

~~Unapproved~~Approved
Candia Selectmen's Public Meeting Minutes
Monday April 11, 2011

Attendance: Chairman Fred Kelley, Vice-Chair Carleton Robie, Selectman Joe Duarte, Selectman Amanda Soares, Selectman Richard Snow, Selectmen's Assistant Cheryl Eastman, 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 did 10 salt and sand runs and there were three plowable storms. He did grading on all dirt roads. Patching was done as needed mostly done on Patten Hill and Old Candia Road. He did some tree clean up from high winds on March 18th. Plow maintenance was done. He hauled a significant amount of material to the dirt roads it's probably the most mud they had in five or six years on their dirt roads. This is partly due to the deep frost and the other part is the increased traffic on those roads. Some of them have been tough to keep up with. He felt they were beyond that point now.

Police: Selectman Duarte noted there were 41 total offenses committed. There were a total of 13 felonies and 11 arrests.

Fire: Selectman Robie noted there was regular truck and building maintenance as required and the department has ordered a new forestry utility vehicle. Citizen Rudy Cartier said he had a problem with the purchase of a new forestry truck and thought there was a bait and switch going on. He explained for years the Board and the Fire Department talked about replacing the rescue truck. Selectman Robie replied this is the truck that is in the worst repair. Citizen Rudy Cartier read from Deliberative Session minutes Article 26 "Chief Young explained that fire apparatus is extremely expensive and it is a way to put some aside when we need a big item. He also explained they are looking to purchase a rescue truck." This was what was told at the Town Meeting and all of a sudden things have changed. You know darn well the rescue truck is unsafe and why would you want to go out and purchase a forestry truck opposed to something that is used almost 200 times per year. Selectman Robie replied this was the recommendation by the Fire Department and the people appropriated \$50,000 for the Fire Department and it's their decision on what they feel they need. Citizen Rudy Cartier said they decided to purchase a rescue truck two years ago. This is what the public was told and its classic bait and switch. Selectman Robie stated the Capital Reserve Fund is for fire apparatus. There was no specific unit agreed on. Citizen Rudy Cartier replied yes there was and they have made a huge error. They have put the EMS people in danger because you know the rescue truck is not safe to drive. In addition, he understood Fire Chief Young's philosophy because he is a forestry person and he is not medical or structural. He can appreciate that but it's not in the best interest of the town. This was a bad decision by the Board and the Fire Chief. This truck needed to be replaced three or four years ago. Selectman Robie replied you are entitled to your opinion. The forestry truck has been nothing but a thorn in our side since it came to this town. Citizen Rudy Cartier replied the rescue truck has been a thorn in our side. You don't need a new forestry truck; you could have easily bought $\frac{3}{4}$ or 1 $\frac{1}{2}$ ton truck used. It would have served its purpose and you would have invested

your money much better. There was just enough money with the \$50,000 this year to purchase a new rescue truck. The Fire Department Truck Committee specified two years ago they needed a new truck and the Truck Committee wasn't even consulted on which truck to get. This was a decision made by certain people. He reiterated this was a terrible mistake that is putting the town's people and the firefighters in jeopardy.

Building: Selectman Soares noted there were 10 permits issued in March. There are five open enforcement cases and one case was closed. There have been 46 inspections performed. The year to date for 2011 is \$2,192.06. She explained the inspections are broken down on the back of the report. Building Inspector Ciardi is very appreciative to the Board for changing his hours on Tuesdays. Selectman Duarte asked why we are down in permit fees from 2010 to 2011. He thought things were getting better. Selectman Soares replied currently people aren't building and renovating. They have compared their rates to other towns and ours are pretty reasonable. It could be the change from winter to spring. Selectman Robie added there aren't any new housing permits out there.

Solid Waste: Facility Operator Whitcher explained that he didn't receive a bill from Waste Management so he doesn't have the numbers. Selectman Soares asked for rough numbers. Facility Operator Whitcher explained it's been an average month. They had about 34 bales total. People seem to be doing a little spring cleaning, so things have been busier on the weekends. The police came down last Sunday. The residents speed had decreased, so the desired effect is happening. Selectman Soares said there have been more positive comments and feedback coming in from the citizens. She told him to keep up the good work. Selectman Snow mentioned they need a magnet to try to get rid of the nails and is this possible. Selectman Soares replied she hasn't talked with Facility Operator Whitcher, but she will and find out the best scenario. Selectman Snow said he would support something like this. If we have a means of eliminating nails then we should do it.

Parks/Rec: Selectman Snow mentioned there is a field day scheduled for this Saturday April 16th from 9:00 a.m. until they finish. They are getting 100 yards of material. There are a number of organizations around town that have been invited and they would appreciate help from anybody who would like to come. He has one broken water line in the bathrooms that he needs to repair before he turns the water on. The ball games have started at Moore Park. Road Agent Lewis cleaned up the basketball park. Selectman Snow said he is looking at the possibility of helping out with the turf on the playing field. He was talking to a local vendor to see what they suggest. It is his understanding that a purchase order was cut from a donor to a skate board park organization in Missouri. They will come to our park with a bunch of cement and they're going to install it. We will essentially have the same type of equipment as the wooden equipment that was there. They will need to do a donation acceptance. The ski program is done and they are working on the summer program for the next meeting. He will hopefully have a contract for the Board to review at the next meeting.

Approval of Previous Minutes: Public and Non-Public meeting minutes 03/28/11. Selectman Robie motioned to approve the non-public meeting minutes of March 28, 2011 as presented. Seconded by Selectman Soares. All were in favor. Motion carried. Selectman Soares motioned to approve the public meeting minutes of March 28, 2011 as written. Seconded by Selectman Robie. All were in favor. Motion carried.

The Board to authorize payment of payroll checks and accounts payable checks. Selectman Snow motioned to approve payment of payroll manifest number 000621-06, checks to be dated 04/07/2011, with a total gross payroll amount of \$13,231.10. Seconded by Selectman Soares. All were in favor. Motion carried. Selectman Snow motioned to approve payment of accounts payable manifest number 040111 checks to be dated 04/07/2011, with a total amount of \$568,154.88. Seconded by Selectman Soares. All were in favor. Motion carried. Selectman Snow motioned to approve payment of payroll manifest number 000622-03, checks to be dated 04/14/2011, with a total gross payroll amount of \$14,307.33. Seconded by Selectman Soares. All were in favor. Motion carried. Selectman Snow motioned to approve payment of accounts payable manifest number 040211 checks to be dated 04/14/2011, with a total amount of \$63,589.83. Seconded by Selectman Soares. All were in favor. Motion carried.

The Board will discuss putting attachments with minutes on the town website. Chairman Kelley asked Selectman Snow why he wants all of the attachments on the website. Selectman Snow replied the request came from a member of the public at the March 14th meeting and they would like to see the attachments on the website. This seemed to be an excellent idea to him. He noted that it took him five minutes to load the documents, put it in a PDF file, and send them off to Catherine to put on the website. This would save a significant amount of time, because Administrative Assistant Hansen has three pages of minutes trying to explain enclosures. He felt that anything on the table should be an attachment. Selectmen's Assistant Eastman asked if the Board decides to do this how are we going to determine which pieces of paper are being including as attachments and which ones are not. If it's something talked about in a meeting than it will be in the minutes and if you add attachments it could be a little redundant. If the Board wants the office to do this then what are we suppose to attach. The Board needs to be specific. Selectman Snow felt if it was sitting on the table for the meeting then that is an attachment. Selectmen's Assistant Eastman replied if it's something that is sitting on the table for a meeting but not really talked about how will you reference that to the minutes. There wouldn't be anything to attach it to. Selectman Snow explained you do it as one big attachment of everything sitting on the table. This will save someone the trouble of coming down to the town office if they want to look at it. Selectmen's Assistant Eastman explained that Catherine had a concern about the size of some of the documents and people being able to open them. Some of these attachments will be sizable. Selectman Snow agreed that the size of the attachments may be a problem for some of the public, but that would be their problem. Selectmen Assistant Eastman explained the Board just approved bills, payroll, and invoices are we putting all of the invoices on the website. This was information that was discussed at the meeting; she needed to know where are we drawing the line. Selectman Snow replied his personal opinion is if it's on the table then it should be an attachment. At some point in time if people want more then that the Board can discuss it. Citizen Ron Thomas said he did mention it at a prior meeting, but his reference was to minutes that contained the word "see attached". When it was talked about in the minutes the attachment was never there. He didn't particularly care about the stuff on the table. Selectmen's Assistant Eastman replied that makes sense to her if it says "see attached" so you know what you're looking at, but putting every other document is a lot. Citizen Ron Thomas replied he didn't ask for that. Selectmen Assistant Eastman said she understood that, but his request has brought up the issue of how we handle it. Selectman Snow stated the agenda has significant value, because we don't put the old agendas on the website. When the minutes show up the agenda is gone, so people didn't know what we were talking about. He noted its easier for Administrative Assistant Hansen to put "see attached" then she won't have to interpret what was on the reports. He sees it as saving her time. Selectmen's

Assistant Eastman explained when Administrative Assistant Hansen does the minutes she doesn't have to interpret anything, she just types whatever was said at the meeting. If a Selectman is reading a report in the meeting then that's what will go in the minutes. She doesn't see this as a time saver it's more of an aggravation to get lots of things scanned and sent to the webmaster. We will do whatever the Board wants, but we need to know what you want. Selectman Snow noted that he places stuff on the meeting room table for people to see and if she doesn't put "see attached" it should still be attached. He has spent time on these documents so people can see it. Selectman Soares said you usually talk about it in the meeting and it's in the minutes. Selectman Robie noted if you wanted her to scan what you brought in last week she probably wouldn't have it done yet the file was really big. Selectman Snow agreed. Webmaster Catherine Sangillo said she puts the size of the file on the attachments (i.e. 30 MB) so people are aware of it before viewing it. She's trying to work on some things to maybe reduce the file size as well. Citizen Rudy Cartier stated it doesn't matter what the office thinks is difficult or time consuming what you should be looking at is the fact that you need transparency in government. You do not have that right now. He noted that if the Board is discussing a letter in a meeting, the citizens don't know what the letter says. The more information you put out the better, New Hampshire is a right to know state. This is the electronic age and people really do look at what's on the website. The website is the best thing the Town ever did and he congratulated Catherine on all of the stuff she does. This is something that needs to be done, because we don't have transparency in Candia. Selectmen's Assistant Eastman replied it does matter how much time it takes the town employees to do something, because we are allotted a certain number of hours to work and we have a certain time frame to do this. So certain tasks take somebody longer to do then they used to do. She understood that you want to see everything you can possible see, but we do have hours that we have to stay within and still get the same job done. In clarification she was asking for some kind of guideline of what we want to see, because almost every file in that office is a governmental record. This doesn't necessarily mean we are going to scan them all and put it on the website. We need to know what you want and what you don't want. Selectman Duarte thought they could have a copy of the agenda and the departmental reports and anything additional the citizens can get a copy in the office. Citizen Rudy Cartier stated this doesn't work, because the office hours in Candia don't work for someone who is working. You're closed by 3:00 p.m. and it opens at 9:00 a.m. Most people leave town by 7:00 a.m. and don't get back into town until 7:00 p.m. at night. It doesn't work and that's not good government or transparency. He respectfully disagrees about the cost to the town. He thought it was saying that honesty, openness, and transparency in government depends on how many dollars you have. Selectmen's Assistant Eastman replied that wasn't what she said. Citizen Rudy Cartier replied that it's very easy to scan these documents. It takes no time and anyone with any kind of computer skill can do this. Selectman Duarte agreed with you about the transparency he felt the community should have access to this information without going through a bunch of hoops. Selectman Snow noted a perfect example of this is the email we got from a bank looking for the Town Report on the website. He thought it was a great idea and next year we need to get this on the website before the deadline. Selectman Snow explained the big stuff he had last meeting was information he needed to get out to the public. Now he can just tell people to go to the website instead of making copies. Selectman Robie replied that if it says "see attached" then we will put the attachment on. He mentioned the stack of papers Selectman Snow brought in last week about Raymond Sand and Gravel. If anyone is concerned about Raymond Sand and Gravel they can attend the meetings when Raymond Sand and Gravel submits a plan to do something. Selectman Snow replied that he was sure that they will, but he wants them to know now. This is a significant issue. He was giving an update to the Board.

Selectman Robie was in favor of if it says "see attached" then we will attach the document. Citizen Rudy Cartier asked Selectman Snow if he could provide the information electronically. He pointed out what would be the difference if he sent it electronically to Catherine or the office doing it. He felt the more information you get the website the better. Selectman Robie replied the minutes are posted every other week and if there is something in the minutes that is a serious concern for someone we will provide this information. He felt they are the most transparent Board this Town's had in a long time as far as talking about things and putting it out in the open. As far as he is concerned everything is transparent and we have nothing to hide. Citizen Rudy Cartier respectfully disagreed with Selectman Robie. He felt there should be more information on the website. Citizen Ingrid Byrd had no problem with the Town Offices being open past 5:00 p.m. Everyone complains but there is no participation from people. They don't come to Selectmen's meetings and they don't come to Deliberative Session. Here you are encouraging people to not come to meetings. She felt the minutes should be on the website, but not the attachments. If you want to know what's going on in this town then get off your ass and come to a Selectmen's meeting, School Board meeting, or ZBA meeting. Why should we make it easy for people to not know what is going on. We have excellent minutes and if people want to know more they need to come down and be here. If you put 50 pages of something on the website it's still not going to answer a question that someone may have. She felt they shouldn't make it easy for people to avoid being part of the town government. She found there are words being thrown around that are offensive like honesty and transparency. The implication seems to be the Boards actions are behind closed doors and hidden. The new Fire Chief has been accused of being dishonest and he's not here to defend himself. She is perfectly willing to let the executives of this town which includes the Board and the Department Heads make the final decision when necessary. In a public meeting you should not be using words that imply that someone is dishonest and sleazy in their dealings. Selectman Duarte said we just want people to have access to the information. He didn't see the problem with this. He mentioned he would like to have access to it if he couldn't get to a meeting. Selectmen's Assistant Eastman asked if this would apply to all the Boards in town. Selectman Snow replied this applies to the Board of Selectmen and all the other Boards can make their own decisions. Citizen Ron Thomas said it was his understanding the Board had to approve anything that goes on the website. He was wondering as the Heritage Commission Secretary if they could do it for the Heritage Commission. It would be nice to include the other Boards if their Chairs would like to include attachments. The other comment he had was if you were concerned about office time and scanning large documents you should require that the document come in an electronic format. It could then go directly to the webmaster. He suggested a limit on how many pages can be scanned. He can understand the office not wanting to scan a 60 page document. Chairman Kelley said he didn't have a problem with the minutes on the website, but the 60 page document is ridiculous. The smaller documents are fine. If it's going to take a lot of time it's going to take the office staff away from the rest of the stuff they need to do. Selectman Snow noted Administrative Assistant Hansen spent a lot of time interpreting the minutes, but if you don't put it on the website she has to stop what she's doing and make copies. This is a simple process and it doesn't cost the taxpayers anything. Selectmen's Assistant Eastman noted that we don't have people coming in and asking for more than the minutes themselves. Selectman Snow felt it should only be the documents on the table. Webmaster Catherine Sangillo asked if it would be possible to just do the departmental reports, because sometimes the information is not in the minutes. She explained there might be things on the table (i.e. soliciting) that we don't want out there so maybe they should limit to certain documents. It was the consensus of the Board to just put the departmental reports and the agenda on the website as attachments. If anyone wants any further information they can request it on

line or send the office an email. Selectman Robie motioned to post the agenda, any "see attachment", and departmental reports as attachments with the minutes on the website. Seconded by Selectman Soares. All were in favor. Motion carried.

Other Business

Policy about contacting Town Counsel. Selectman Snow would like to talk about this at the next meeting. He has a copy of the policy regarding contact with the Town Counsel in his in box. Selectman Soares explained he was the one who asked for it, because he never saw it. Selectman Snow stated this policy is 17 years old and this creates a concern for him. He would suggest they put this on the agenda for the next meeting so we can discuss a procedure for doing policies. He said he received a request from Selectmen's Assistant Eastman regarding a correction to a policy and he sent her back information that goes back a long way. He is looking for an index that tells him what we have available in the town for policies, procedures, and ordinances. This index will contain the date it was generated and where we can find it. Selectman Soares asked him if he looks at the shelf above the printer, because all of the binders are labeled and it's on the shelf. Selectman Snow asked if everything was in the policy and procedure binder. Selectmen's Assistant Eastman replied it's everything we have now and she's currently in the process of updating, amending, and adding to them. Selectman Snow suggested coming up with some type of index. He would like to discuss the policy on contacting legal counsel, because he has been operating by the rules as he understood them. He reiterated that he would like to discuss this at the next meeting.

Information on Candia Sand and Gravel. Selectman Snow noted there were three requirements that came out of the court case. One of them was that the plaintiff was ordered to send the town \$10,000 as a fine, \$50,000 as a bond for reclamation and \$1,000 that went to \$800 to pay for the review of the reclamation plans by our engineer. Selectmen's Assistant Eastman never found evidence that this was done. This was four years ago, but he has a concern about who is going to handle this. If Candia Sand and Gravel comes to us now they owe us \$10,000, their supposed to have a \$50,000 bond, and they haven't paid for the stuff in 2007. There is talk in the court case about a lien and is there one and is it valid. He thought they should have a non meeting with Atty. Mayer and ask what the status is. Mr. Cole needs to address any issues with the Board prior to the time that we accept any applications for any other land use action. He is requesting from the Chairman that we do a non meeting with Atty. Mayer.

Auburn sandpit. Selectman Snow said that if you have land in another town you have to pay taxes on it. This was an issue before us when we wanted the cooperative school district. His personal opinion was that we owed Auburn taxes and we paid them, but to appeal the case or take it to court would cost us more money. We should just let it lie. He asked the Board if they wanted to make a decision on this. Do we want to appeal or not. They denied our abatement and he felt they should let this go. Selectmen's Assistant Eastman said DRA Representative Lionel MacEachern was under the impression that the land wouldn't be taxable. He went to his director at the DRA and there seemed to be a question on the way Avitar Appraisal is looking at the RSA. There are cases in two other towns right now that have the same problem. She explained our rep is going to talk to his director again and come back with his recommendation. She's still waiting to hear back from him. Selectman Snow asked how much the taxes are. They're about \$335. Selectman Snow compared this would be about two hours for their attorney. Citizen Ingrid Byrd commented that she had a problem with this whole discussion. It wasn't on the agenda and no

one knew Selectman Snow was going to be talking about this. You need to table this until the next meeting and give the Selectmen's Assistant a chance to do the research. She added no one knew you were going to be talking about this and it is something that affects all of us. It should have been on the agenda. Chairman Kelley agreed with Ingrid, but Selectman Snow always has a list of items under other business. Citizen Ingrid Byrd replied it doesn't mean you have to discuss it. These items need to be on the agenda. You were talking about people wanting to know what is going on in Town and transparency then this should be on the agenda.

Memo from State Fire Marshalls Office. Selectman Snow asked if there was a policy on permissible fireworks. Citizen Rudy Cartier said the Fire Chief has responsibility for determining municipal fireworks. It has always been that way, but nothing has been put in writing. Selectman Snow thought it had to go through the Board. Citizen Rudy Cartier noted if it was a written policy it would.

Sign folder. Selectman Snow mentioned there was discussion at the last meeting about once things are signed with three signatures it can be filed. He noted some Selectmen don't get to signing things for a while. He is trying to figure out some way to get the paperwork out of the sign folder without being filed. Paperwork would get filed and some Selectmen wouldn't know what went through there. Chairman Kelley said we have a folder for people that don't sign. There were looking for three signatures for stuff like newspaper articles and flyers. Selectman Snow said he doesn't want it to go into the trash. If he forgets to sign he still wants to see. Selectmen's Assistant Eastman noted everything that gets initialed by the Selectmen doesn't go in the trash.

Holiday Hours. Selectman Soares brought up the holiday hours for the recycling center employees. She mentioned even the police department who work a 10 hour shift get paid 8 hours. Her concern is if all of the other employees are 8 hours the recycling center employees should be paid for 8 hours. She would like to make things consistent. She has gone through the timesheets from last year and this year. She explained the hours that the recycling center is open are roughly 32.5. There are numerous times when there are hours over 40 in a work week. Selectman Snow asked if it was because of work or comp time. Selectman Soares said there isn't comp time there's vacation days and holidays. Selectman Snow replied Facility Operator Whitcher hasn't been over 40 hours since the Board suggested there was no more overtime. She went through 2010 and 2011 and there are timesheets that are over 40 hours. Sometimes it's well over 40 hours she understood this is straight time but we tell all of our other departments not to work over their regular hours. This is not fiscally responsible of the Board. Selectman Snow replied he would have to look at the timesheets to see if the time was taken as comp time. Selectman Soares reiterated we don't have comp time. We have vacation time, holidays, and work time. Selectman Snow said we have comp time for a lot of our employees. Selectman Soares clarified she's talking about all of the departments for the holiday time and she is talking about the recycling center regarding the hours. She didn't think it was fiscally responsible that we are paying more on certain times when everyone else is working their regular hours. Selectman Snow couldn't understand not paying overtime when they are working more than 40 hours in a week. Selectman Soares stated they shouldn't be working more than 40 hours per week. There is no over time this was a motion made by the Board. Selectman Snow replied if we have a pay slip going through for more than 40 hours we have to pay them for overtime unless its comp time or rolled over into the next week. Selectman Soares said we paid for more than 40 hours and she is not certain why. She reiterated its not fiscally responsible for us to do

that when other department don't do it. The police department has overtime, because of their schedules. She understood that some employees come in early, but she can't justify anything over 40 hours. He hasn't seen anything that he's had a concern about. Selectman Snow replied he would be more than happy to go over the time slips with her. Selectman Robie thought the discrepancy was with the holiday pay. If the holiday falls on your day off you take the next day. They get the holiday as comp time so they don't have to shut the facility down on a day it's supposed to be open. He felt a 40 hour pay week would be a pretty good pay week. Selectman Snow thought they should address the concerns about the hours as they come up. He noted the recycling center doesn't run the same hours as the other departments. Selectman Soares felt they shouldn't have more than 40 hours. Selectman Snow said Facility Operator Whitcher may need to attend SWC meetings and that would bring him over 40 hours. Selectman Soares explained Facility Operator Whitcher doesn't go to the SWC meetings because he doesn't get paid. Selectman Snow noted at some point in time he is going to be needed and he'll go over the 40 hours. You need to decide how you want to handle it. Selectman Soares noted we have two part timers that don't average more than 10 to 15 hours. We don't pay them benefits or retirement and they could make up the other hours. Selectman Snow suggested a number of times they need two people at the facility at all times. Selectman Soares replied according to State Labor Laws they are required to have one employee with a level three. She explained if we keep going at this rate we are going to be over on what we pay for retirement for the recycling center employees. Selectman Snow replied that's a budget issue and is it because the retirement cost went up. Facility Operator Whitcher thought the retirement doesn't come out of the vacation or holiday time. He further noted that other than a few instances there hasn't been more than 40 hours worked. He explained if they take a Saturday off that is a 9 hour day and if you work 31 1/2 for the rest of the week it would be forty and half hours. This is not being paid on vacation time or holiday time. This is where the discrepancy is coming from. If it is a six hour day we put in for 6 and if it's a 9 hour day we put in for 9 hours. Selectman Soares replied that she understood, but in a regular work environment you have a vacation day and it counts for 8 hours. Facility Operator Whitcher replied we don't work five 8 hour days. Selectman Soares asked why you work 9 hours on a Saturday when the operation hours are 8:30 am to 4:30 pm. Facility Operator Whitcher clarified the hours are 8:00 am to 4:30 pm. Selectman Soares replied that is 8 1/2 hours how do you get 9 hours. Facility Operator Whitcher explained they get there around 7:00 or 7:30 and start baling. Selectman Soares said if you were in an average work environment and you had a holiday and it was an 8 hour holiday and you had a vacation day which is 8 hours that is a total of 16 hours. You would have worked 24 hours to equal a 40 hour week. Your vacation and holiday is included in your 40 hour work week. Facility Operator Whitcher replied from the day he was hired that was never the case. If you want to change it that is up to the Board, but he didn't see how it would be prudent in the middle of a fiscal year. Selectman Soares reiterated this is not fiscally responsible for us as a town. We are paying for more than 40 hours per week and I'm trying to fix things that don't make sense. Facility Operator Whitcher tried to explain that if you work a 9 hour day then you take 9 hours of vacation. If it goes over 40 then it's considered overtime. Selectman Soares questioned why you don't have your part timers fill in. Facility Operator Whitcher replied they do, but one of them has a long term assignment during the week and he's not available. The other part time employee comes in regularly during the week. Citizen Rudy Cartier clarified when you are talking about 8 hours that is someone who works a regular eight hour day. Anytime someone works on a shift basis i.e. four 10 hour days their vacation time is not on an hour basis. Let's say they get two weeks of vacation which would equal 80 hours they would be able to use those hours any way they would like. They can take a few hours here and a few hours there. You can't compare this to someone who works 9 to

5, it comes down to hours. Selectman Soares noted that our police department works four 10 hour days and they get 8 hours for vacation time. Selectman Robie explained if the officer is working on a holiday and he works his 10 hour shift at time and a half and he puts his 8 hour holiday in the bank. If the officer has the day off he gets paid for 8 hours. He further explained they probably did this because of the 9 hour day on Saturday. The Board needs to figure out how this came about. Citizen Gene Beckman explained he worked for Sanders for 40 years they went to a nine day two week work period. You worked four 10 hour days each week and 8 hours on a Friday and you got every other Friday off. If that Friday was a holiday and it was your day off you got nothing. Selectman Soares said she would work on this.

Closure Plan: Selectman Duarte asked Selectman Soares if she had the last correspondence from DES as to where we are and what we need to finish. Selectman Soares replied that it was emailed to Doug Kemp this afternoon for the final. Selectman Duarte asked if he could have a copy of what was sent to Doug. Selectman Soares replied you called him you should already know. Selectman Snow thought the final was supposed to come back to the Board. Selectman Soares explained that she was waiting for Doug Kemp's approval on the final plan. Selectman Snow stated it was his understanding that they were going to look at this prior to it going to DES. At some point in time during that process we were going to invite Doug Kemp to a meeting. Selectman Soares replied you said this at the Solid Waste Committee meeting and you are wrong. Selectman Snow disagreed with Selectman Soares and said the Board didn't vote on this. In addition, he disagreed that they weren't going to have Mr. Kemp come to a meeting to explain the closure plan. We need a public meeting with Doug Kemp, so we can say what does the closure plan mean. Selectman Robie explained a year ago the Selectmen elected Selectman Soares to handle the closure of the old recycling center. She had been on the SWC a year and a half prior to be elected as a Selectman. A year ago the Board gave her authority to submit the plan to DES for the closure of that facility. It's been two and half years since we moved out of that facility and she is the only person that has done something. We gave her the authority. Selectman Snow replied that wasn't his understanding of what they voted on. She was going to put together a plan and she was going to bring the plan to us. Selectman Robie replied you've been around for the two and half years why didn't you do something. Selectman Snow replied he wasn't in charge of it. He thought if they have Doug Kemp at a meeting the Board will have the opportunity to have him explain what he closure plan means. Selectman Soares replied you had plenty of time to do this. SWC Chair Al Couch worked on this for 7 years and nothing got done. For two years this Board sat on this. This project was given to her and now everyone wants to jump on her, because they need to have their comments about it. Nobody wants to touch something that is a sticky situation. She took this assignment on and she got it done. You can like her decision or not, but what she is trying to do is in the best interest of the entire Town and ¼ of the population of the Town went and voted the other ¾ didn't even care. It only takes one person to go down to the old facility and make a mistake, because nothing is guaranteed. DES won't even tell you that its guaranteed for life. Her job is to look out for the best interest of the people in Town which she did in one year. No one else did this in seven years they worked on it and researched it. She's the only one that stepped up and took care of this, if you have a problem with this that's fine. Selectman Snow replied this is nothing personnel between you and me. Selectman Soares replied you make personnel. Selectman Snow said the Board should look at this before it goes out for approval, its common practice. Selectman Soares replied the Board is going to look at it after Doug Kemp has reviewed it. He is making sure everything is in place. Selectman Duarte told Selectman Soares that he had mentioned to her that he would be willing to help her. So don't say that nobody tried to assist you. She replied she didn't need any help

because Doug Kemp is the person that she needs to deal with. Selectman Duarte thought it was a very simple closure plan. Selectman Soares replied yes and it's done. Chairman Kelley said once the plans come back they will discuss this as a Board and until then there is nothing to discuss. It seems every time Selectman Soares turns around she has been jumped on. She is the only one on this Board that has stepped up to the plate to do this. There was further discussion about the closure plan. Citizen Ingrid Byrd commented that she has been listening about the closure of the dump for the past six years and nobody did anything until Amanda came on. Selectman Soares started working hard on it and all she's gotten is a wrath of grief. Mostly from the Solid Waste Committee which none of whom are elected. As far as she is concerned those people who are giving her shit are an advisory committee. Selectman Soares has done all of the work and nobody gives her any credit they just give her grief. Some of you are sitting there letting her take it and you should be thanking her. You may not like everything in the plan, but it's done and DES is going to sign off on it. Citizen Ingrid Byrd thanked Selectman Soares for her work on the closure plan. Citizen Rudy Cartier respectfully disagreed with Citizen Ingrid Byrd. He explained that SWC Chair Al Couch has been working on this for years and he was railroaded. There was so much poor information being sent out. He felt the letter in the Town Report was an abomination and it shouldn't have been in the Town Report. This is an editorial piece. To say the waste is considered hazardous and other stuff was terrible. Selectman Soares replied if you unearth what's there, it is considered hazardous. Citizen Rudy Cartier read from a letter from DES which basically says there isn't any kind of hazardous waste at the site. He worked for DES for 17 years and to say things like the town will be fined 2.5 million dollars, there has never been any fines for compromised caps. This should be done in an open forum and there should be a public hearing for public comments. Selectman Robie said nothing they have discussed for the last hour was on the agenda and they should adjourn the meeting. Citizen Rudy Cartier agreed and felt this should have been an agenda item, because there is more to this story. Selectman Robie stated they assigned Selectman Soares this project and she did the job.

Selectman Robie motioned to adjourn at 8:30 p.m. Seconded by Chairman Kelley. All were in favor.

Respectfully submitted,
Andria Hansen, Recording Secretary