

~~Unapproved~~Approved  
**Candia Selectmen's Public Meeting Minutes**  
**Monday October 11, 2010**

**Attendance:** Chairman Fred Kelley, Vice-Chair Carleton Robie, Selectman Joe Duarte, Selectman Amanda Soares, 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.

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

**Highway:** Road Agent Lewis noted he did patching on roads as needed. He did some culvert cleaning town wide and graded Tower Hill and Hook Road. He also started some roadside mowing.

**Police:** Selectman Duarte noted there have been recent attempted abductions. Selectman Duarte thought this is unusual for the area and something should go up on the website. Selectman Soares noted that he seems to be approaching the older kids (middle school aged). There was discussion about incidents in other towns.

**Fire:** Selectman Robie read from the attached report. The buried oil tank was removed from the back of the Fire Station and disposed of properly. They set the training schedule for the donated house on 124 Raymond Road. Citizen Rick Lazott asked if the money was appropriated for the tank removal 2 or 3 years ago. Selectman Robie replied that might be the case, but it's been removed and backfilled. Chairman Kelley noted it didn't get done 2 or 3 years ago. Selectman Snow asked why the removal of the tank was charged to forest fires. Selectman Soares noted that Fire Chief Young said he was going to do that at the budget hearing. Selectman Snow thought it should be accounted for as equipment maintenance not forest fires. Citizen Rick Lazott thought they had an actual line for tank removal and disposal about 2 or 3 years ago. So it was in the budget at one time. Selectman Robie replied it wasn't in the budget this year, but it has been taken care of. It doesn't matter where Fire Chief Young takes it from. Selectman Robie explained this was a \$10,000 project and it was done for \$2,100.

**Building:** Selectman Soares read from the attached report. Selectman Soares mentioned that BI Ciardi has been working on signage issues and stop work issues. Selectman Robie asked if BI Ciardi was taking down signs of the local contractors. Selectman Soares explained that former BI Hallock followed the rule that the signs can stay up for a certain amount of time and then they have to come down. Selectman Robie thought they should look into this, because during these hard times people are trying to generate work for themselves. Selectman Soares replied BI

Ciardi does understand that, so he's trying to find an objective way to work with the signs. Citizen Rick Lazott noted former BI Hallock used to take down signs on telephone poles because those signs are blatantly illegal. Selectman Soares replied that BI Ciardi has decided to leave the signs for now, so he's not being biased.

**Solid Waste:** Selectman Duarte noted he didn't receive a report, but he'll have one for the next meeting. Chairman Kelley mentioned that Household Hazardous Waste Day went well. Selectman Soares stated they spent \$8,227. Selectman Robie asked if they were going to do another Household Hazardous Waste Day. SWC Chair Al Couch explained the reason they didn't go with two is because there is \$1,500 set up fee. He noted they could consider doing two. Selectman Soares replied with the money they have it is feasible to do another one. SWC Chair Couch will mention doing another one at the next SWC meeting. Selectman Robie asked if it seemed like residents were taking advantage of Household Hazardous Waste Day and maybe the need for \$15,000 isn't there anymore. SWC Chair Couch replied you would think so, but the stuff keeps rolling in. There was discussion about how much to budget for Household Hazardous Waste Day. SWC Chair Couch noted they'll talk about doing two next year, but it cost \$1,500 to have Clean Harbors show up. Selectman Soares noted the set up cost was cheaper this year. She added if they have the money it wouldn't hurt to have another one. SWC Chair Couch asked if this was a warrant article or would it come out of Facility Operator Whitcher's budget. Selectman Robie noted there is \$6,800 left so they either going to have another Household Hazardous Waste day or they'll turn the money back in. SWC Chair Couch thought they should turn it back in at this point, people don't want to come out in the winter. Selectman Soares noted she didn't have a problem either way and once per year seems to work out well. SWC Chair Couch thought they should put in a warrant article for \$10,000 next year.

**Parks/Rec:** Selectman Snow mentioned there will be a soccer tournament this Saturday. They will be doing the mowing for this last event. The seal coating was done on the skateboard park and it was done at a reasonable cost. He tried to paint some of the bleachers. He asked the Asplundh guys to dump some chips in the park. He will spread them out before the winter. The ski program is all set for next year. It's going through the CYAA and they will give us the check.

**Police (continued):** Chief McGillen arrived at the meeting. He continued with his departmental report and noted they had two burglaries last month. The thefts have decreased going into this month. There were a couple of incidents involving children. There was an incident on Pine Ridge Road. There was an incident on Friday night. A young boy was approached on Crowley Road; two male suspects in the car offered him a ride. Chief McGillen called the surrounding towns with the information. He is going to try to get stranger danger information on the website this week. They recently held Drug Take Back Day at the Fire Station. They got 17 pounds worth of

prescription drugs. There were no questions asked and it was done through the DEA. Selectman Duarte thought the Drug Take Back Day was a good thing.

**Deerfield Fair Detail:** Chief McGillen noted he had officers work the weekend of the Deerfield Fair at the intersection. It was his understanding that he was authorized to keep the town safe. He instructed the officers that they would be paid the detail rate. There was discussion about this at the September 27<sup>th</sup> Selectmen's meeting and whether to pay the officers detail pay or their hourly wage. He explained when most of his force is paid their time and a half rate it's more than the detail rate. So he made the decision to pay them the detail rate. Chief McGillen turned in the officers pay slips and those slips got altered. He spoke with Selectmen's Assistant Eastman and told her to pay the detail rate when she questioned how the officers should be paid. He found out the pay slips were altered and was told that he wasn't going to be paid because he's salary. Chief McGillen noted that part-time Officer Ken McCarron took time off from work to come in and do the details. He would just be getting his regular pay and Officer Cashman would be getting time and a half and he didn't think this was fair. Chief McGillen called Selectman Duarte and he told him to go ahead and pay the detail rate because the Board authorized him to do whatever was necessary. Chief McGillen noted that it was his recommendation to pay the detail rate and he wasn't trying to pull a fast one. He didn't feel the way this went down was appropriate. Selectman Duarte asked Selectman Snow and Selectman Soares when they got call, because he never received one. They received a call on Tuesday (October 5<sup>th</sup>). Selectman Duarte noted when he spoke with Selectmen's Assistant Eastman on Monday (October 4<sup>th</sup>) and she asked how the officers should be paid he told her to call the Chief. He is the one that is setting the rates whether it's detail or anything else. The other problem Selectman Duarte had is the Selectmen aren't allowed to take a consensus over the phone. Selectman Duarte explained the purpose of the law is that people in the community want to know what the Selectmen are doing and he's not crazy about the backdoor things. Selectman Duarte read from the 2010 edition of Know Your Territory, Page 76 Section B *"Communications outside a meeting, including, but not limited to, sequential communications among members of the public body, shall not be used to circumvent the spirit and purpose of this chapter. This is intended primarily to prevent public bodies from skirting the meeting definition by deliberating or deciding matters via a series of communications, none of which alone involves a quorum of the public body, but which in the aggregate include a quorum."* Selectman Duarte proceeded to read from Section A *"This does not mean that any mention of a matter of official business outside a public meeting is illegal; however, it is illegal for the body to deliberate on such a matter outside a meeting – that is to discuss the matter with a view toward making a decision."* Selectman Duarte stated it was illegal for the Board to deliberate on something outside the meeting and they need to decide at the meeting how they are going to pay the officers. **Selectman Duarte moved to pay the original detail rate that Chief McGillen sent in.** We need to go back to Chief McGillen's decision and make sure the officers are compensated for the difference in pay. Selectman Soares wasn't comfortable with telling an officer that they worked that time and aren't getting paid. She didn't

want them to think their time wasn't worth something. These guys do their job and do it well and they need to be paid. **Selectman Snow seconded the motion.** Selectman Robie was confused by what Selectman Duarte said. Selectman Duarte replied you need to read that section of Knowing Your Territory. Selectman Robie replied he read the minutes of the September 27<sup>th</sup> meeting. He noted Chief McGillen spoke to Selectman Duarte on Tuesday (September 28<sup>th</sup>) and you directed him to do what he thought was right. He further noted Selectman Duarte did the opposite of what he read in Knowing Your Territory, because he didn't talk to anyone from the Board. Selectman Duarte replied yes he did and he spoke Selectmen's Assistant Eastman on Monday (October 4<sup>th</sup>) morning. Selectman Robie questioned which week Selectman Duarte was on. Selectman Duarte replied last week (October 4<sup>th</sup>). Selectman Robie replied we're talking about two weeks ago when you told Chief McGillen how to pay the officers (September 28<sup>th</sup>). Selectman Duarte stated it never came up until we found out we weren't getting paid for the fair. Selectman Duarte stated when Selectmen's Assistant Eastman called him on Tuesday (October 5<sup>th</sup>), she told him there was a consensus of the Board (from the September 27<sup>th</sup> meeting) to pay the officers hourly rather than detail. Selectman Duarte told her this was the first he had heard of it and he instructed he to call the Chief. Selectman Duarte asked Chief McGillen if Selectmen's Assistant Eastman informed him that he was not being paid. Chief McGillen replied you came over and told me on Tuesday (October 5<sup>th</sup>). Selectman Robie informed Selectman Duarte he was off a week. It was discussed that the traffic for the fair would be handled with duty officers at the September 27<sup>th</sup> Selectmen's meeting. Selectman Robie noted that Chief McGillen spoke to you on September 28<sup>th</sup> and you told him to pay the officers the detail rate. Selectman Robie agreed at this point you can't tell the officers they're not getting paid. The problem here doesn't lie with this Board. Selectman Duarte stated you can't do what we did it's illegal. Selectman Robie replied if we did what we said two weeks ago at the September 27<sup>th</sup> Selectmen's meeting this never would have happened. Selectman Snow mentioned the only motion we made and passed was that Chief McGillen keeps the town safe. There were all kinds of motions that were made, but didn't pass. This past Monday (October 4<sup>th</sup>) when the pay slips came in Selectmen's Assistant Eastman wanted to know how we were going to charge them. He noted we have a payroll manifest that he signed and there were detail rates in there that should be charged to the Deerfield Fair. He thought this was the best way to handle it, because if they address this in the future they want the money in there. There was no motion made on how the officers were going to get paid. They were being paid the detail rates which in his mind is the correct way to do this. Selectman Robie replied if there is no one paying the detail then we don't have any detail. Selectman Snow questioned if we violated a labor or a payroll law that will get us in trouble. We altered the rate of pay of certain officers based on what they expected to get. He thought we should pay the officers the detail rate and then worry about what we are going to do for next year. Citizen Rick Lazott felt that the traffic control for the Deerfield Fair should not be taken out of the officers normal work week. This was above and beyond what their normal job should be. As far as the Chief's pay goes his hours shouldn't be taken away from that to subsidize a non-profit organization such as the Deerfield Fair. If we set

a precedence that were going to start giving the Deerfield Fair a special rate are we going to start doing that with all of the other non-profits. In addition, if these guys come in on their off time then that is a detail. Citizen Ken Goekjian agreed with Selectman Robie in that if no one is paying for the detail then there is no detail; however that is a problem at the Board level between them and the Chief. The Chief is in charge of the Police Department and if he authorized the special detail the town is going to be liable for it period. There is no way out of it. As far as the Chief is concerned he owes us a 40 hour work week (limited to 43 hour) by law except in emergency situations. You would have a tough time convincing anyone that the Deerfield Fair is an emergency situation. The issues they are addressing are valid, but they need to be addressed ahead of time. Selectman Robie replied the Board made a valiant attempt to discuss these issues two weeks ago to get this resolved. The Fair Association sent us a letter with the final payment saying they will not be needing our services, so we can take the Deerfield Fair out of the picture. The law says if there is a traffic problem in your town you need to take care of it. We knew that going into it two weeks ago this evening. We are not going to go after the Deerfield Fair for the little bit of money it costs, it wouldn't be worth it. Selectman Robie stated Chief McGillen came in two weeks ago for direction and he thought the Board gave him the best direction they could. He felt they left that meeting knowing how the situation was going to be handled, but from there on it went downhill and here we are tonight. He suggested that if the officers were told they were going to be paid for a detail, then they should be paid for a detail. He thought the direction was made pretty clear two weeks ago, but it got twisted around somehow. Officer Dan Gray stated Chief McGillen was financially responsible for this weekend to begin with. There were two guys scheduled on Friday for 10 hours a piece myself and Officer Bowen. Chief McGillen called off the details due to the weather, but this also saved the town money. This wasn't a matter of just logging up detail and running up hours. The detail rate saved the town money opposed to the overtime rate. Selectman Robie stated we were going to use duty officers, because we had no one paying for a detail. He pointed out you can't charge a detail rate at \$35.00 and the next week charge \$50.00. It was our responsibility to take care of the situation we were in. Citizen Rick Lazott didn't agree with the duty officers covering the fair traffic. The normal 40 hours is what they should be doing in a 40 hour work week. Selectman Robie replied they should have used a duty officer whether it was overtime or straight time. If the duty officer is done with a forty hour shift and he goes over then he gets overtime. Chief McGillen replied he misunderstood, because we have charged the \$35.00 detail rate before i.e. Old Home Day. Selectman Robie felt that was something they needed to address. Chief McGillen noted Fair Point could argue that we charge them fifty, but are charging someone else a different rate it and it would be reasonable. Selectman Snow suggested getting the Fair and Town Attorney's involved. Citizen Gary York felt it was discouraging having this conversation from a historical view point. In the past it was the idea of the prior Boards to have employee retention, education, and town safety to maintain a good police department. There were times in the past that it wasn't an outstanding police department. He agreed with Citizen Rick Lazott that this is not duty service for these officers. They can't be in two places at once. He questioned how this

made economic sense. He asked under whose direction Selectmen Assistant Eastman had called for the consensus. He added we have zero issues with the work force, the officers and with a Chief we have maintained for years and it's been an admirable police department. You need to support your officers financial and pay them what they are worth to keep them from motivating out to other municipalities. It doesn't financially compare to retrain new officers. You need to support your supervisors and maintain a good relationship. They shouldn't be short sided. There was an error somewhere along the line maybe there was vagueness in the motion. Chairman Kelley noted the question was brought to him on how they should pay these guys. To verify what he thought he instructed Selectmen's Assistant Eastman to call the rest of the Selectmen to confirm what was said at the September 27<sup>th</sup> Selectmen's meeting. Chairman Kelley, Selectman Robie, and Selectman Soares agreed the officers would be paid duty pay and overtime if they needed it. So they were paid duty pay with overtime. Chairman Kelley stated he wasn't trying to short the officers their pay, but the fair didn't want anything to do with us. Selectman Robie clarified they said they didn't need our services. Selectman Soares agreed this is the way she understood it, but she's not comfortable that they're not paying the officers. Selectman Robie agreed but the consensus of the Board two weeks ago was that they were going to be paid duty pay instead they were paid detail. There was a communication breakdown between the Board and the Chief. We will work to rectify this in the future. Citizen Gary York asked if there was a calculation in the difference between hourly and detail. Selectman Robie replied \$294 in the towns favor. If we paid the detail it would have cost \$294 more. Officer Dan Gray asked if the duty officer is the one who is making the calls. Selectman Robie clarified it is the officer who is scheduled to work. Officer Dan Gray explained you can't have a duty officer who is scheduled to work 8:00 am to 6:00 pm be assigned to an intersection. Selectman Robie replied we weren't asking the duty officer to direct traffic. We asked Chief McGillen to bring in whoever he needed whether it is one or two additional officers. Citizen Gary York asked if the Chief has been paid for his time. Citizen Rick Lazott replied if not they are violating a labor law. Chief McGillen mentioned he planned on working anyway, but not for free. He felt the whole thing didn't make sense, because in the past they had outside officers come in because their guys weren't available. He explained if another department comes to Candia they're going to have to pay them a detail rate. Chief McGillen felt the decision wasn't clear at the September 27<sup>th</sup> Selectmen's meeting. He kept trying to explain at the meeting the difference between duty officers and detail officers. Selectman Duarte explained when he spoke with Selectmen's Assistant Eastman he told her to call the Chief, because he sets the rates. He was never polled on Tuesday (October 5<sup>th</sup>) all he said was to check with the Chief. He felt they were putting words in his mouth. The other problem is what they did here was illegal. We can't do things like this again and we need to reimburse the officers properly. This polling thing has to stop. Selectman Snow was presuming the motion made was we are going to pay the detail rates and are we going to charge the Deerfield Fair Association. We can decide that another town created a problem in the Town of Candia and we should address this later. He thought they should pay the officers the detail rate and felt they made a mistake by redoing the pay roll. They can address the other issues later.

Citizen Ken Goekjian noted there were no villains in the room tonight. He felt the Board had one impression and the Chief had another and the disconnect was if you brought every police officer to 43 hours you wouldn't have enough hours. He question what do we do with the Deerfield Fair going forward. He didn't think they should get away with creating a massive traffic jam in the Town of Candia. He would be in favor of shutting Route 43 down for the weekend. **All were in favor. Motion carried.**

**The Board to reappoint part-time Officer Ken McCarron.** Selectman Duarte motioned to reappoint part-time Officer Ken McCarron. Seconded by Selectman Soares. All were in favor. Motion carried.

**Oil tank removal:** Gary York asked about the buried oil tank. Chairman Kelley explained there is an oil tank at the building and we allotted money a couple of years ago for its removal. Selectman Robie clarified the old tank was for heating oil and it was switched to gas, so the tank was removed. Gary York asked if there was a DES permit for this. Selectman Robie replied yes and it was all set.

**The Board will accept various donations on behalf of the Town in accordance with policies and RSA 31:95-b III (b).** Chairman Kelley announced all of the donations received (see attached) for a grand total of \$640.85. The following donations were received by Ellsworth Williams for the Food Pantry in the amount of \$30.00; Smyth Public Library Association for the Food Pantry in the amount of \$129.00; Candia Lumber for the materials for the gazebo in the amount of \$121.85; Elise Fowler to the Welfare Department in the amount of \$10.00; and Sandra B. Leavitt for the skateboard park in the amount of \$350.00. Selectman Soares motioned to approve the 2010 donations for the third quarter. Seconded by Selectman Duarte. All were in favor. Motion carried.

**The Board to consider the appointment of Stephen Bradley as Animal Control Officer.** Chief McGillen mentioned he has started the background check on Mr. Bradley, but it's not complete. He recommended that they hire Stephen Bradley at \$12.75 at a minimum of 8 hours per week pending successful background check. He welcomes him to attend any training he needs. There will be a probationary period. Selectman Robie motioned to hire Stephan Bradley as the Animal Control Officer after a successful background check and with a 90 day probation period. Selectman Snow asked if there would be an increase after 90 days. It was noted there will not be an increase. Seconded by Selectman Soares. All were in favor. Motion carried.

**The Board to discuss options for the removal of the old swap shop:** Chairman Kelley noted he has had some complaints from people on New Boston Road. He would like to put the swap shop out to bid. Selectman Robie questioned if that was a motion because he would second if it was. Selectman Snow felt they need to come up with a plan. There isn't a formal plan for the

building. There is no indication that the building needs to be destroyed or removed. He has an issue with removing a building of significant value. There may be something they can use the building for which is consistent with the closure plan. SWC Chair Couch didn't care if the building stays or goes as long as it doesn't cost the town a penny. If they sell it that would be great, however from the beginning he has initiated the rough draft for the closure plan. He noted several years ago we wrote into the master plan that we would receive community feedback. He was concerned about email that Administrative Assistant Andria Hansen sent him. It was in regards to a meeting between the Solid Waste Committee and the Conservation Commission to take input on the New Boston Road site. They don't have any public input. They should have a meeting with other committees in town and ask what the people want to do. We should definitely get public input. Citizen Ken Goekjian asked if the building was structurally sound. Chairman Kelley replied it's still in good shape. Citizen Ken Goekjian thought maybe it could be used as storage space. SWC Chair Couch noted it could be used in the fall or spring. Selectman Soares noted the closure plan is a work in progress. SWC Chair Couch reiterated they should ask what the people in town want. Selectman Soares noted everyone wants to have input and she is more than welcome to that. She has talked with residents that live near it and they would prefer it wasn't there. She has to do the engineering for that site and figure out what they are working with and what are the possible uses for the site. Selectman Duarte thought they should get public input and maybe they could put something on the website. Then give the input to Selectman Soares because she is handling the project. Selectman Soares noted a lot of people would feel better if they had a say in it. Chairman Kelley noted that it could be used for storage, but there isn't any heat. Selectman Soares mentioned the swap shop is the one building we could take down before the closure plan. Selectman Snow thought they should table the prior motion. Selectman Soares didn't care if the building stays or goes, but if people could find a use for it that's fine. Selectman Robie thought there are people who live on that road that would like to see it go. Selectman Robie suggested having a public hearing to get the citizen's input. SWC Chair Couch asked Chairman Kelley to let him know if he receives anymore complaints about this. Ken Goekjian noted as a point of information there are people who are offering money for junk cars, some of that building should have some value to it. Selectman Robie stated we will have a public hearing at a Selectmen's meeting for the use of the swap shop.

**Discussion about meeting room use during the holiday season:** Welfare Director DelRosso would like to use the conference room upstairs for the holiday season. Chief McGillen didn't have a problem with this. Chairman Kelley agreed and felt the items would be more secure up stairs.

**The Board to authorize payment of payroll checks and accounts payable checks.** Selectman Snow motioned to approve payment of payroll manifest number 000593-03, checks to be dated 10/7/2010, with a total gross payroll amount of \$17,898.84. Seconded by Selectman Soares. All were in favor. Motion carried. Selectman Robie motioned to approve payment of accounts



payable manifest number 100110, checks to be dated 10/7/2010, with a total amount of \$440,599.91. Seconded by Selectman Soares. All were in favor. Motion carried. Selectman Snow motioned to approve payment of payroll manifest number 000594-03, checks to be dated 10/14/2010, with a total amount of \$18,526.14. Seconded by Selectman Soares. Selectman Snow motioned to approve payment of accounts payable manifest number 100210, checks to be dated 10/14/2010 with a total amount of \$41,303.69. Seconded by Selectman Soares. All were in favor. Motion carried.

**Approval of Previous Minutes: Public meeting minutes of 9/25/10 and 9/27/10:** Selectman Robie motioned to accept the Selectmen's public meeting minutes of September 25, 2010 as presented. Seconded by Selectman Soares. Chairman Kelley, Selectman Robie, Selectman Soares, and Selectman Snow were in favor. Selectman Duarte abstained. Motion carried. Selectman Robie motioned to accept the Selectmen's public meeting minutes of September 27<sup>th</sup> as presented. Seconded by Selectman Soares. All were in favor. Motioned carried.

**Police Department budget.** Selectman Soares asked if the Board wanted to discuss the Police Department's budget or did they want to wait for the Budget Committee to look at it. Selectman Robie noted the Selectmen submitted their budget. Chairman Kelley thought the Selectmen did a good job on the budget this year. Selectman Snow had an issue with not hearing from certain department heads. It would be imperative as a Board to make sure any changes to their budgets was okay. Selectman Robie stated Selectmen's Assistant Eastman started working on the budget right after the meeting and any department head could have asked any question they wanted at the September 25<sup>th</sup> meeting. Selectman Snow noted they discussed the cruiser at the meeting, but they didn't discuss it with Chief McGillen. We made changes as a Board without certain department heads input. Chief McGillen didn't realize the budget went to the Budget Committee and he respectfully disagreed with the Board voting out the cruiser. Chief McGillen did recommend that they get a new cruise. He felt this issue is getting old. We need safe vehicles. He didn't think this was a big huge expense. He never got asked one question about the cruiser. He explained one year they had to ask for two cruisers, because they went a year without one. Chief McGillen noted a couple of the cruisers have high mileage. When it comes to public safety it pays to do the right thing. Selectman Snow noted we may be at the point that we told the Budget Committee that we don't need a cruiser, but things might change. Selectman Snow felt this is why we need to hear from the department heads. We should probably talk with Facility Operator Whitcher to see what he has to say. Chief McGillen mentioned the ACO training is approximately \$400 and that line was reduced to \$1.00 and suggested that amount be put back in the line. We need to have some training for the new ACO. The whole ACO budget is under \$10,000. The ACO Officer's pay in Auburns is \$10,000. Selectman Robie explained everyone had their budgets a week after the September 25<sup>th</sup> meeting and nobody came to us and said anything. He told Selectman Duarte if he wanted to know what happened he should have read the minutes. Selectman Duarte replied he would take a look at the budget and he would

make his recommendations to the Budget Committee. Selectman Robie stated the Selectmen reviewed the budget and it was sent to the Budget Committee. Selectman Duarte noted that he would speak to Facility Operator Whitcher about this as well. Selectman Soares noted she already spoke with Facility Operator Whitcher to let him know his budget was reduced and he should take a look at it. Chief McGillen thought the process would have allowed him to come back and discuss his budget with the Board. Chairman Kelley stated all the departments and committees knew about the budget meeting a month in advance. Chief McGillen noted he has always been to the meetings and we've always been able to go back and make changes to our budgets. It would be nice to go forward with the support of the Board. He did mention the meeting back February that Police Department had with the Board. The morale has been low for the officers and the "union" word has come up with the guys. When the officers met with the Board they were supposed to come up with a plan. The guys wanted to have an opportunity to bring their suggestions back to the Board. They have come up with several ideas and some would be policy changes. They would like to have another meeting with the Board, but it sounds like a done deal since the budget has been sent to the Budget Committee. He mentioned the matrix and most of his officers have capped out on it. He would like to bring this plan to the Board and maybe bring it to meeting at the end of October. Chairman Kelley noted we have a deadline to get the budget to the Budget Committee, but maybe we could go back to this and see what we can do. Chief McGillen mentioned the disability insurance and what happens if an officer's sick time runs out. Selectman Duarte thought the Police Departments ideas were pretty reasonable. Selectman Duarte noted there were a few issues that we should prioritize. Chief McGillen stated the officers didn't feel comfortable with the support of the Budget Committee and the Selectmen. Selectman Robie replied the officers don't feel comfortable because we don't buy a cruiser every year. Chief McGillen stated it's not just a cruiser, but there are several issues. Selectman Robie noted they have bought a new cruiser every year. He further noted they gave the old cruiser to the Building Inspector and he said it was like brand new. Selectman Robie thought maybe in 2011 they could give the taxpayers a break. The point is that we were trying to save the taxpayers \$24,000 for the 2011 taxes and somewhere the buck has to stop. Selectman Duarte stated the other side of the coin is we have to be competitive and we have an excellent force with longevity. If we aren't competitive with the rates the officers will move on. Selectman Robie agreed we don't want to lose any of our police officers, but most Americans are working for less. Everyone wants more money, but we need to let it level out for a while and adjust to what we got. This is not being critical of any department it's watching out for our citizens. Gary York stated watching out for the citizens is more than watching out for the bottom dollar. He questioned if all the department heads have input on the budgets. Selectman Robie replied the department heads did have input. Selectman Robie noted that the approved budget has been sent to the Budget Committee. Selectman Soares noted she would like to see the breakdown on the mileage of the cruisers. Chairman Kelley asked if they were all under 100,000 miles and what kind of service has been done on them. Chief McGillen noted they have one cruiser over and it's just used for detail. Chief McGillen would get the information for the

Board. Selectman Robie noted we had the same discussion last year about the cruisers. Selectman Robie suggested last year moving \$10,000 to the maintenance line. There was further discussion about the maintenance of the cruisers. Gary York mentioned you can't equate what you drive and how a cruiser is used. It's not fair to make that assumption. Every year the cruiser comes up and it's the same broken record year after year. This will minimize the town's liability and there is only so much maintenance you can do. You have to be smart and there are certain pieces of equipment you need to replace. Selectman Robie noted anybody can take a different spin on that. Gary York felt this isn't the Selectmen's choice to make. Selectman Robie replied this is his opinion and he will make the point if he has to. There a lot of people in the community that feel this way, but they won't come to the meetings and speak up because they don't want to make any waves. Selectman Duarte agreed but he thought the department heads need to make these decisions. He has a lot of faith in the department heads and doesn't like to micromanage. Chief McGillen noted we have been stretching the budget and saving the town money. He mentioned that Jeff Kantor has been very generous to the department by donating parts. We could just say bring it to the dealer and pay full price for the parts. Chairman Kelley asked if Chief McGillen could get the info on the cruisers so they can discuss it. Selectman Soares would like to address the concerns of the officers at the next meeting. Chairman Kelley would like a copy of the officers concerns beforehand, than we will put it on the next agenda. Selectman Robie mentioned the officers came in last February and you were going to have one person be the spokesperson. Chief McGillen thought Sergeant Gallagher could be the spokesperson and they would like to have an open meeting. Gary York though it would be healthy to have an open meeting. Gary York explained it's an educational process for the officers to see how the Selectmen work; it's not easy sitting up there. Everyone is working for the town. Chief McGillen thought they should see both sides. Chairman Kelley had no problem with the officers coming to the next meeting. Citizen Joanne Beckwith commented she was getting upset because she wants people to have what they need for their work. She mentioned there was no raise in social security this year and she lost 7% of her pay last year because of medical costs. The same thing is going to happen this year and it's hard to know that your town needs things and her house in disrepair. This has been a difficult evening. She knows she can't stand a raise in taxes, but she doesn't want to see the community go without. Chairman Kelley agreed when you're living on a fixed income and you're depending on the monies coming in it can be difficult. Chief McGillen stated he's not looking to raise taxes he was looking to work with the Board and maybe we can accomplish things without raising taxes. Selectman Robie stated we can't keep increasing government. He further stated government has to stop somewhere it has gotten out of control. The past couple of years we have had a level funded budget. We can't have it both ways all of the time but we can get somewhere in the middle. Chief McGillen said he wanted want to work with the Board and move forward. Selectman Duarte agreed and noted they all have their own opinions and that's how you come up with a good Board. He thought most of the time they reach their goal. Welfare Director DelRosso mentioned she has been working at the Police Department during the summer and it's been her observation that the officers go above

and beyond for normalcy during the day. It's not about sitting on the side of the road with the radar. These men go to people's houses to help people and check security of the resident's home. They serve and protect us as a community. If they feel they aren't being compensated justly we will have an upheaval and we will start all over again. They have people call and ask for certain officers because they feel comfortable with them. They are there to serve and protect us and they put their lives on the line every day. Their job is above and beyond. If they are not being compensated I can see why they would want to look elsewhere. I've had tunnel vision before I worked at the department, but now I understand. It's my pleasure to work for these guys and an honor. Chief McGillen noted he would mention it to the officers.

Selectman Snow noted he talked to division five to have the sign moved on the Siemonsma's property and they are attempting to get a resolution.

Road Agent Lewis mentioned they received our last FEMA check last week. This should be the 75% reimbursement for the storm. Road Agent Lewis noted they will break it out into Emergency, Highway, Police, Fire, and Cemetery. He mentioned some projects he would like to spend his portion of the money on.

Chief McGillen had some issues with the stop sign at exit three. He has seen people go straight through the stop sign. Chief McGillen would like a letter sent to the DOT from the Selectman. There was suggestion for a roundabout in the past. He would like the Selectmen to consider a letter.

Chairman Kelley motioned to a adjourn 9:22 pm. Seconded by Selectman Robie. All were in favor.

Respectfully submitted,  
Andria Hansen, Recording Secretary