

~~Unapproved~~Approved
Candia Selectmen's Public Meeting Minutes
Monday November 14, 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.

The Board to meet with Cindy Thiberge of Granite Group Benefits to discuss insurance rates. Cindy Thiberge of Granite Group Benefits was present. This year they were presented with an original percentage increase of 21 % from MVP. She received information last week that there was a change in the census, so it was required. In a group this size all they can look at is the Standard Industry Code which is the type of business and the group demographics which is the number of singles and married people. They look at the average age of the group and a group with only six people all it takes is one minor change for something dramatic to happen to the average age. The average age decreased by seven years. The plan that is currently in place for employees has been retired. There are some changes with the new plan. It will go to a \$25 co-pay for a primary care visit and \$50 co-pay for specialty care. They didn't change anything else. She explained the other two closest options were Anthem and Harvard and they're both more expensive. She suggested renewing with something similar to what you have. Selectman Snow clarified that she was recommending the MVP plan and the only impact to the employee is the increase is the PCP/Specialist. Ms. Thiberge mentioned for the employees that are contributing their cost will go down. Selectman Snow asked Chairman Kelley if we are currently supplementing the plan to some extent and will this apply to the new plan. Selectman Robie explained we have been helping some employees reach their deductibles, because we went from \$500 to \$1,000. We have used the insurance line to do this. Selectman Snow thought they should ask the employees what they think about it. We're going to be giving them the same benefits with an increase to the PCP/Specialist which is a lower cost to the Town and we will still help the employees with the deductible. Selectman Robie replied for this calendar budget yes and when we start a new budget then we will negotiate it amongst the Selectmen. Selectman Snow asked if we budgeted for next year. Selectman Robie replied yes. It was the consensus of the Board to go with the MVP Plan (HE002E). It was noted that open enrollment will be in December. Selectman Snow motioned to accept the recommended insurance plan for 2012 MVP (HE002E) through Granite Group Benefits. Seconded by Selectman Soares. All were in favor. Motion carried.

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

Highway: Road Agent Lewis read from the attached report. They had one plowable storm for October. The Town didn't get a lot of damage from the storm. He did grading on Currier Road, Donovan Road, Flint Road, and Tower Hill Road. He worked on the generator project at Moore School which didn't go well. They found the power to the old building about 90 feet from where it was marked. They found it about a foot below the pavement. The school was without power for awhile. He explained for some reason none of the breakers through the school worked. The only breaker it tripped was at the new transfer switch. They'll have to replace the breakers in the school, because of this. After they got by the broken conduit the rest of it went well. He wasn't sure if the rest of the project has been completed. Everything under the ground is done. Selectman Snow asked if we were on budget for winter road maintenance and how much was used in October. Road Agent Lewis wasn't sure what the storm cost. Selectman Soares noted there was \$33,513 left. Selectman Snow asked if the expenses would show up on the November expenditure report. Road Agent Lewis said that would be out of the operating budget not the warrant article. Selectmen's Assistant Eastman explained it would be transferred because the operating budget has been spent. Selectman Snow asked how much was left out of the \$75,000 that's sitting on the excess winter road maintenance. Selectman Robie replied we won't know until we get to December. It was noted there was roughly \$30,000 left.

Police: Selectman Duarte read from the attached report. The guys continue to do a good job. Citizen Betsy Kruse appreciated the fact that Chief McGillen keeps the community updated (via email) on burglaries and incidents that have been committed in Town. This is a wonderful way to get the word out. Selectman Soares noted updates are also posted on the website.

Fire: Selectman Robie read from the attached report.

Building: Selectman Soares said the new Building Inspector is getting up to speed and is doing good job. Administrative Assistant Sharon Robichaud is doing a great job bringing him up to speed. Selectman Soares read from the attached report. Selectman Soares said the Board asked her to have a procedure in place if he needed to inspect his own stuff. They will either have the Deerfield or the Raymond Building Inspector do those inspections.

The Board to appoint Building Inspector Dave Murray as Health Officer. Selectman Soares said she would like to appoint Dave Murray as the Health Officer because it does go along with the Building Inspector position. Selectman Soares motioned to appoint Dave Murray as the Health Officer. Chairman Kelley seconded for discussion. Selectman Robie asked if Mr. Murray was okay with this. Selectman Soares replied that he was and it was mentioned during the interview process. Chairman Kelley, Selectman Soares, Selectman Robie, Selectman Duarte were in favor and Selectman Snow abstained.

Solid Waste: Selectman Soares said the guys continue to do a good job. All of them have stepped up their game and she is very happy. Selectman Soares read from the attached report. Selectman Soares explained Facility Operator Witcher tried to accommodate the report so it showed the year totals. If this isn't what the Board wants she and Facility Operator Witcher can tweak the report. She mentioned that some older residents needed help getting stuff into the swap shop. She told the Recycling Center employees that it would be okay to help the elderly residents. They discussed it as a group and the employees agreed on it. She has allowed them to do this so no one will get hurt. She didn't want to hinder a resident. Selectman Duarte thought they had a discussion about this before and we couldn't allow this. So are we switching this mid stream? Selectman Soares replied that she didn't want the elderly residents getting hurt. There were some residents that had complained and the Facility Operator mentioned this to her. They won't physically be in the swap shop they are just helping the elderly residents carry stuff in. Selectman Duarte said he was always in favor of this anyway, but he has a problem with changes being made and he wasn't aware of it. He would appreciate it if she would mention this in previous meetings. Selectman Soares replied this is something we recently discussed and she wanted to bring it up in departmental reports. If anyone has any input on this please let her know. Selectman Duarte said he didn't have a problem with it, but it's a change in procedure and we should all be on top of it. Selectman Snow didn't have any problems with this and asked if there was shoveling and plowing done at the swap shop as well. Selectman Soares replied that Road Agent Lewis does the plowing.

Parks & Rec: Selectman Snow read from the attached report. He mentioned that Lights on the Hill will be using Moore Park for overflow parking. They may be running a shuttle bus. The ski program will be run through the CYAA again this year.

Solid Waste continued: Selectman Robie asked about the tonnage for hauling and was it correct. Selectman Soares replied it may be up a little bit. She has been working with a resident who has been bringing in a lot of junk yard stuff. He is working on cleaning up his site. She thought this is why the tonnage may be up. Selectman Robie asked if there could be a total tonnage on all three things and an average for the year on next month's report. Selectman Soares will let Facility Operator Witcher know.

The Board to discuss how the Town Clerk and Tax Collector can make their deposits in a timelier manner based on the auditors findings. Chairman Kelley noted the auditors asked about this. Selectmen's Assistant Eastman explained there will be a slight increase in expenses, because Treasurer Katie Philbrick will have to go to the bank twice a week instead of once. There will be mileage and an increase in office supplies. If we make two deposits a week we will make the auditors happy. Selectman Snow asked if it would be possible to set up a lock box at Granite State Credit Union who would take the deposits and distributed them out to the other

banks. He questioned if this could be set up in the accounting system. This would seem to save us the cost and you could do it on a daily basis. Selectmen's Assistant Cheryl Eastman replied it could be done; she could have Katie talk to them and explore what it will take. She explained from an accounting stand point it is possible and could be an option. Selectman Robie thought this was only a matter of making more deposits in a week. Selectmen's Assistant Cheryl Eastman replied yes, because right now Katie goes once a week. She explained that right now if a deposit has to be recalculated it may go past a week. This is where we are having a problem with the auditors. It looks like we are holding on to the money for more than a week. Selectman Duarte asked how much. Selectmen's Assistant Cheryl Eastman replied we are supposed to deposit weekly or \$1,500 which we always have more than that. It was noted that the Treasurer goes to the TD Bank in Hooksett. Selectman Robie said he would be in favor of the Treasurer going to the bank twice a week. Town Clerk Chris Dupere said when she talked with Katie there would be additional expenses. Town Clerk Dupere explained she does her deposits on a daily basis. This isn't an issue with her. The Treasurer picks it up once a week. She explained that she does state deposits twice a week. She felt it wouldn't be a huge issue but we have increased work for Katie. Selectman Robie asked if she did her state deposits twice a week and if she did them herself. Town Clerk Dupere said she has permission from the state, because she can't go to the bank on Tuesday and Thursday evenings. She is responsible for her municipal agent deposit and she has to use Citizen's Bank. Selectmen's Assistant Cheryl Eastman said she had talked to Katie about this issue and she doesn't have a problem with going twice a week. Just that there is a cost involved. Selectman Robie motioned to have Treasurer Katie Philbrick make deposits twice per week. Seconded by Chairman Kelley. Selectmen's Assistant Cheryl Eastman asked if they should put an effective date, because she will have to update the deposit policy. Selectman Robie motioned starting December 1st our Treasurer will make two deposits per week at TD Bank. Seconded by Chairman Kelley. All were in favor. Motion carried.

Selectman Soares to discuss closure plan for old recycling center and the Board to decide on meeting dates for December. Selectman Soares told the Board there was a letter in the sign folder. Doug Kemp thought the plan was satisfactory. All we have to do is ash removal with a hazardous waste professional. Selectman Soares would like to schedule the first public hearing. It was decided to have the first public hearing in December. Chairman Kelley mentioned that the second Selectmen's meeting would be the day after Christmas and the office is closed that day. He asked the Board if they wanted to reschedule the second Selectmen's meeting. Selectman Robie suggested doing their scheduled meeting on December 12th and do a meeting on December 19th. This way they are only changing one date. Selectmen Snow mentioned 41:14a and thought they need 10 to 14 days between public hearings. Selectman Snow said we spent money to decommission the septic system at New Boston Road and why did Chairman Kelley authorize it when Selectman Soares is handling the closure. Chairman Kelley replied because she asked me to. Selectman Snow asked who will pay for the new septic system if they decide to not get rid of those buildings. Chairman Kelley replied part of the closure plan was to remove

the septic system. Selectman Snow said that was incumbent on getting rid of the two buildings. Selectman Soares replied if you want to keep the two buildings you can, but we're not having a septic system and there will be no running water. Selectman Snow questioned how they are going to get the ash out of there. Selectman Soares explained it's just the residual ash from the burn pile and all the ash from the incinerator is gone. There was further discussion about ash. Selectman Robie thought this was a discussion for the public hearing. It was the consensus of the Board to have the Selectmen's meetings on December 12th and December 19th. The two public hearings for the closure plan will be on January 9th, 2012 and January 23rd, 2012.

Conservation Commission Chair Betsy Kruse to discuss with the Board two project proposals – Critchett and Pepper. CC Chair Betsy Kruse explained she was there to discuss two proposals. The two projects are both on Critchett Road. She explained they would like to get a sense of how the Board feels about this before they move forward and spend money. Mr. Mark Pepper was present. Mr. Pepper explained he purchased land from his in-laws back in 2004. They opened up about 15 acres of it for fields. There seems to be an abundance of wild life now since they cleared the land. He believes his piece abuts a 19 acre piece in Deerfield that is in a conservation easement. He explained that he grew up in Londonderry on a road like Critchett Road and it was a scenic road. He noted that property is now all built up and on a double lined road. You can only control growth in town for so long. The large parcels will be bought up by the developers. He mentioned that Dwayne's piece pretty much abuts his. He would like in 30 or 40 years for his piece to look pretty much the same. The potential is there to conserve and protect it. CC Chair Kruse asked if the Board had any questions. Selectman Duarte asked who would hold the easement and he hopes their not using Bear Paw. He felt it would be a conflict of interest with CC Chair Kruse sitting on the Board of Directors. CC Chair Kruse replied she would not be voting on this decision. Selectman Robie asked if they were looking for the Conservation Commission to pay to write the easement. Mr. Pepper replied to buy the conservation easement. CC Chair Kruse explained that we are not looking to write the easement language, we are looking to pay for the development rights. Selectman Robie thought the Conservation Commission has written easements for people in the past. CC Chair Kruse clarified they don't write the easements they pay for the transaction costs which includes having the easement written, legal fees, and stewardship fees. They are looking for direction from the Board. They are interested in helping the Pepper's protect their property, helping with the transaction process, and purchasing the development rights. Selectman Robie replied you still don't understand my question. CC Chair Kruse felt it was a mute point. Selectman Snow clarified the Conservation Commission is looking to buy the development rights on the Pepper's property and pay for the transaction cost for the paperwork. Selectman Robie understood it more clearly now. CC Chair Kruse said they have Dwayne Critchett present and he would like to give the Board an update on where he is. Mr. Critchett felt he didn't make much progress, because he has been in front of the Board before. He is at a stand still trying to get permission from the Board to move forward with this. Once he does he can start the subdivision, but he's not sure.

He felt very confused by the Board and he would like to get permission to move forward. CC Chair Kruse clarified you have been working with the Rockingham County Conservation District (RCCD). In the process of negotiating your easement with them they are requesting that you subdivide your house lots out prior to completing the easement process. Mr. Critchett replied that is the way it's going, but he didn't want to do anything until he got approval from the Board. Selectman Snow noted they have already done the appraisal on the property and the development rights would be worth \$135,000. To be able to move forward and negotiate with RCCD they are asking for upfront money. There will be a cost to do the survey and then Mr. Critchett will have to put up the money to do a subdivision. If we use RCCD they require that he subdivides before putting the property in an easement. There are costs associated from the Conservation Commissions perspective. Selectman Snow said the CCC came to the Board saying they wanted to get an appraisal of the value of the development rights. They are asking for the same thing for the Pepper's property. They want to take the next step and do the Critchett property through the easement holder who negotiates with the land owner. They will agree on the easement language so they can hold the easement. The Town will be the backup easement holder, so if RCCD goes out of business we can make sure the terms of the easement are enforced. We can have some input into the language that is in the conservation easement. You have a copy of the RCCD sample. It's basically a boiler plate easement. Once the landowner and RCCD have negotiated the Town will look at it. He mentioned the Sanders easement. There was a concern that within the Sanders easements that there was language that would prevent future mitigation. He ensures the language doesn't include anything that would prevent future legislation. The other concern was the Rand easement where the landowner wanted permission before anyone could hunt on their property. If you look at RCCD's sample easement it says the landowner retains the right to say you can't come on my property without getting permission. They are basically giving up the development rights. This is what Mr. Pepper wants and he wants to leave his land this way forever. There are significant benefits for the Town. Every time you develop the property you have the possibility they will build houses. Houses cost money because they get kids in them. CC Chair Kruse said it's important to understand that if we're looking to spend town conservation fund money on this process we will have the backup holding of the easement, so that if the easement holder goes out of business we will find another easement holder. This is why we have input into the easement and on the way the property gets monitored. It is a legal requirement that the property get monitored every year. CC Chair Kruse asked the Board if they have any questions. Selectman Soares asked Mr. Critchett if he was subdividing the square piece or the other piece. Mr. Critchett explained he was subdividing the piece across the street and he would take out three acres somewhere on the other piece. Selectman Robie explained they are proposing the right to build one house. There was some discussion about the subdivision. Selectman Robie said if you build one house on the property you need at least 1 acre. CC Chair Kruse believed the zoning requires a 3 acre house lot. Selectman Robie clarified there would be a 3 acre house lot subdivided out of that piece. Selectman Snow noted when you assess it the 1st acre goes in as \$93,000. Selectman Robie explained there would be 2 house lots on the irregular

piece. He asked when it was appraised did the appraisers take it into account that there would be three house lots taken out of the property. Selectman Snow replied yes and that was the parameters the appraiser used when discussing it with Dwayne. Selectman Robie asked if RCCD didn't want to go any further until the subdivision is complete. Mr. Critchett replied no he needs the Board's approval before he can do anything. Selectman Snow explained prior to the time we close on the easement. You do one closing on the subdivision and the easement. The hold up on Mr. Critchett's is the Conservation Commission has to put up money up front to get RCCD to negotiate with them. Conservation Commission member Rick Lazott said the Conservation Commission is looking for the Board's approval or intent to approve based on the fact that the Board needs to authorize the CCC to spend that money. He explained the appraisal was done excluding those three house lots. He didn't believe there was any covenant on this easement like the Rand's. CC Chair Kruse explained they provided the Board with a sample easement. When the easement deed is crafted this Board would have to give their approval before completing the transaction. Selectman Snow noted if the Board doesn't sign off on the easement than all that we have done before that is lost money. CC Chair Kruse said this is why we come to Board before and presented them with a draft for their approval. Road Agent Lewis clarified they are looking for permission to take out \$135,000 - \$150,000 out of the conservation fund to purchase the Critchett easement and work on the language with the Board. They don't want to keep moving forward if they aren't going to be able to remove the money from the fund. Selectman Duarte said he would like to see if they could have Atty. Mayer look at the easement. He felt it would be a good idea to have him look at it before we spend any money. This is Town money that we are using. Mr. Critchett replied what Atty. Mayer could want to put in this easement. Selectman Duarte replied he didn't know Bart is the attorney and that's what they pay him for. Selectman Snow asked how involved you would like Town Counsel to be. Selectman Snow said you can get Bart involved he would have to be intimately involved because he did the closing on the Rand easement. The Conservation Commission will end up having to pay those costs as part of the easement process. Mr. Critchett asked for some direction from the Board. He asked if some of the Board members have been through this process before. Chairman Kelley said there has been a lot that have come through. He explained some stuff slipped through with the easements and that upset him because he didn't have enough time to review them. He noted the statement "stop growth in town" really upsets him. If they keep stopping growth in this Town there will be nothing left for his grandchildren or great grandchildren. It seems of all of the good land is being put into easements. The school population is way down because there is no growth in town. CC Chair Kruse thought Selectman Duarte's idea was good. There are two different items we are talking about. One is the Town's interest in the project and two whether the Town is interested in doing the project. If Mr. Critchett wants to move forward he is going to have to spend money and before he spends money he wants direction from the Board. He needs to know if the Board would be in favor of the concept of protecting his property. The question before the Board is if they would be in favor of supporting these easements. The specifics of that work need to be ironed out in the

negotiations with the easement. This would include Atty. Mayer's review. She said the Commission is not trying to stop growth in Town because they need to have a certain amount of residential and commercial development. At the same time they need to protect some of their open space. You want to try to maintain open and connected areas throughout town. She asked if the Board is willing to support these two projects. Mr. Pepper said Critchett Road is considered a scenic road why would you want to develop it. The Board designated it as a scenic drive. Now you're saying it's a scenic drive but we want to develop it later on. Selectman Soares told Mr. Critchett if he wanted to subdivide your lots he would need to come before the Planning Board. Mr. Critchett replied it's a minor subdivision he shouldn't need to come before the Planning Board. Selectman Soares explained you have to come before the Planning Board whether it's a minor or major subdivision. He will have to foot the bill for that. Mr. Critchett said he understood what he had to do. Selectman Duarte said has reservations every time he sees an easement. One of the reasons is it hasn't been done right in the past. If this is beneficial to the community he will go along with it. If we keep tying up land, we need to have a balance. If they are using Town money he wants to make sure it's a benefit to the Town. Mr. Critchett asked if this is going to benefit the Town or someone else. He wants to know if the Board agrees with this or not, if not he will go on to a different step. He can do other things with this property. Mr. Pepper asked if the money in the fund is generated through tax revenue or is it designated for this purpose. Selectman Snow explained part was generated from specific warrant articles and some through land use change tax (LUCT). Conservation Commission member Rick Lazott said this is a compromised situation with Dwayne. He is creating two house lots which will generate tax money in the future. They aren't eliminating it all together. He felt part of the reason the Conservation Commission wanted to come here is that they don't want shove a document in front of them. They are trying to get the Board involved before anything is written. Selectman Duarte thought when someone's land is in an easement their tax rate is less because it is in current use. The money that use to go into to the fund from the land use change tax changed a couple of years ago. Every time we jump into the raft we find out that its leaking. We need to progress slowly and do the best for everyone involved. He didn't want to be a hindrance to it. Mr. Critchett explained he has been in front of the Board once on this. He questioned if he is going to leave hear empty handed not knowing what step to take next. Some type of feedback would be nice. Road Agent Lewis clarified the Conservation Commission asked for 50% of the land use change tax and someone got up at the Town Meeting and amended it on the floor to 100%. It was not a CCC member and we didn't ask for 100%. There was discussion about the LUCT. Selectman Duarte said things like this happen when they don't have enough information to make a proper decision. He hopes the Board comes up with some type of decision on the Critchett property by the next meeting. Selectman Snow said Mr. Critchett has a valid point he doesn't want to leave here without some direction. Mr. Critchett said he would leave without a decision but he would like the Board to think about it. Chairman Kelley felt the hardest thing is the easements and using the town attorney is very costly. Mr. Critchett replied that he would have to get his own attorney as well. Selectman Robie mentioned the Sanders family came in

and tried to sell an easement on their property. The Sieminski family came in said that's what their father had wanted. It would have been nice to have their father's come in and tell the Board that. He said Mr. Critchett is here in person telling the Board this is what he wants to do, but he would hate to see him sell himself out for a small amount. Selectman Robie wanted to think about this. Mr. Critchett replied he is not selling himself short and if it was about money he would be subdividing the land. He doesn't want any neighbors. Selectman Robie noted a couple of years ago you had that property for sale and it didn't sell. Selectman Snow thought it was a valid point and he is not in favor of locking everything up. He mentioned if you want land for your kids and grandchildren you have the option of buying Mr. Critchett's property. These people have something they want to do with their property and get paid for it. The Selectmen have to look at both sides of this. These people are looking for some direction and the Board has to give some clear direction on whether they can move forward on these projects. They can wait to the next meeting, but they know how he feels about it. Chairman Kelley asked if a draft of an easement is in their folders (for Critchett). CC Chair Kruse said they provided an example of one. Selectman Snow noted RCCD is an easement holder of last resort and they are more expensive. Chairman Kelley stated he had nothing against Mr. Critchett wanting to subdivide his land. He thought it was a great thing. Selectman Snow added he didn't have a problem with Mr. Pepper wanting to protect his land. Some portions of Town need to be protected. CC Chair Kruse understood there were other instances of easement proposals that have been before previous Boards and this Board and they haven't always gone comfortably. We have established a procedure where we have come before you and tell you what we are going to do and how we are going to do that. They are asking the Board for an indication on whether they would support that project or not as part of this newly evolving process. She would ask this Board to look at this project as separate individual projects that happen to be close together and a wonderful opportunity. She asked the Board to try not to judge them based on how other projects have gone. Selectman Soares clarified the Pepper property would be for the approval for the appraisal and Mr. Critchett needs approval so he can subdivide and come up with the easement language. She asked the Board if they would like to come to a decision next meeting. Selectman Snow said we have options. It would be a good idea to get the appraisal done for the Pepper's. This means the Conservation Commission would have to come up with \$1,500. If they decide they want to sell the property they have to pay the Conservation Commission the money back. Selectman Snow asked if they wanted him to talk with Bart. Chairman Kelley replied no it's too expensive. Selectman Duarte said he's not ready to make a decision. Selectman Snow asked what we have to do for the Board to come to a decision. Chairman Kelley said he's going to make sure he thoroughly read both easements this time. Selectman Duarte asked if the Town was going to hold an interest in these easements. CC Chair Kruse explained if the Town is spending conservation fund money then the Town holds an interest in the easement. Selectman Duarte thought they should probably formally vote on this at a public hearing. Selectman Snow explained the Conservation Commission has to formally vote to spend the money. They have to hold a public hearing and vote to spend the money. This is with the concurrence of the Board.

Selectman Robie clarified with Chairman Kelley when the Pepper's and Critchett easement come through you'll be okay with it. Chairman Kelley replied he wouldn't be okay with it he just wanted to read them. The last time he didn't get to read the easement. Mr. Critchett asked what he needed to do on his part to get this done. All he wants to do is make a couple of more trails and dig another pond. Conservation Commission member Rick Lazott would like the Board to be involved in the easement process now and let us know what you want to see in it and what you don't want to see in it. Chairman Kelley said after he reads the easement it might not be something he wants to vote for. He wanted the Conservation Commission to know that up front. CC Chair Kruse explained part of the intent of the commission is that you won't be handed an easement at the last minute and asked if you agree with it or not. If the Board says we think this is as a worthy project and proceed with the project you will have access to reading that easement as we go. You would be able to read the easement and contribute. This is a different question than if the project is worth continuing. If the project is worth continuing with we will find a way to make it work. If the Board doesn't think the project is worth continuing then we need to know. Chairman Kelley said he didn't want to make a decision this evening. Selectman Soares asked the Board if they would be more comfortable making a decision at the next meeting. Selectman Duarte would like to see the easement then he can make changes and make a decision. CC Chair Kruse replied in order for that to happen Mr. Critchett is going to have to spend money. Mr. Critchett suggested working on the easement and then sending it to the Attorney. Selectman Duarte thought it was a good starting point. Selectman Snow said to get to that point is short money for the Conservation Commission. We have to front a couple of \$1,000 to RCCD to be able to go forward with the easement language. He explained Mr. Critchett and his lawyer will be dealing with RCCD. Selectman Robie said CC Chair Kruse asked if we are interested in moving forward and do we think those pieces of land are worthy of those two easements with funds from the conservation fund. Selectman Robie appreciated that Mr. Pepper and Mr. Critchett were here. He's not ready to make the decision on whether or not these two properties are worthy. Once the easement is there the decision is made. It was the consensus of the Board to discuss both properties at the next meeting.

Selectman Robie to give CIP update. Selectman Robie explained the Planning Board has to do the Capital Improvement Plan update every five years. Stantec has quoted a price of \$5,520 to do the work. Administrative Assistant Sharon Robichaud is going to do some of the work with Planning Board Chair Mary Girard. Selectman Robie mentioned this is part of the Master Plan. They are looking at unexpected funds in excess of \$100,000. Selectman Robie motioned to authorize the Planning Board to have Stantec work on the CIP for the cost of \$5,520.00 and pay for it out of this year's funds. Seconded by Selectman Soares. All were in favor. Motion carried.

The Board to approve the Holiday schedule for 2012. Selectman Soares said she had changes. The Recycling Center employees have all of these Mondays and Tuesdays off which isn't there normal work day. We are paying them for when they don't work. She could

understand if it was their normal workday. If it falls on their regular work hours then they get the holiday. They are going to be paid for 8 hours not 9 hours. If it's a major holiday the facility is closed. She can't justifiably pay someone for a day they don't work. Selectman Robie said if the employee works for the town and we give them holidays it doesn't matter if it's a scheduled work day or not. The employee is entitled to their holiday. The employee is entitled to 10 holidays per year whether they work the day or not. Citizen Gene Beckman explained when he worked for Sanders they went to a two week 9 day work period. If the holiday fell on your day off you didn't get the holiday. Citizen Rick Lazott was never in favor of 9 hours of pay for an 8 hour day, so if the holiday falls on a Monday those guys have the day off. They can take another day off to get paid for that day, so they're not getting paid for 49 hours. Road Agent Lewis said they working an awkward schedule anyway they shouldn't be penalized for the fact they work different hours then the rest of the town employees. Selectman Soares wanted the Recycling Center employees to be paid for 8 hours instead of 9 hours and they should conform the rest of their hours to 40. Chairman Kelley asked if there were any other changes. There were no more changes. Selectmen's Assistant Cheryl Eastman asked what the effective would be. Selectman Soares said effective date would be January 1st, 2012. Selectman Soares motioned to approve the holiday schedule for 2012 and the changes be effective January 1st, 2012. Seconded by Chairman Kelley. All were in favor. Motion carried.

Employee Insurance: Selectman Robie noted we need to have something documented that we are willing to help the employees with their co-pays. We voted on this a year ago as a Board to do this because of the insurance rate increase. They need to establish a fund with some monies so we can keep that going and address it for this year's budget. He would like to put this in the budget for an annual item, so it stays established. Selectmen's Assistant Cheryl Eastman noted it could be a new section in the personnel plan. She has to redo the personnel plan anyway. Selectman Robie asked if the Board was in favor of keeping this going. Road Agent Lewis asked if they would keep funding this and then make sure the fund gets maintained each year after that. He noted it should be set up as a special fund otherwise it will go back to the general fund. Selectman Snow asked how we establish the fund and should it be set up as a revolving fund through a warrant article. You would need to have an appropriation on an annual basis to fill it. Selectman Robie felt it didn't have to be over engineered they have been doing it this way for the past two years. Selectmen's Assistant Cheryl Eastman will some research on this.

Phone Company: Selectmen's Assistant Cheryl Eastman received a quote from Comcast and they are more expensive than BayRing. BayRing is proposing \$546 per month and Comcast come in at \$764. She noted Comcast is more expensive than Fairpoint. Selectman Robie asked if Comcast and Fairpoint were comparable. Selectman Assistant Eastman replied Comcast is \$120 more a month over Fairpoint. Selectman Robie felt they might not get the service BayRing then they do with Fairpoint. It was the consensus of the Board to stay with Fairpoint.

School Thank You: Selectman Duarte would like to send a thank you letter to the Moore School. The 4th graders were number one in the top 50 states and the 4th through the 8th grades were in the top 10%. He thought the Board of Selectmen should send a thank you to principal and the teachers. Selectman Robie asked what they did again. Selectman Duarte explained we are sending a letter to the principal and the teachers. In New Hampshire the 4th graders were number one across the country and the 4th through the 8th graders were in the top 10%. Selectman Soares asked for what. Selectman Duarte replied reading and math. Selectmen's Assistant Eastman asked if he had any back up material so we know what they are talking about. Selectman Snow noted if it's not Candia specific maybe we should send it to the Department of Education. Selectman Duarte said they are part of the overall group and he's a Selectman in town and he wants to make sure they will be thanked. The teachers have stepped up to the plate and he felt it was important we acknowledge that.

Welfare Director's Stipend: Selectman Duarte said he wasn't at the budget hearing and they cut the Welfare Director's pay from \$10,000 to \$5,000. They should have discussed this at a prior meeting. He wasn't sure how this decision was made. He would like Selectman Robie to bring this to the Budget Committee and ask them about it rather than put in a warrant article for it. Selectman Robie noted the Budget Committee was pleased that they trimmed the direct assistance line considerably and the welfare line. He will go back and ask them once again. Selectman Duarte replied that he would appreciate that. He has received calls on this. Selectman Soares replied this was based on performance. Selectman Duarte felt this was quite a drastic cut. Selectman Robie replied this is what they had a budget hearing for. Selectman Robie mentioned the department heads had an opportunity to meet with the Budget Committee about their budgets. The Welfare Director did not come and meet with the Budget Committee. Selectman Duarte asked if any asked her why. Selectmen's Assistant Eastman was told by the Welfare Director she was going to attend the meeting and she didn't show up. Selectman Duarte replied that's irrelevant. Selectman Soares stated it's not irrelevant its part of the process. Selectman Robie said he would go back to the Budget Committee with the question.

The Board to authorize payment of payroll checks and accounts payable checks. Selectman Snow motioned to approve payment of payroll manifest number 000651-05, checks to be dated 11/03/2011, with a total gross payroll amount of \$16,187.29. Seconded by Selectman Soares. All were in favor. Motion carried. Selectman Snow motioned to approve payment of accounts payable manifest number 110111 checks to be dated 11/03/2011, with a total amount of \$38,572.39. Seconded by Selectman Soares. All were in favor. Motion carried. Selectman Snow motioned to approve payment of payroll manifest number 000652-01, checks to be dated 11/10/2011, with a total gross payroll amount of \$14,353.34. Seconded by Selectman Soares. All were in favor. Motion carried. Selectman Snow motioned to approve payment of accounts payable manifest number 110211 checks to be dated 11/10/2011, with a total amount of \$1,124,079.64. Seconded by Selectman Soares. All were in favor. Motion carried. Selectman

Snow motioned to approve payment of payroll manifest number 000653-04, checks to be dated 11/17/2011, with a total gross payroll amount of \$15,614.61. Seconded by Selectman Soares. All were in favor. Motion carried. Selectman Snow motioned to approve payment of accounts payable manifest number 110311 checks to be dated 11/17/2011, with a total amount of \$9,783.34. Seconded by Selectman Soares. All were in favor. Motion carried.

Approval of Previous Minutes: Public meeting minutes of 9/12/11 (Cemetery Trustees), 10/24/11, 10/25/11, and the non-public meeting minutes of 10/14/11. Selectman Soares motioned to approve the non-public meeting minutes of October 14th, 2011 as written. Seconded by Chairman Kelley. All were in favor. Motion carried. Chairman Kelley motioned to approve the October 25th, 2011 as written. Seconded by Selectman Soares. All were in favor. Selectman Soares motioned to approve the October 24th, 2011 as written. Seconded by Selectman Duarte. All were in favor. Motion carried. Selectman Soares motioned to approve the September 12th, 2011 meeting minutes as amended. Seconded by Selectman Robie. All were in favor. Motion carried.

Diamond Hill Road: Selectman Robie said he meet with Stanley and Lucille Stevens on November 2ⁿ. He tried to make an appointment with the three abutting neighbors for November 8th. Mrs. Caswell's father passed away Monday evening and she called on Tuesday and cancelled. She will get back to him when everybody can meet. Selectman Robie said he is going to negotiate and he will bring to the Board the Steven's and the abutters. Hopefully they will come to some type to resolution.

Selectman Duarte wanted to go on record by saying his request for Selectman Robie was not expressed or talked about with the Welfare Director. The request is coming from him.

Citizen Gene Beckman asked when you put a conservation easement on a piece of property do the taxes go away. Chairman Kelley replied no. Road Agent Lewis explained it doesn't change the taxes at all. Current use will change your taxes not an easement. Selectman Robie explained 100 acres in current use is like \$38.00 in taxes. Selectman Snow thought it was more like a buck an acre. There isn't one piece of current use property in Candia that pays \$4,000. Selectman Robie noted once an easement is on a piece of property there will never be chance to collect a current use penalty tax. Road Agent Lewis mentioned Arthur Sandborn has the right to build two houses so there would be a penalty for what he takes out. Selectman Robie explained most parcels that come to us for an easement are already in current use. Selectman Robie mentioned some property might be coming available at the four corners. They should move forward with some type of plan and felt they need to work on this. They might want to put in a warrant article if a piece of property came available at the four corners. He would like to see if the people would be in favor of expending funds from the fund balance. Road Agent Lewis questioned if they could use the fund balance for this. Selectmen's Assistant Cheryl Eastman replied if it was voted on by the Town they could. Selectman Robie said they have worked hard to build it to a

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healthy level. Selectman Snow questioned if this is part of the Charrette. He didn't have a problem with creating a plan. Selectman Robie said all he wanted to know is if the Board would be in favor of this. The future generations are going to need this land.

Selectman Robie motioned adjourn at 9:37 p.m.

Respectfully submitted,
Andria Hansen
Recording Secretary