Lazott stated he did not buy any of the proposals and felt Fire Chief Cartier was creating a need that wasn't necessary. Selectman Lazott stated he had a problem with the fact that Fire Chief Cartier had accepted a 3-year volunteer appointed term and was now trying to change it midstream. Selectman Lazott thought he should consider either finishing his volunteer term or resigning. Fire Chief Cartier responded by saying as a Department Head he had the responsibility of looking at unsafe equipment and situations that the Town had liability on. Ingrid Byrd thought if the warrant article was proposed at \$75,000.00 it would get voted down due to SB2 procedures. It was noted there were fewer fires and also noted that the rescue runs cover 90-95% of the calls. Selectman Giffen asked if there was a Plan B to the proposed \$200,000.00 rescue. Fire Chief Cartier advised there was not because he felt the figure was

appropriate. Selectman Kelley questioned why the Town always had to buy new vehicles and thought they would be able to find something used in the \$90,000.00 range. Fire Chief Cartier stated they have purchased used vehicles in the past but was concerned about having to pay a lot in maintenance commenting it would be a crap shoot but it would be a possibility. Selectman Kelley stated he was concerned they would go from a Bread Truck to a Cadillac. Fire Chief Cartier stated the Cadillac would cost \$350,000.00 and that the proposed purchase was more like a Chevy. Carla Penfield of High Street asked how many miles the Rescue travels in a year. Fire Chief Cartier stated approx. 4,000. Carla Penfield did not think it was much considering the proposed expense. Selectman Kelley explained that the idle time of the vehicle would be factored in noting for every hour of idle time you would need to add 35 miles. John Richter of Deerfield Road questioned what the concerns were with the current Rescue. Fire Chief Cartier stated it was top heavy and that it was not a heavy duty truck. Fire Chief Cartier noted Deerfield had recently purchased a Rescue for \$153,000 and Newton had purchased one for \$250,000 so he thought the proposal was mid-range. Fire Chief Cartier mentioned a \$7,000.00 increase to purchases due to emissions requirements. Susi Nord wondered why the Rescue which was purchased in 1996 became obsolete so quickly. Fire Chief Cartier stated the Town could put off the increase on the proposed warrant article but felt they would then need to catch up in the future. Bob Panit of South Road commented that he works part-time selling ambulances and supported the fact that they are expensive. Bob Panit stated they were seeing \$3,500.00 to \$7,000.00 increases due to emissions. Bob Panit mentioned the possibility of government pricing discounts. Bob Panit mentioned the importance of providing an enclosure on the Rescue vehicle because they now use the enclosure approx. 6-8 times a winter. Chairman Thyng mentioned as part of the new SB2 procedures amounts can be changed at the deliberative session. Chairman Thyng noted there was a motion on the floor with a second in regards to Article 23. The Motion is as follows: Selectman Lazott motioned to reduce the requested amount to \$50,000.00. Seconded for discussion by Selectman Giffen. Chairman Thyng called for a vote. All were in favor of the motion. It was noted that the full Board supported Article 23 at the \$50,000.00 amount.

Article 24: Selectman Lazott reiterated that Fire Chief Cartier had accepted a non-paying position and should finish it out as such or resign. Selectman Lazott stated he did not feel the Fire Chief was serving the Town in the way the Town wants it and thought the proposal was too big of a burden on the residents. Chairman Thyng asked Selectman Lazott how he felt about placing the warrant article on the ballot. Selectman Lazott stated no. Selectman Giffen stated he would not mind letting the people vote on it. Selectman Lazott stated he did not like the way it was written as it was presented with a half year salary figure in which he felt created smoky mirrors. Chairman Thyng stated he was not against letting the people vote on it but he did find the wording a bit confusing. Selectman Giffen questioned if it should be amended to show the full-year salary figure. Selectman Lazott stated he was against placing it on the warrant and thought they should pursue it via citizens petition if necessary. Chairman Thyng stated Fire Chief Cartier had indicated he wanted to go the full process but would not pursue it further if the Board did not place it on the warrant. Selectman Kelley stated he did not want to see the request on the warrant, he thought Fire Chief Cartier should have gone to the Board first with his proposals and had gone about it the wrong way. Selectman Kelley felt the Fire Chief was trying to obtain votes on something the Board was not even aware of. Selectman Brennan thought the article should be reworded, noted he was not in favor of it but was in favor of putting it out to the voters. Peter Butt mentioned the proposals were not voted on by the firemen as done in the past. Fire Chief Cartier stated the Association no longer exists and that proposals can come from the Fire Chief as a department head just as they do with the Police Chief. Fire Chief Cartier advised he sent out emails to members for their input. Fire Chief Cartier noted the volunteer job as Fire Chief was time consuming and thought it was extremely unfair that a member of the Board of Selectmen would accuse him

of not doing a good job just because he was suggesting a solution to a problem. Fire Chief Cartier thought it was grossly unfair. Fire Chief Cartier stated for the record he had already turned down three Fire Chief's job offers. Fire Chief Cartier noted a strong allegiance to the Town and the Department. Fire Chief Cartier stated he had obtained \$300,000 in grant funding for the Town and to have statements made about him was a huge slap in his face. Fire Chief Cartier did not want professional attacks done on him. Rick Swain of Raymond Road asked for clarification on the warrant article process. Rick Swain questioned if the Board was not in favor of the warrant article, could they still place it on the warrant. Chairman Thyng stated that was correct. Director Emerson noted in the past, warrant article recommendations were traditionally done differently. Peter Butt commended Fire Chief Cartier for his work noting in the past they have not always agreed. Peter Butt stated the Fire Chief is proposing what he thinks is best for the department and thought the Board should consider Fire Commissioners because that was what was being originally proposed by the transition committee. Karen Blackman of Horizon Drive thought the proposal should go to the voters noting one full-time position was not an unreasonable request in order to have someone in place to make sure there is proper equipment and that the right people are going to the right place. Karen Blackman noted the Town had full-time police officers and thought the Board should put it out to the voters. Susi Nord stated she would hope the voters would have the opportunity to make an informed decision without the personalities. Susi Nord thought there should be respect for the Fire Chief noting the amount of time he takes out for explaining on Planning Board matters. Susi Nord stated she spoke with a fireman during the break and he commented that if there were stipends he would give his to Fire Chief Cartier for the amount of time he puts in. Susi Nord thought the Board should respectfully put it out to the voters and thought the Fire Commission suggestions sounded like a good idea. Fire Chief Cartier offered a compromise and noted he was not looking for votes. Selectman Kelley disagreed stating he was going to hold a private meeting in a town building in order to show his proposals to the voters to get votes. Chairman Thyng disagreed stating he had accepted responsibility for the confusion in regards to that meeting noting he had told the Fire Chief the wrong day. Chairman Thyng stated he had already admitted that. Fire Chief Cartier stated he was not looking for votes and said he was sorry if he gave that impression. Fire Chief Cartier offered to pull the proposal of Article 24 for this year in order to explain the proposal to the voters. Fire Chief Cartier stated he was not trying to create a job for himself and that he would actual loose money at the figure provided. Fire Chief Cartier informed he had a loyalty to the Town and felt so much more could be done. Fire Chief Cartier stated he would compromise on Article 24 if the Board would support the stipend proposals in Article 25. Fire Chief Cartier mentioned the amount of time the volunteers spend and noted he personally spent \$4,000.00 of his own money last year not including his vacation and comp time used to attend to fire department matters. Selectman Kelley felt the Town did not have enough information on the warrant articles and felt they needed to know more about what is going on with the fire department. Fire Chief Cartier stated he was willing to withdraw Article 24 and continue to work on the Master Plan for the future. Selectman Lazott wanted to know when the word volunteer was taken off the badge. Fire Chief Cartier stated when they ordered new badges because the department name had change after the Town transition. Carla Penfield expressed concerns over the compromise offer noting it seemed to be a method of bribery. Chairman Thyng stated he was sure the Fire Chief was regretting saying it that way. Fire Chief Cartier nodded in agreement. It was suggested that perhaps the Fire Chief would consider two lower paid firemen position instead which would lighten up the Chief's duties. Fire Chief Cartier stated that was a good point but felt that would create a team without a coach. Selectman Brennan thought Article 24 should be reworded and brought to the voters. Rick Swain stated part of the original plan was to create a three member Fire Commission and thought it was a good idea in order to have three people available to support the Fire Chief and the day to day operations of the Fire Department. Rick Swain stressed the importance of having support to the Fire Department and noted as the past Fire Department Association President he was aware of the tough job and the heavy work

load the members and the Chief are faced with. Rick Swain stated the proposed stipends were not nearly enough for the amount of work that they do. Selectman Giffen commended the Fire Chief for having a vision to present and noted the amount of time put into it. Selectman Giffen thought the Board should forget about the proposals for this year and then gather opinions on the proposals in the future, noting the proposals were the work of one man.

Selectman Giffen motioned to eliminate Articles 24 and 25. Seconded by Selectman Kelley. Chairman Thyng felt they moved too quickly to the vote and that they were being unfair to Article 25. Selectman Lazott stated he would like to see the proposals gone for this year. Selectman Lazott stated he was not attacking Fire Chief Cartier personally on his qualifications and just did not agree with the philosophy of the nature of the proposals. Selectman Lazott felt they should start over on the plan and establish a Commission of some type for a group effort. Fire Chief Cartier stated in order to establish a Fire Commission there would need to be a warrant article. Fire Chief Cartier stated he would be more than willing to sit down with a Committee on future planning to make sure the department remains strong. A vote was called on Selectman Giffen's motion. Selectmen Kelley, Giffen and Lazott all in favor. Selectman Brennan opposed. Chairman Thyng abstained. Motion carried. Chairman Thyng assured attendees that the Board would not reconsider the discussed articles.

The Board decided who would move and speak to the warrant articles at the deliberative session. See the attached attachment for further.

The Board will consider approving the 2007 Holiday schedules for the Full-time Office employees, the Full-time Recycling Center employees and the Full-time Police Officers: Chairman Thyng motioned to approve the three holiday schedules as presented. Seconded by Selectman Kelley. All in favor. Motion carried.

Approval of Previous Minutes: Selectman Giffen motioned to approve the Public Meeting Minutes of 10/30/06 as presented. Seconded by Selectman Lazott. All in favor. Motion carried. Selectman Giffen motioned to approve the Ascertainment Hearing Public Meeting Minutes of 11/2/06 as presented. Seconded by Selectman Lazott. All in favor. Motion carried. Selectman Kelley motioned to approve the Public Meeting Minutes of 11/13/06 as presented. Seconded by Selectman Lazott. All in favor. Motion carried.

Any Other Business

Newly elected State Representative Dick Snow to introduce himself as Rep. to the Community: Dick Snow of Depot Road introduced himself as a newly elected rep. to the House of Representatives in Concord. Representative Snow also introduced Susi Nord of Murray Hill Road as another newly elected Representative. Rep. Snow stated his constituents raised concerns over the potential Auburn District Courthouse relocation. Rep. Snow asked which member of the Board had worked on the matter in the past. Chairman Thyng advised he did and that Rep. Snow could contact himself or Police Chief McGillen for further information. Rep. Snow expressed an interest in the state-owned land currently know as the State of NH Salt and thought the Town should have obtained the land for the future Transfer Station. Rep. Snow stated he was aware of concerns of residents in regards to what are they getting for their Comcast fee. Selectman Giffen stated the funds received from that fee go straight to the general fund to offset taxes. Rep. Snow mentioned he had issues with Comcast on the way they handle dispute complaints. Rep. Snow expressed concerns over the varied speed limits throughout High Street. Rep. Snow mentioned that it would

be nice to have center stripes on the Town Roads specifically mentioning Old Manchester Road as a concern noting as people get older it becomes difficult to see at night.

Conservation Commission's Recommendations for Alternate Members Appointments: The Board reviewed the attached letter dated 11/27/06 from the Conservation Commission requesting the appointments of Amanda Soares and Susan Wilderman as alternate members. Selectman Giffen stated they were two exemplary individuals. Selectman Lazott questioned if they were new to the Community. Selectman Giffen said Amanda Soares was relatively new to the Community and Susan Wilderman was not. Selectman Giffen motioned to appoint Amanda Soares and Susan Wilderman as alternate members to the Conservation Commission effective 11/27/06 with terms to expire on 11/27/09. Seconded by Chairman Thyng. All in favor. Motion carried.

NH Fish and Game Department Permit to Trap: The Board reviewed the NH Fish and Game Department Permit to Trap (copy attached) for William C. Demmons. Chairman Thyng noted the request was for town land and culverts as directed by Road Agent Lewis. Road Agent Lewis advised he was aware of the permit and was in favor of the issuance because the trapper he used in the past no longer provides that service. Chairman Thyng motioned to approve and sign William C. Demmons' permit to trap as presented. Seconded by Selectman Thyng. All in favor. Motion carried.

Town Ban Rollover Discussion: The Board reviewed the attached email received from Tammy St. Gelais from the NH Municipal Bond Bank. Director Emerson explained that the Board would need to decide if they would like to stay with the current bank Citizens at the rate of 3.8% or would like to shop around. The Board noted Citizens rate was very good and were in favor of staying with them for the simplicity and their good service. Selectman Giffen motioned to accept Citizens rate of 3.8% for the rollover of the current BAN. Seconded by Chairman Thyng. All in favor. Motion carried.

Town Report Printing: Director Emerson informed she received the printing rate from the printer that the Town had used in the past for the Town Report printing. Director Emerson stated the price per page rate was the same as last year. It was the consensus of the Board to continue with Grand Graphics for the printing of the Town Reports. Selectman Lazott stated he would like to have a future discussion regarding having the full salaries of Town employees placed in the Town Report as it was done in the past. Chairman Thyng stated it could be a future discussion item.

Next Meeting Date: The next regularly scheduled meeting will be held on Monday, December 11, 2006 at 7:00 p.m.

10:36 p.m. Chairman Thyng adjourned the Public Meeting.