

**Unapproved
Candia's Selectmen's Public Meeting Minutes
October 22nd, 2018**

Attendance: Vice-Chair Carleton Robie, Selectman Boyd Chivers, Selectman Russ Dann, Selectman Scott Komisarek, and Administrative Assistant Andria Hansen. **Absent:** Chairman Susan Young.

7:00 p.m. Selectman Robie called the Public Meeting to order and immediately followed with the Pledge of Allegiance.

Public comment: There was no public comment.

Approval of Previous Minutes: Public meeting minutes of 10/8/18. Selectman Chivers moved to accept the October 8th, 2018 Selectmen's Meeting minutes as presented. Seconded by Selectman Dann. All were in favor. Motion carried.

The Selectmen will hold a public hearing at their regular scheduled meeting to accept quarterly grants and donations in accordance with RSA 31:95-b, III (a). Selectman Robie opened the public hearing. Selectman Chivers announced the grants received for the third quarter. There was one grant received from the State of New Hampshire. It was for the Highway Block Grant in the amount of \$34,767.79. He noted there were no donations for the third quarter. Selectman Chivers moved to accept the Highway Block Grant in the amount of \$34,767.79. Seconded by Selectman Dann. All were in favor. Motion carried. Selectman Dann asked if this was the same grant that they get each year. Selectman Robie explained they get this in four quarters and it is little over \$100,000 a year. Selectman Robie closed the public hearing under RSA 31:95-b, III (a).

The Board to accept Planning Board member Ken Kustra's resignation. Selectman Chivers moved to accept Ken Kustra's resignation. Seconded by Selectman Komisarek. All were in favor. Motion carried.

The Board to determine if there is consensus among its members for developing and implementing a policy that recognizes town employees for their length of service to the town and rewards them accordingly. Selectman Chivers said this started when the Budget Committee questioned the \$5,000 in the line for merit pay. Chair Young indicated that the Board is working on a policy to reward town employees for their length of service. This is going to replace that merit pay line. She suggested that he was supposed to be working on this which he didn't know at the time. He asked Chair Young if he could determine from this Board if there is a consensus among the members that they should be developing for this plan. It is part of our overhauling the compensation for the town employees. The question before the Board now is do they want him to proceed and try to draft some kind of plan that recognizes town employees for their length of service to the town. Selectman Dann clarified if it would be a longevity thing. Selectman Chivers said it would be. He noted that longevity is a tough word because it means how long they lived. Essentially it is a longevity plan and how long they have been employed by the town. Selectman Robie asked when they implemented their grade and step system they

talked about this and it is when someone works their way off of the step system when they reach the maximum. Selectman Chivers noted it is 19 steps. He asked if there was a consensus and that was the intent to take care of them when they got beyond step 19. Selectman Robie said that was the intent. He didn't know if they need to do that during budget season. He thought it would be fine to get started on thinking about it. Selectman Chivers said they could put something together and present it to the Board. Instead of using that \$5,000 for merit pay you could allocate the money for the longevity plan. Selectman Robie clarified the line for merit pay was for someone who was due a raise on their anniversary at their review time, so they could implement a salary increase or a step increase. This is what the merit line was for – correct? Selectman Chivers thought the department heads factored in those step increases in their budgets. Selectman Robie said even if it wasn't going to happen until later on in the season. He noted if that is the case then they don't need the merit line then. Selectman Chivers said that was correct. So does the Board want him to work on something like that and bring it back to the Board? Selectman Dann thought they need to look at stuff long term so they get things properly addressed. Selectman Chivers asked Selectman Komisarek if he would be in favor if he worked up some type of plan that rewards people for their length of service once they are off the grid. Selectman Komisarek said he would be. Selectman Chivers said he will look around and see what other towns have and come up with something. Selectman Robie noted they could add steps to that system also that go beyond step 19. Selectman Dann said he would like Selectman Chivers to look at all of the possibilities and if something can be done in that manner. They know they have people at the high end of it and what can they do with that. Is it more steps or something else? Selectman Chivers explained right now if someone starts at step 1 by the time they get out of the grid it would take someone 33 years. The first five years it is every year and the next fourteen years it's every other year. You might have someone with more than 33 years of service. Selectman Robie said the person might not start out at step 1, someone might come in and start out at step 14. Selectman Chivers asked if they had a consensus. It was the consensus of the Board to have Selectman Chivers research a longevity plan.

The Board to consider Fairpoint settlement offer under the advice of Atty. Courtney. Selectman Robie said if all of the Selectmen have seen this he would like to make a motion to have Upton and Hatfield handle this and consider their offer. Let the attorneys handle this. Selectman Chivers said they are going to make a written proposal to the town. He asked if they want to wait and see what the written proposal is. Selectman Komisarek read from the email *"Fairpoint has asked if the town would agree to a voluntary non-suit of this case where no refund is issued and both parties bear their own costs and fees. I certainly think this is reasonable."* This is Atty. Courtney's position. If he thinks it is reasonable. Selectman Robie read from the letter Upton and Hatfield sent *"At this time, we will contact you directly to discuss whether to accept, reject, or counter."* What he is asking for is the Board to consider Fairpoint's settlement under his advice. He'll negotiate the settlement. Selectman Robie moved to authorize Upton and Hatfield to enter into a settlement agreement with Fairpoint. Seconded by Selectman Komisarek. All were in favor. Motion carried.

The Board to decide on Election coverage. There was discussion about the coverage at the polls. Selectman Komisarek explained they have six slots and five Select Board members. He is the liaison for Elections, so he will do two slots. He went over the times that need to be covered. Selectman Chivers noted that it will be at the CYAA.

Selectman Robie will discuss a proposed warrant article for the 2019 warrant. First proposed warrant article: Selectman Robie said he would like to put forth once again an article to decrease the Select Board from a five member Board to three. He still feels the same way he did last year. In 2010 it failed 309 yes to 426 no. Selectman Komisarek said he didn't support it last year and he thought it was better with five Selectmen. It was more people to share the load. This year after looking at what is going on it is getting harder and harder to get people to volunteer for any of the Boards whether it is the Planning Board, Select Board or the ZBA. So now they are in the position in any given year you could go five or ten years and they could have everyone sitting on the Board run unopposed. They have very little or no experience or knowledge of what is going on in town and it puts us in a bad position. So based on that trend it's not exactly like they have a deep bench here. He thought it was the best thing for the Town of Candia is have three Select Board members and maybe have more active elections. He would support this warrant article. Selectman Chivers thought the whole thing had merit but he thought it should be considered in a meeting where the agenda accurately describes what they are considering. It should say that the Board is considering reverting to a three member Board. At least it puts the public on notice that is what they are considering. People could come in and they could hear what the public has to say about this too. His second observation is this decision should be made with a five member Board present not just four of us. This should reflect the consensus of the entire Board not just the members present tonight. He would discuss this further if it showed up as an agenda item that accurately describes its intent. Then people have notice that this is what they are considering. Let's hear what people have to say about it and hear both sides. He talked to Brian Brock today at the gym and heard his view. He talked to other people about it as well and he would like to hear what the people in Candia have to say about it. Selectman Dann thought that Selectman Chivers summed it up and they need to have it on the agenda. It is a major situation and a change for the town. It is dually noted that they aren't just talking about warrant articles and this is a specific item that they want to have a discussion about. Selectman Robie said all warrant articles are going to be discussed at a public hearing. Selectman Dann thought they should have input before they put in a warrant article. Selectman Robie said that's good input. Selectman Komisarek thought it would be a tough sell especially they way he looked at it last year. He thought five was better than three. You have more points of view and you have more people carrying the load. It sounds good and you probably have a hard time initially getting people to support that. He thought they have to do a good job of explaining why and what the logic is. After you get involved and you see what is going on sometimes you see things differently. He thought they had to do a good job explaining it and get everyone's input. You have to explain to the voters why it is important. He thought this was the biggest thing. The other thing that comes to mind is what the plan for Candia is. We are here in Rockingham County not in Coos County they are still doing things the old way. We are looking at this and say we have to start looking down the road and think someday perhaps we'll have a town administrator. Again we could go five or ten years down the line and they could have five people sitting there and no one really understands the law or procedure. This is going to be another thing down the road, a town administrator. It is probably a tough sell but they should be thinking about that. He called the Town of Auburn and talked with their town administrator about the perambulation. He felt at the end of the day they are going to have a better managed, a more professional, a more competent, and probably more efficient town. As you know we keep chugging along and try to keep cost down, but sooner or later you need to have a plan. So when you talk about a three member Board somewhere down the line you have to start thinking about

an administrator. Right now they don't have any room, so where would you put an administrator. He didn't think the time is now and it might be a tough sell, but some point that level of professionalism has to come up a notch. Resident Linda Bergeron strongly disagrees with going to a three member Board. You are shutting out people that may have some good ideas in town and make some progress in some different areas. You are going to have the same three people year after year and there won't be any chance for growth. She reiterated that she strongly disagrees and three people would be too powerful in our town. She would have rather have responsibilities spread across five people instead of three. You have people in town that are real leery to come and speak or say anything. What if there is bad blood or you get someone that is mad at you. She would rather have five people making a decision about her and her property than three. Resident Al Hall asked how many years have they had five Selectmen. It was noted that it's been thirteen years. Resident Al Hall thought they should give it ten or fifteen years to see the true worth of the five before they revert to the three. Selectman Robie noted it has been thirteen years. Resident Brian Brock said he strongly disagreed. He thought the three-member Board was definitely doable. He did agree with Selectman Komisarek on part of what he said not about someone having the knowledge to serve because this is still a volunteer government to some degree except for your employees. He thought it was a great opportunity for someone to get involved and learn. To come in with knowledge has never been a requirement. The desire to serve and give back has been the foundation for why you run on any of the Boards. He thought three were sufficient and they have gone over the 4,000 in population and he didn't think they were going to hugely grow, but he did think that a town manager would be a good move at some point. Then you would have a full time person that stays on top of the day to day functions and be available and work in conjunction with the Selectmen. They can do a lot of different departments and whatnot and they can coordinate with the town manager. He always thought a town manager was a lot more important than a five member Board. Road Agent Lewis said he would agree with what Brian said and what Scott said. A three member Board worked really well but they are having a hard time finding five people to run. This seems to be the biggest hurdle here. And at some point a town administrator would alleviate a lot of what Scott was saying and it would add continuity to the government. So someone coming in wouldn't be intimidated not to run because there would be someone here that kind of kept things moving along. A steady as she goes pace. If they have a three member Board and a remaining member resigns and you have to elect two in one year the one remaining is in a tough spot. Eventually an administrator, when they grow big enough, would take a lot of that away. He thought it might open it up to people wanting to run if there were an administrator. This is just his thoughts on that. Resident Brian Brock said it is very important to take care of your full time employees. This longevity discussion is worthy because the Boards do depend so heavily on their work and when you have good ones they are worth their weight in gold. He would definitely be supportive of something to take care of the employees and keep that quality. Selectman Robie noted they just instituted a grade and step system for our employees and except for the police matrix there was no way to compensate our employees. Resident Brian Brock explained when he was on the Board they didn't have that, but they did implement raises periodically. It always seemed to be a struggle, but as the Board of Selectmen they know how valuable they are. Selectman Robie said now they have something on their review when they are due a step increase. Resident Brian Brock noted in the same token those that are under-achievers need to be dealt with and there shouldn't be any free rides. He is a strong believer in that too. Selectman Dann said the town administrator thing, he has talked with other towns and there is something central and he can see

that there is an advantage to it. He would stay with five Board members until they go with an administrator. But like they said they should be discussing this at an open meeting. Selectman Komisarek said when Brian was saying "you don't need experience", so they could conceivably have five people sitting here who want to serve but don't know too much about the town. They rely heavily on a handful of people at these meetings that have corporate knowledge and have input. They rely on just a few people and if they didn't have those people things could get real interesting. Resident Brian Brock said you have the rotation of electing one every year if you go back to three. You have somebody that has been around for two or three so they are being educated as they come in so there is that learning curve. Selectman Komisarek noted that Boyd is the only one that is fully retired on this Board. To really do the job you need to do, you could spend a lot of time on it between the laws and the RSA's. If you have an administrator that is educated and from out of town, year after year they bring that knowledge and consistency and they can guide the Board. You also have someone if you need some legwork done. You give them a couple of weeks, they do the legwork and they come back and say this is what they figured out. It is a lot of work. They are essentially volunteers. They get paid a small stipend but they are really volunteer people with a full time job except for Boyd. They have a lot going on. He just thought it would best and making that hire would be critical too. It has to be someone that is very competent. **Second proposed warrant article:** Selectman Robie said they have talked about the future and they need to start putting some money away for our Capital Improvement Plan for facilities in our community. They have talked about needing a Highway Department building. The Fire Department asks for \$50,000 a year now for the past few years on their building, because there was talk that they were going to need an ambulance. They put \$50,000 in that warrant article and it has passed twice. They are going to need some type of upgrade to their Police Department here shortly. It is pretty substandard for what is out there in other communities. Yes they are a small community but the crimes are the same. They have less of them but the people that they are dealing with and the employees, it is a tough situation. When they needed a Transfer Station they borrowed 1.4 million and paid for it on a ten year bond. Today with escalating cost any kind of building or facility is very expensive. A few years ago they put the Fitts property on the ballot and the general operating budget took a cut and it failed. In his opinion it is the best piece of land in the center of our town and we didn't acquire that probably for a couple of hundred thousand dollars in the budget because nobody really understood. He thought they needed to start putting some money away for Capital Improvement Plan. It's a start if they did \$250,000 a year for ten years it would be 2.5 million and today you don't get much for 2.5 million. This is a warrant article that was on his mind that they should consider. They need to look forward to the future here. He asked the Board if there were any thoughts on that. Selectman Dann said you are saying ten years and were probably going to need some of that before ten years. Selectman Robie said they might. They have done nothing in the last ten years except the Recycling Center and that facility is 11 years old this year. Selectman Dann asked about a bond. Letting people know where it is going to be and what it is. The Road Agent definitely needs something and he is checking to see if things can be done down by the shed. But they need to find out where they would add on and what would they do. Selectman Robie said they don't have that answer that is why he is proposing to have a warrant article for capital improvement in a reserve fund. When they do decide they are going to add on and what they are going to do they will have started some type of nest egg. Selectman Komisarek asked where Selectman Robie came up with the \$250,000. Selectman Robie said to him if you are going to do a minimal amount like this \$50,000 for the Fire Department that is fine but if you are

looking at the whole community and you don't know. Our town hall has served us well for thirty years but they have kind of outgrown it. It has been awhile and if you look at how we do business in this hall way and Police Department, they've done well for thirty years. It is time and it has probably been time for awhile. You talk about a town administrator and it is coming. Right now if they decided to have a town administrator where would they put them? That person would need a place. He tried to loosen up a little bit with the library and try to make a little room and put a couple of these offices up on the hill and you heard the response they got. So he didn't know and he didn't have the answer to that. He did know that they should be looking at our Capital Improvement Plan and thinking about that. Selectman Komisarek said a lot of the times you will see the police and fire together. Is there an advantage to being in the town hall? Chief McGillen said there is an advantage when you need information on HR and payroll. It is nice to have it right next door. He didn't know if it would be good to have a police station at the old library. He didn't think it would fit in there. He thought that former Chief McPherson looked into that. There were too many renovations that would take away from the character of the building. He supports the Board looking at this. They don't have facilities for showers or anything, so it would be nice to plan for a free standing or a complex. Selectmen Robie said that is a whole other conversation. They need to keep it on track and this is thinking about capital improvements. There are three or four that are overdue in his opinion that should have been done or at least in the works. Road Agent Lewis though it was a good idea to start putting something aside whether that amount is the right one who knows. The idea is it would get people thinking about what the town has to do here rather than sweeping it under the rug and we keep just getting by. It puts it out there every year we are putting a little money away towards it whether it is the Police Department, an addition here, or whatever the issue is. Everybody is aware of it. This is the most important part this is making everybody know that something has to happen here. Selectman Chivers asked if they had a Capital Improvement Plan. Selectman Robie said they did, but we aren't looking at it or following it. They aren't following their Master Plan either. This is just a tiny little step to try and get people interested. The future is now and they aren't living in it yet. They are still behind a little bit. It would be nice if they could go along like they did thirty years ago. They can and most of us in the room can, but society can't. They have demands on the town and they want things. This is just his opinion. Resident Brian Brock thought \$250,000 is a pretty sizable amount without defining it a little better. When you say \$50,000 for the Fire Department everyone can look at that and say there is a Fire Department and they put \$50,000 into that all of the time. Just to say arbitrarily that you want to start a capital reserve for \$250,000 it might be a hard sell for that amount without defining it a little more. Not necessarily a piece of real estate yet, but define what that \$250,000 is going to be for. Just to throw it out there people will probably say no. Selectman Chivers said you would have to put some kind of face on this. He asked Selectman Robie how he would describe this. Selectman Robie said they would have to read the Capital Improvement Plan and spell it out. It is all spelled out and everything they are talking about is pretty much there. They just don't open it. Road Agent Lewis added they have a Capital Improvement Plan with no funding. Resident Brian Brock said it's a discussion it's not a plan. Road Agent Lewis noted without the funding nothing is going to happen. Selectman Chivers asked if that plan described what the objectives and priorities are. They should start funding the Capital Improvement Plan. They can pull these projects right off of that plan and bring them forth. Road Agent Lewis thought that Selectman Robie was right, if you start putting money away people are aware of it. Let's say the Police Department or Highway needs a building and needs to be expanded you

have “x” amount of dollars in there you need to appropriate through a warrant article and the balance to finish that project. Then everybody is thinking about it. Selectman Robie said if they had a half a million and they needed a million then you would only need a half a million dollar bond. Road Agent Lewis added that people would go along with it because they put money aside and they have half of it, they would have something there. It wouldn't be a shock to the system. Selectman Robie asked the Board if they were in favor of getting a warrant article written and is that number reasonable. It's a tough sell but they need to sell it. Selectman Chivers asked if they should start at \$100,000. He thought that would be a good place to start. Selectman Robie said they could. Selectman Komisarek said there is a risk if you go to high too fast. Selectman Robie said they were at \$117,000 with interest for the Transfer Station. Resident Brian Brock said think back before the Road Agent started to get \$150,000 for road reconstruction. They came out with warrant articles that were \$300,000 - \$400,000 to rebuild. People said no way. When they started putting a certain amount and spending that amount then making the project go, Chester Turnpike was five years. Once it started they could see the product and it worked great. It would be nice to do the whole thing but it is not going to happen. Selectman Komisarek said they have to do it in incremental steps. Selectman Chivers asked if he wanted some help in writing that warrant article. They can look at the Capital Improvement Plan and take some of the terms out of there and write a warrant article. Selectman Dann asked where the Capital Improvement Plan is. Selectman Robie said they have a copy in the Selectmen's Office. He explained that it talks about three or four things – Police, Fire, Highway all of these things need to be addressed and this facility. He noted in this hallway it is a distraction, a serious distraction for productivity within the building. **Third proposed warrant article:** Selectman Robie read in the Budget Committee minutes that they discussed the culverts. They were going to put in their budget the \$300,000 which was the cost to replace the temporary culverts with box culverts. Road Agent Lewis said he wasn't in support of putting it in the budget. They have the grant applications out there. Hopefully they will get the grants and if they don't get the grant there is one more grant they are going to apply for. If they don't get either of the grants then it will be time to address it. The temporary repair they are going to do is going to last. The road may overtop once in awhile, but it is more than what they had there. He was thinking they should hold up on it until they've exhausted the grant avenue then address it. Selectman Robie asked if he had a copy of the grants and how much the value is. Road Agent Lewis said one of them is 100% the other one isn't. The one that isn't is an open ended grant and doesn't have a high number cut off. The one we are applying for has a \$300,000 cut off and that is the one they will most likely get. They won't know that until next June. They need to have their final application in by June 30th with all of the costs and design. They won't know until next year and he thought what they are going to do is a good semi-permanent fix for a few years and it will give them time. He didn't think they needed to jump and get it right out there on spending the money this year. He didn't want to jeopardize anything else that may be on the warrant that really needs the money. Selectman Robie appreciated his thought and the only thing he was concerned about was they are going to replace the culverts and the word was temporary. They talk about capital improvement and he wants to be certain that they put something temporary in the ground that ends up being permanent. Road Agent Lewis said he will make sure of that, because it is going to flood. The dynamics of the dam have changed so it is apt to overtop. Selectman Robie said if you say you didn't think it needed to be in the budget and the Budget Committee is balking at it. If the Board feels that it is important enough maybe they should consider a warrant article and get it done. Then the temporary patch in there now will come out.

You just said you are going to put it in there so it would last fifteen years. He would rather not do that. Road Agent Lewis said he wants to put it in there so it lasts the winter and spring. If it lasts those seasons it will last longer. This is his point. He is not going to put it in there so it washes out mid-January. He is just thinking they have a little breathing room on it and if the grants don't work out then revisit it next year. This is just his thoughts. Selectman Chivers asked if they put in a warrant article and it passes wouldn't that jeopardize the grant. Road Agent Lewis said he checked into that and he didn't think it would. Selectman Robie thought that would say those people are prepared. He thought that might give us an up. Selectman Komisarek asked if it was federal or state money. Selectman Robie reiterated that they would like to see a copy of the grant paperwork. Selectman Chivers asked what the downside was of putting in a warrant article. If they don't get the grant they do the job. Road Agent Lewis said it is a lot of money. It is \$300,000 that they might not need. If that discussion comes up he felt they should wait it out a little bit, they aren't in a desperate situation. Selectman Chivers said if they don't get a grant they'll do the job. Road Agent Lewis said it is \$300,000 they might not need. Selectman Chivers said if they don't get the grant money they will be having this discussion next year and they will do a warrant article. Road Agent Lewis said if they get the grant they won't be in this situation next year. Selectman Robie said if they won't spend the money. Selectman Dann asked if they don't get the money can they reapply. Road Agent Lewis said they have two that they are going to apply for. There are probably always grants out there, but these two grants are the most likely and the \$300,000 looks like they have a real good shot at getting it. Selectman Komisarek said there are a lot of things they are addressing this year and there is extra money for road reconstruction. They are addressing a lot of things. He would be in favor of getting that grant. Like Road Agent Lewis said it is not permanent and next year they may have to put it on the warrant. They are addressing a lot right now. Selectman Robie asked if he would rather pull that \$300,000 from our budget and do it for him. He would favor that at this point. Selectman Robie moved to pull the \$300,000 for the culvert repair on North Road that is in our 2019 operating budget. Seconded by Selectman Komisarek. All were in favor. Motion carried.

The Board to authorize payment of payroll checks and accounts payable checks. Selectman Chivers announced the grand total for accounts payable and payroll checks for October 18th and October 25th was \$93,434.44. Selectman Chivers moved to approve the accounts payable and payroll checks for October 18th and October 25th was \$93,434.44. Seconded by Selectman Dann. All were in favor. Motion carried.

Other Business

Skate Park: Selectman Robie read from an email from Sandy and Roger Leavitt. *Hi Sue, I wanted to run something by you since you are the Chair of the Selectman Board and the person appointed to Parks and Rec in Candia. Roger and I took a tour last week of the Skate Park. We were with a Skateboarder who frequents the park. It has come to our attention that two and possibly three of the concrete ramps are in need of repair. What has happened over the last 8 years is that the asphalt that the ramps are on has settled. Now the ramps have uneven transition areas. It is concerning because it could cause an inexperienced skateboarder to fall after skating over these areas. It doesn't seem that it would be that difficult to repair these areas. But then again I am not sure. My question is: would the town of Candia be willing to cover the cost*

to repair the ramps in need? Thank you for your assistance with this matter. Sandy and Roger Leavitt. Selectman Chivers noted that he and Building Inspector Murray have looked at that. Building Inspector Murray said they saw two indentations in the hot top that could be patched in the spring. He didn't see any damage to the ramps. Maybe they could have them come out and walk through it. Selectman Robie asked about the ramps and the uneven transition areas. Building Inspector Murray reiterated that if it is the transition areas it is a matter of hot topping and patching, not too severe there were a couple of dips out there that he saw. He didn't see a whole lot. Selectman Chivers said maybe they should have Sandy and Roger point out where these problems are. He and Dave looked pretty hard at it. Selectman Robie asked if they did that according to this letter. Selectman Chivers said he knew about this letter, so he and Dave went out there and looked at it. Building Inspector Murray said they didn't see anything that jumped out at us. Selectman Dann said maybe they should asked the skateboarder.

Fiber optic lines: Selectman Dann asked what was happening with the fiber optic lines. Selectman Chivers said he received an email and the guy from Avitar said he was on it and he'll let us know when it's done. So far there has been no word on that.

Tables for the elections: Selectman Komisarek said the Town Clerk Dupere had approached him about the tables that are needed at the elections. They put \$350 in next year's budget but there is money left in this year's budget and it would be her preference to get those tables prior to the Elections on the 6th of November. He checked with Accounting and Payroll Specialist Becker and the money is there. It would be his preference to give Christine the ok to buy the tables and they have the money in the budget, but he wanted to run it by the Board first. Selectman Chivers said they budgeted this for next year, so they have already authorized this. Selectman Komisarek said they want to accelerate this because the money is there. Selectman Komisarek moved to authorize Town Clerk Dupere to purchase tables for the Elections out of this year's budget in the amount of \$350. Seconded by Selectman Dann. All were in favor. Motion carried.

Speed limit on Raymond Road: Selectman Komisarek said at the last Planning Board meeting there was an engineer before the Board representing Carmen Sarno and his three different entities. They had a site plan and they were looking at the three different driveways. One thing that he is aware of is when those trucks are pulling out of there and heading west and someone is coming from Raymond and they are going 50 – 55 mph and those trucks are right there. The speed limit is 45 mph right there. He has heard screeches. He isn't aware of any accidents right there, but it is a matter of time. When they look at public health, safety and welfare it is too fast. He talked to the Road Agent about it and it is just too fast coming around that corner. It is not a preferred use at that location. Chief McGillen said he can check with the DOT because when the CYAA went in it was 50 mph. Back when he started here McPherson went to the DOT for a study. They lowered it down to 45 mph. He didn't have a problem talking with our local district engineer and see if they can come over and take a look at it. It was noted that the location was on Route 27 near the CYAA. Resident Al Hall said this evening he came out of CYAA and proceeded this way and he was surprised to see that a car had passed him. He realized it is 45 mph, but it should be 30 or 35 mph. That curve is an accident waiting to happen. As M & S increase their business and CYAA increases theirs the state needs to be aware. Selectman Komisarek noted that Carmen bought that little lot with that little house. Now they are looking

at having a different flow particularly in the winter when they want to take the snow off of the trucks. The DOT approved another driveway. You would have thought if they approved that they might have been looking at it. Selectman Robie thought that existing lot had an existing driveway. He wouldn't think the state approved it, it's been there forever. Selectman Komisarek explained it was on the plan. Building Inspector Murray added it was a different use. Selectman Robie said it is still a driveway that has always been there. He noted they are on a ten year plan here with the State of New Hampshire maybe some of that might be included in what you are talking about. Selectman Komisarek said the geometry of that curve right there. He asked if the Board was in consensus. Chief McGillen said he would definitely get in touch with the DOT and report back. Selectman Robie said they might have to make it 35 mph from Exit 3 to who knows how far down. Selectman Komisarek said it's bad when you are coming from Raymond because when those tractors pull out and they are headed to Exit 3 that's the greatest danger. They are coming around that corner and someone is not paying attention they are going to hit a tractor trailer. He has heard the screeches and they have been near misses. How long does it take for a tractor trailer to come around a corner and get up to 35-40 mph? He thought it would be prudent to do that. They can look at the whole thing because there are people pulling out of the CYAA. People tend to slow down when you are heading the other way because they do have that intersection. Chief McGillen agreed that the area has grown.

Perambulation with Auburn: Selectman Komisarek said he is waiting to hear back from Auburn.

Post Office: Selectman Chivers said his concern is probably for the Safety Committee. He recently stopped at the Post Office and the site distance especially with the westbound traffic, you don't see oncoming cars in enough time. They should cut back the trees on both sides of the entrance to the Post Office. Chief McGillen said they addressed that before and they took down a lot. Selectman Chivers said for the eastbound traffic, but he is talking about seeing the westbound traffic on Route 27. Chief McGillen said he was correct they took the trees on the left side when you come out. Selectman Robie asked Chief McGillen to look at it and see if there is adequate site distance for a 45 mph speed zone. Selectman Robie said the state could clear the right of way. If they did that you might be able to see. Chief McGillen noted the landowner cut down the trees the last time and paid for it. He brought to their attention and they said they would take care of it. Selectman Robie asked Chief McGillen to follow up on that.

Corporal Dan Gray's resignation: Selectman Robie read from the attached resignation letter. Chief McGillen said they are going to miss him. He has been here for eighteen years and has done a lot of stuff that the Board does not know about for the betterment of the town. He will sorely be missed and they are going to be looking for a replacement. Selectman Chivers asked if they have started looking. Chief McGillen said they have been looking as Selectman Robie knows. They have put some ads out and they are looking at a person in town. He just did a ride along with one of the officers. He mentioned that it is customary in law enforcement where an officer gets his fire arm back. When he worked in Auburn he had to purchase them through a dealer. So the guys decided to chip in, because he didn't think the town should pay. Officer Langlois our Firearms Instructor has ordered a new one and they were going to buy the gun back and make the town whole. The ownership would be the Town of Candia – Dan Gray. They can do this through a licensed dealer. There is one right in Raymond that would do that. It is town

property so he wanted to make sure the Board didn't have any issues with that. They are going to buy a new gun and the town is going to be fully compensated for the old firearm. Selectman Robie said he would make a motion to give Corporal Gray his weapon and he didn't know if they need to be compensated for that. He has been carrying that for eighteen years and it would be a nice gesture on the part of the Board of Selectmen. He didn't know if they needed a motion for that. *Selectman Chivers moved to give Corporal Gray his weapon. Seconded by Selectman Dann. All were in favor. Motion carried.* Selectman Robie said he was aware of Mr. Gray leaving. As they move their community forward he talked with other people in other towns. When an employee leaves in other communities they do an exit interview. He didn't know if they have ever done such thing in Candia, but he thought there was something to be gained by that whether it is pro or con what the individual might have to say. He is the liaison to the Police Department but this is another reason a town administrator or manager would handle these things and bring that information back to the Board of Selectmen. He wasn't even sure the Chief was the right person to handle that. Selectman Chivers said it would be the Board of Selectmen. Selectman Robie said a one on one exit interview is how it goes. If Corporal Gray had a reason he was leaving because he wasn't getting along with the Chief or he didn't like the way the Chief was running things. He isn't going to sit down with the Chief and tell him that, so they need a person. Selectman Komisarek said kind of like Carol Granfield. Selectman Robie said that is what you need a Human Resource Officer. He is just putting it out there. He thought the gentleman deserves an exit interview. He didn't know who would implement it. This is the reason why moving forward because of society and the changes; thirty years ago if someone wanted to leave it might have been a different attitude. Today they need that information to make us better and move forward. Chief McGillen said he was going to talk to Selectman Robie further about this, because he felt conflicted that he might not feel comfortable talking to him about it or Lieutenant Gallagher. He wants to first talk to Dan to see if he is willing to do it and then see if he can find a neutral person that is competent and can handle it. This is what he was going to do. He would like to find someone and get it done this week. Selectman Robie asked if the concept was acceptable. They will let Chief McGillen find a neutral person from outside the community. Chief McGillen said at least outside of the Police Department. It shouldn't be his supervisors or someone he works with. He'll find someone. Resident Brian Brock said the Board is the one that hired him and he was actually on the Board when they hired Dan. If they are looking for somebody neutral and is not involved he would be willing to be part of that if they wanted. Chief McGillen said he will offer that to Dan. Resident Brian Brock said he has already talked with Dan a little bit about it. Selectman Robie asked about what. Resident Brian Brock said about what is going on in his life and he was talking about you have so many years in and it's time to do something else. Chief McGillen said he would let the Board know.

North Road culvert: Road Agent Lewis said when he does the culvert switch on North Road he will have to close North Road for that. His plan is around 8:30/9:00 in the morning close it and get one switched one day. It should be done in five or six hours. The next day he'll do the other one. So it will be two days it will be closed for five hours. He is going to talk to Chief McGillen and work it out with him what the best way is for signage and detours. Normally when they do culverts they leave one lane open, but down there they can't because the whole is going to seven or eight feet deep. He is just letting the Board know that they are going to do a road closure. Selectman Robie asked when he is going to do it. Road Agent Lewis said the 29th and 30th of October. Supposedly they are going to be delivered before Friday.

New Boston Road: Al Hall of the Planning Board said he wanted to speak as an individual on Adams Road. His concern is the subject of the new lots on New Boston Road. He mentioned the excessive clear cut timber off of those lots to the extent at a previous Selectmen's meeting there were some irritated residents on North Road that were affected by the clear cut and water. His understanding is when a contractor clear cuts they must obtain permits town, state, whatever. He was informed by a private individual who was involved with the clear cutting process and a number was paid for \$5,000 of work and he pulled out of the project. This individual informed him that the forester who clear cut might not have filed an intent to cut and as a result didn't pay the clear cut taxes due to the town and state. He would like to request that the Selectmen look into that and bring back to the next meeting. Selectman Chivers said when they went up there to look at that they had the notice of intent and the report and a report of timber cut. Resident Al Hall asked if the taxes were paid. Selectman Chivers said they were. Resident Al Hall requested that the Board double check that. He felt that they may have been short changed unless the state has done the stump measurements. Selectman Chivers noted that the stumps are gone. Selectman Komisarek wanted to comment on North Road because being on the Planning Board and looking at that he questioned how could they avoided that situation. Everyone said they never thought the builder would clear cut. He knows for himself if they ever saw a plan like that come through with that type of topography as a Planning Board they would have a note. He questioned how did this happen, but they had the town engineer look at it, it seems like the Planning Board did what they had to do. No one thought the builder would clear cut, but he did and he had the right to. He guessed being on the Planning Board and they see a plan like that with that type of topography, they'll say wait a minute and there should be a discussion so this never happens again and learn. What he is getting at is how could they avoid what happened. Selectman Robie explained you can clear a house lot but when you alter the terrain which is what happened because it was more than an acre. Alteration of terrain is the applicant's responsibility to get that not us. He needs to tell us at a Planning Board meeting that this is his intent on the plan. Then the Planning Board will say do you have your alteration of terrain permit before they give you the approval along with the reclamation plan after you alter the terrain. You could second guess that forever and if someone is going to do that illegally, he has to file for a permit now. Selectman Komisarek said you are saying that what they did, they did without an alteration of terrain permit. They didn't have that permit? Selectman Robie said they went outside of the size. Selectman Chivers added its 100,000 square feet anything over that you need an AOT permit. Selectman Komisarek said as a Planning Board having seen this once they would go over it more closely. Selectman Robie said the state is addressing it along with our Code Enforcement Officer and the builder is going to have to get it right. Road Agent Lewis said when they were walking that site with DES he asked the man from DES how they could avoid this in the future. He had one suggestion when building permit comes in or a lot gets subdivided the town puts a limit to the extent of cut around where the house is going to be. If it is known to the builder that this is the extent, say its 100 feet around the house is cleared if he wants to go beyond that he needs to have a site plan for the drainage of the site and what the final outcome is going to look like. He is not one for wanting to put more rules and stipulations on what somebody is going to do. Now they have seen what happens if they don't, so maybe that is something the Planning Board should think about. The alteration of terrain permit should do that but somebody like that doesn't file it and they don't necessarily know that. This way the town will be aware of this guy went beyond his limits of cutting. This would give the Building

Inspector or whoever something to say where is your permit or what are you doing here. This was basically the only suggestion. He said a lot of towns do that now just because of what happened over there. Selectman Robie said then you get in the situation where they log before they subdivide and it is clear cut under timber intent. Road Agent Lewis said it is hard to get a handle on it. Selectman Robie said it is a couple of things to keep in mind. Selectman Komisarek said particularly if they have topography like that. Road Agent Lewis added and fragile soil, the ledge was right there. It doesn't take much when it reaches its saturation point to head down hill.

Selectman Chivers moved to adjourn at 8:17 pm. Seconded by Selectman Dann. All were in favor. Motion carried.