

~~Unapproved~~ Approved  
**Candia Selectmen's Public Meeting Minutes**  
**Monday, December 21, 2009**

**Attendance:** Chairman Fred Kelley, Vice-Chair Rick Lazott, Selectman Joe Duarte, Selectman Carleton Robie, Selectman Richard Snow, and Administrative Assistant Andria Hansen

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

**The Board to accept Fire Chief Rudy Cartier's resignation.** Chairman Kelley announced that he received a letter of resignation from Fire Chief Cartier. He entertained a motion to reinstate Fire Chief Rudy Cartier and accept his letter of resignation. Selectman Lazott moved to reinstate Rudy Cartier as Fire Chief, and accept his letter of resignation with regret, effective immediately, and to issue a letter of thanks for all of his efforts on behalf of the citizens of Candia. Seconded by Selectman Duarte. All were in favor. Motion carried.

**The Board to appoint Deputy Fire Chief Dean Young to Fire Chief.** Selectman Robie mentioned that Acting Fire Chief Davis submitted a letter of recommendation to appoint Deputy Fire Chief Dean Young to Fire Chief. Selectman Robie motioned to appoint Dean Young as Fire Chief effective December 21, 2009. Seconded by Selectman Lazott. All were in favor. Motion carried.

Chairman Kelley asked Rudy Cartier about a grant he had been working on. Rudy Cartier explained that he applied for the grant back in April for the tanker. He noted that he heard back from FEMA and they are looking for direct deposit information, which means they were going to get the grant. It's a \$42,000 grant that will be used to replace the SCBA Station. Rudy asked for Fire Chief Young's permission to follow up on this and complete the process. Fire Chief Young replied that he didn't have a problem with that. Selectman Robie motioned to have Rudy Cartier and Fire Chief Young follow through with the grant process and the Board accepts the grant. Seconded by Selectman Lazott. All were in favor. Motion carried.

**Dan Kern of Bear Paw to discuss finalizing the Clay Pond/Gagne easement.** Dan Kern was unable to attend the meeting. Chairman Kelley noted that Town Atty. Mayer has worked on deed for the Town and it's suitable for its intended purpose. Selectman Snow moved to authorize Chairman Kelley to sign the deed on the Gagne property which is part of the Clay Pond conservation easement. Seconded by Selectman Lazott. All were in favor. Motion carried.

**Solid Waste Committee Chair Al Couch to discuss contract for new waste hauler.** SWC Chair Al Couch was present. He explained the Town has never had a formal contract for hauling solid waste and disposing of it. The Solid Waste Committee started the process in April for RFQ's. They sent out a letter to twenty six hauling companies

requesting that they send a letter of interest to bid for the Town's waste services. They received eight replies to the letter and reviewed each carefully. The Committee narrowed it down to three haulers in which they interviewed and carefully reviewed their proposals. The hauler they felt stood out from the rest was Waste Management. They submitted a formal contract to the Solid Waste Committee about a month and a half ago. The Committee and the Town Attorney has reviewed the contract. They have been through two rounds of revisions to the formal contract. Chairman Kelley noted he had the final revision of the contract. Chair Couch stated that the Solid Waste Committee is requesting from the Board a formal vote on the contract to haul Candia's waste. Selectman Lazott stated this is the first time he heard of or saw this contract. He would like to read and review it before he voted on contract. Chairman Kelley noted that he has sent this to the Town Attorney for his approval. The Town Attorney told Chairman Kelley this is one of the best contracts he's seen. Waste Management has agreed to all the conditions the Town has asked for. Solid Waste Committee Chair Couch mentioned they were shooting for first of the year to make the change, but there is no particular deadline. He would like the Board to take their time and review it. Selectman Robie asked what the bottom line savings were going to be. SWC Chair Couch noted it would be hard to tell because the amount of waste varies so much. He felt they would save in the thousands. Selectman Robie said at this point landfill disposal is \$145,000 as of December 19<sup>th</sup> and if they don't have a percentage on that number why are they doing this. SWC Chair Couch replied they are doing this for a couple of reasons. First they want to ensure they have a formal contract for service. Selectman Robie asked if we have a formal contract with Pinard. SWC Chair Couch replied the Town did not. SWC Chair Couch noted they do know that the rates are coming down for hauling and for landfill cost. Plus they are getting other benefits i.e. free containers from Waste Management. SWC Chair Couch ensured the Board that the Town will save money with Waste Management. Selectman Robie stated he would like to see an estimated projection on this. SWC Chair Couch noted they can't pin down a number, because waste costs fluctuate all the time and the costs vary. Selectman Duarte noted last year it was an estimated \$14,000 a month and he felt it wouldn't vary. Selectman Lazott stated he the Board was notified of this contract earlier. Selectman Robie said he would still like to see some numbers. Selectman Duarte stated he would like some more time to review the contract. Selectman Robie stated he would like the numbers on what they hauled this year and the price we paid and the numbers for next year and the price they will pay. He added he would like to know the percentage of what they will pay based on this years numbers. There was further discussion on hauling charges. SWC Chair Couch explained that Waste Management would be hauling MSW, which is pure trash and construction and demolition material. They are doing something called spot market on the natural recyclables, so they go to who will pay the best price. Selectman Snow asked how many companies they got estimates from. SWC Chair Couch replied they sent letters to twenty six companies and nine replied to their RFQ. Selectman Snow replied they should take the top three companies and ask them what they quoted for next year and what they hauled this year. SWC Chair Couch replied they asked for an estimate of this years hauling. Selectman Snow asked if they did anything with the school as well. SWC Chair Couch replied the RFQ's included the school, because they wanted everyone to get the advantage of keeping their numbers down. Citizen Ingrid Byrd asked outside of money

what other benefits come to the community. SWC Chair Couch replied that Waste Management has promised to help the school with educational programs in recycling. Citizen Ingrid Byrd asked what other benefits will come to the community, because the Town is going to provide the major portion. What else is coming to the average homeowner. SWC Chair Couch replied the resources of Waste Management, different types of equipment, and training at the recycling center. Citizen Ingrid Byrd asked if there would be free roadside pick up. She further questioned what Waste Management will provide the citizens for the money they going to get. She noted that Pinard has been very good to the Town over the years outside of money. She further noted it's a three year contract and their rates could go up after the first year. Chairman Kelley replied they are locked into a three year contract. Citizen Ingrid Byrd stated what if prices drop, what will happen then. We will be locked into a contract and the prices are going down. Selectman Robie asked SWC Chair Couch to provide numbers for the December 28<sup>th</sup> Selectmen's meeting. The Board decided to table the approval of the hauling contract until the December 28<sup>th</sup> meeting.

**Solid Waste Committee Chair Al Couch to estimate for gutters and ice guards for the Recycling Center.** SWC Chair Couch noted one of the things they wanted at the new recycling center was gutters and ice guards. They were cut out of the plans to meet the budget. They have money in a line item call "special projects" and would like to expend that money. The SWC has received several quotes and the lowest quote was \$4,300. This will include a proper sized gutter, down spout, and ice guards installed on the building. Selectman Lazott asked how big the ice guards were. Selectman Lazott noted that gutters end up being more aggravation then there worth. Selectman Duarte felt it was more of a safety issue. Selectman Lazott replied he could see having ice guards, but not gutters. Chairman Kelley noted the reason for the gutters is that when it rains the water splashes inside the building. Selectman Robie asked if this would be on the north side (lowest side), because the upper side doesn't need any gutters. SWC Chair Couch said it would be about 100 feet of gutters. Selectman Robie asked if there was any drainage for gutters. SWC Couch replied there was not. *Selectman Robie motioned to allow that the recycling center expend approximately \$4,200 out of their budget to get the ice guards and gutters put on the recycling center building.* Chairman Kelley noted they will have to encumber the money if they can't get someone to do the work in December. *Seconded by Selectman Duarte. All were in favor. Motion carried.* Selectman Robie asked SWC Chair Couch to get a purchase order to the office before December 28<sup>th</sup>.

**Chairman Kelley to report favorable 90 day review of Payroll/Accounting Clerk Donna Becker.** Chairman Kelley reported a favorable review for Payroll/Accounting Clerk Donna Becker. Selectman Lazott motioned to provide Payroll/Accounting Clerk Donna Becker with a 50-cent hourly increase effective on 12/14/09, based on a favorable 90 day review, new rate to be \$14.50. Seconded by Selectman Snow. All were in favor. Motion carried.

**Approval of Previous Minutes: Public meeting minutes of 12/07/09.** Selectman Robie motioned to accept the public meeting minutes of 12/07/09 as written. Seconded by Chairman Kelley. All were in favor. Motion carried.

**Any Other Business:**

**Generator Issue:** Selectman Robie asked Selectman Snow how the issue with the generator was going. Selectman Snow replied that he would have a report for the December 28<sup>th</sup> Selectmen's meeting.

**Thibeault Sand and Gravel:** Selectman Snow noted there will be a hearing in January. Selectman Robie stated he was concerned because \$3,200 has been spent on legal fees for this case. He felt Raymond should take care of their own business and Candia shouldn't be telling them what to do. Selectman Snow replied that he was given direction by the Board and tried to keep the costs as low as he could. He stated that Candia was listed on the court case as a party and they had to respond to that. Selectman Duarte explained that Raymond came to the Candia Planning Board and specifically asked them to be part of the court case. He further explained that they wanted to be part of the court case, but didn't want to spend any money. Selectman Robie felt the Town has spent a lot of money on this. Selectman Snow noted this cost has been for the legal work in Candia (for this case). Some of the issues were regional impact, traffic issues, and underlying aquifer. In addition, address the concerns of the Conservation Commission and concerns of the abutters. He had shown the Board a copy of what he had presented the Raymond Planning Board. The Raymond Planning Board is going through the process of answering the courts directive. Candia is providing input to the Raymond Planning Board during this procedure. They needed legal counsel to best state Candia's case and to put the information together. Selectman Robie asked if Candia's case was that they didn't want a gravel pit. Selectman Snow replied our case is we don't want any trucks coming through Candia. Selectman Robie stated a few trucks driving through Candia wouldn't be a problem and it would be good for business. Selectman Duarte thought they should be updated on the money being spent on this case. Selectman Snow replied it has been in the sign folder. Selectman Duarte asked if we're finished with this case. Selectman Robie stated they should let Raymond pay their own legal fees. Selectman Duarte felt they should be done with this case. Selectman Lazott thought that it would be okay for Selectman Snow to continue working on this case, but not incur anymore legal fees. This is Raymond's issue, not Candia's. Selectman Snow replied that he would do the best he could to present Candia's case to the Raymond Planning Board without using counsel. Selectman Robie stated he would like to know what counsel has provided us to date. Selectman Snow stated the findings and facts were in the sign folder. Citizen Ingrid Byrd asked if the legal line was overspent. Selectman Robie replied it was \$6,000 overspent. Citizen Ingrid Byrd noted when you get near the bottom line you stop spending. She further noted that the school board has a policy that no one is allowed to call the Town Attorney without the approval of the Chair. This is a good way to keep track of who's talking to the attorney. Selectman Robie replied this is something that got away from us. Selectman Lazott noted the legal questions go through Chairman Kelley 99% of the time. He further noted they have recently been dealing with a number of different legal issues and had no choice in the matter.

**New hire for Recycling Center:** Selectman Duarte mentioned they have recently reviewed some applications for an on-call person at the recycling center. He and Facility Operator Chuck Whitcher thought that applicant John Kebbler would be a good fit. Selectman Duarte explained that they need a back up person just in case someone gets sick and to cover vacation time. He felt they should have an extra person working on Sunday's. Selectman Lazott added this would be a cost benefit for the town, because they wouldn't have to pay overtime. In addition, it would be helpful to have an extra person there just in case of emergencies or if someone calls in sick. Selectman Snow noted that overtime hasn't been a problem recently, but it would be a good idea to hire an extra person. Chairman Kelley did note that they had cut out the overtime awhile ago. Selectman Lazott thought that having the extra person to cover vacation and sick time was a good idea. Selectman Duarte felt they would get their moneys worth out of this and it would be beneficial to the town. Citizen Fletcher Perkins asked what the total bottom line cost would be per hour. Selectman Duarte thought they could start him off at \$10.50 per hour. Selectman Lazott figured at \$10.00 per hour at 6 hours per week would come out to approximately \$3,000 per year. Selectman Robie stated the Transfer Station seems to run efficiently with three employees they have. He thought they could give him a months worth of training and keep him on-call for sick and vacation time. He felt he should strictly be an on-call person. Selectman Duarte felt they needed an extra person on Sundays. Chairman Kelley noted this has been budgeted for next year. Citizen Sue Young asked if the applicant was Candia resident. Selectman Duarte replied that he was and they try to go that route if possible. *Selectman Duarte moved to hire John Kebbler as an on-call employee of the recycling center. Seconded by Selectman Lazott.* There was some further discussion on this position. *Selectman Duarte amended his motion and moved to hire John Kebbler as a part time employee of the recycling center at \$10.00 per hour and to work 6 hours on Sundays for a 90 day probationary period. Selectman Lazott amended the motion to have John Kebbler work Sundays for a month (not to exceed 6 hours per week) for training purposes and then go to on-call status. Seconded by Selectman Snow. Selectman Duarte, Selectman Lazott, and Selectman Snow were in favor. Selectman Robie and Chairman Kelley were not in favor. Motion carried on a vote of 3 to 2.*

**Trees in Hill Cemetery:** Selectman Snow informed the Board he would like to cut some trees down in the Hill Cemetery. There is \$800 budgeted in the contract labor line. Selectman Snow explained he had a proposal from Surveyor Jim Franklin to survey some of the cemeteries. It would cost \$200 a piece. He would like to take the \$800 to do the survey instead of tree removal. It was the consensus of the Board to not have surveys of the cemeteries done. Selectman Lazott stated most of the cemeteries have stone walls and some have corner markers. Selectman Robie thought a couple of trees in Hill Cemetery could be taken down. Selectman Snow noted he would put the surveying of the cemeteries in as a warrant article.

Chairman Kelley reminded the Board no copies should be made out of the Selectmen's folder.

**Announce Next Regularly Scheduled Meeting Date:** The next regularly scheduled meeting date will December 28<sup>th</sup> at 7:00 p.m. in the meeting room.

Citizen Ingrid Byrd asked if anyone has been appointed to the Superintendent of the Cemeteries. Chairman Kelley replied that no one has been appointed.

Selectman Lazott motioned to adjourn at 8:20 p.m. Seconded by Selectman Duarte. All were in favor. Motion carried.