

**Unapproved  
Candia's Selectmen's Public Meeting Minutes  
December 28<sup>th</sup>, 2018**

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

**3:00 p.m.** Selectman Robie opened the public meeting.

**Sealing Non-Public minutes:** Selectman Robie asked for a motion to seal the non public minutes from December 26<sup>th</sup>, 2018. Selectman Chivers moved to seal the minutes from the December 26<sup>th</sup>, 2018 Non Public meeting. Seconded by Selectman Dann. All were in favor. Motion carried.

Selectman Robie explained they had a discrepancy on how they did their public meeting on Wednesday afternoon and moved into a non public and was not able to come out of non public and go back into their public meeting because they had adjourned. They are here to today to rectify that problem and discuss a couple of minor things.

Selectman Robie moved to enter into the non public meeting at 3:04 p.m. under RSA 91-A:3 II (b). Seconded by Selectman Komisarek. All were in favor. Motion carried.

Public session reconvened at 3:26 p.m.

Selectman Dann noted they say appointment, but he would rather say we extended an offer and until they accept it they really aren't employed. Selectman Chivers read the offer letter he sent to Lisa Galica:

*Dear Lisa,*

*It is a pleasure to welcome you to the Town of Candia as Full-time Land Use/Building/Fire Department Administrative Assistant. Your appointment is conditional upon a subsequent successful completion of a background investigation.*

*As discussed, you will be employed at a rate of pay of \$17.68 per hour. After a successful completion of a 90-day review your hourly rate will increase to \$18.04 per hour. Your work week will be Monday through Friday, 32.5 hours per week. Additionally, you will be required to attend Planning Board and Zoning Board of Adjustment evening meetings commencing at 7:00 p.m. The meetings occur on average 3 times per month and normally last on average 2 hours.*

*Please report to Donna Becker to complete necessary documents on December 31<sup>st</sup>, 2018.*

*We look forward to working with you.*

*Sincerely,*

*Boyd Chivers, Selectman*

Selectman Dann said all he is saying is that they made the offer and she has not accepted it at this time. Selectman Chivers said she has. He called her yesterday. Selectman Robie clarified with that being said the appointment of this person, he is going to use that as a motion and they will need a second to accept that. Seconded by Selectman Komisarek. They have made the announcement that this person has been our new hire. Selectman Robie, Selectman Chivers, Selectman Dann, Selectman Komisarek were in favor and Chair Young was opposed. Motion carried on a vote of 4 to 1 (4-1-0). Selectman Chivers asked Chair Young to state for the

record why she was opposed. Chair Young answered due to the information that they have. The Board of Selectmen decided to do a criminal background check, from the information she received and they all received a new hire is not supposed to start until the criminal check comes back. This is what she is basing her "no" on. Hopefully it won't be an issue.

Selectman Chivers asked if Lisa is willing to work on New Year's Day is it okay to pay her and Andrea for their time on New Year's Day. They would each get time and a half. Selectman Robie asked if the new person gets paid a holiday immediately. Selectman Chivers said he just talked with Donna and she was insistent on that, because its holiday pay. Selectman Robie asked when you start you get holiday pay immediately. Chair Young said they need to look into some of this. Selectman Robie said he understood if they both work on New Year's they are both going to get paid and then you pay them for another day because they have it coming to them. They will get paid double time. Selectman Robie asked if he would like to make a motion. Selectman Chivers said yes and he thought that day would be valuable enough for both of them. Selectman Robie asked if there was any further discussion on this. Chair Young disagreed with it, but again she thought if they work they should get paid. She probably wouldn't have them work that day for double time. Selectman Chivers said it is the only time they have between now and when Andrea leaves. She is leaving on the fourth. Selectman Robie said she is going to work next week. He thought New Years Day might be more valuable because they won't have any interruptions. That's his opinion, but it is up to the Board. Selectman Chivers said it was his recommendation. Selectman Dann seconded Selectman Chivers recommendation. Selectman Komisarek said Boyd's the liaison and Dave works with her and they think it's important. Selectman Robie called for a vote. Selectman Robie, Selectman Chivers, Selectman Komisarek, Selectman Dann were in favor and Chair Young was opposed. Motion carried on a vote of 4 to 1 (4-1-0).

Selectman Chivers noted that Andrea agreed to come in on Fridays. She only works four day work weeks at her new job. If our new hire needs some additional support on Fridays would it be appropriate to allow Andrea to come in on those days for at least a couple of weeks. Building Inspector Murray said it probably wouldn't be for a whole day, just a couple of hours. Selectman Chivers just to help her along with some problems if she has any. Selectman Robie moved to have Andrea Bickum come on Friday January 11<sup>th</sup> and they will see how Lisa is progressing at their Selectmen's meeting on January 14<sup>th</sup>. Selectman Dann thought the Board was in favor of giving her that one day (January 1<sup>st</sup>). He thought the Board accepted that offer. Selectman Chivers said he will tell Andrea and Lisa it is okay to work on New Year's Day if they want to. Then Andrea will have one more Friday after that. Selectman Robie said if they need her and she is open to it, she'll be welcome to come.

**Selectmen's Protocol:** Selectman Robie said as far as he was concerned they can talk about protocol all they want publically, but he is done discussing protocol publically. If they want to go into a non public at a future date and air their differences he will do that, but he is not airing our differences any longer publically with any one of you. He refuses to do that. Chair Young would like to ask everyone that they all agree to stay in their own lanes. They had a separate meeting and they agreed on how they were going to treat each other. They were going to be supportive and they were going to stay in their own lanes. It's continuing not to happen. There needs to be a level of respect. If there is something at the Recycling Center, she goes to Russ. It needs to be done with everyone. Selectman Chivers wanted her to give an example. Chair Young knew Selectman Robie didn't want to do this in public. Selectman Komisarek said they could go into non public then. Chair Young explained they can't because when you talk about the Board, you can't do it in non public and there is an RSA. They can't do it in private session. She gave an example. Someone complained to Selectman Chivers or someone about the noise at the sand pit. Who is in charge of the roads? Selectman Chivers said Chair Young. Chair Young said he called Severino Trucking, and she appreciates the enthusiasm and effort. Selectman Chivers believed he copied her on that email. Chair Young replied that he didn't copy her. She found out through someone else. Selectman Chivers insisted that he copied her on that email. If someone comes to him

with a complaint, he is not going to shuffle them off to someone else. If she said "why don't you come over and listen to the noise" at 7:00 am in the morning that is what he did. Chair Young said that was fine, but she would have called the liaison and let them handle it. Selectman Chivers reiterated that he sent her an email. Chair Young said later. She said they go over this time and time again. Please be respectful of who is in what position. Please try to be respectful of that. If it is something to do with Land Use Boyd's it. She didn't think that anyone else is stepping on his toes. Please everyone try to be respectful back that is all she is asking. Selectman Dann said they agreed to this a long time ago.

Selectman Dann asked if they were going to seal today's minutes. Selectman Robie didn't think there was anything there to be sealed. Selectman Dann didn't see any reason to seal them.

**Public Hearing/Public Meeting:** Selectman Chivers wanted to point out that at their Selectmen's meetings they have a combination of a public hearing and a public meeting. If you go to the Planning Board they make a clear distinction between a public hearing and public meeting. During the public hearing the public is heard and there are questions back and forth. When the public hearing is over with then it goes to a public meeting. Then the public participation stops. With our Board the public participation never stops. They are up here trying to come to a decision at a public meeting and they are going back and forth with people that wants to make any statement they want. It makes it very difficult. Chair Young said he supported that in a public meeting. They can bring this up at the next meeting. Selectman Robie said his point was well taken and he has brought it up for years. He said it for years before Selectman Chivers was on the Board. There was a distinction between a public hearing and a public meeting. It took him a long time to convince the Planning Board of that nature. Selectman Chivers asked if they could consider that for their own format. Chair Young said it will be on the next agenda. Selectman Chivers asked how you handle that. Selectman Robie you open it up as a public meeting, you open it up to comments and thank them for their comments and go back to work. But they never do that they've tried. Chair Young said you didn't want to do that, you sat here with a room full and said no it is fine if they speak. They said they want a time before hand, but you said they could speak during the meeting. Selectman Chivers said he sees the disadvantages of that. Chair Young said now they've all learned, so now maybe they do public comment five minutes per person and it stops when it's over. Selectman Chivers asked if it was public comment before each agenda item. Chair Young answer no they can do it at the beginning and at the end, but it is up to the Board. Selectman Dann said it was up to the Chair, the Chair runs the meeting. Chair Young said they talked about that and there was a lot of support for letting people comment on each item. Selectman Dann said now they are fine tuning something that we've tried. Chair Young said that is why she wanted to bring it up at the next meeting. Selectman Komisarek said there have been times when some public input has been helpful. They can also see how two or three people in a meeting can really... Selectman Robie said it's not good, he agreed. Chair Young added it's hard if you agree with what they are saying you let them talk and if you don't, that's a hard line. Selectman Robie said they need stream line this. Selectman Chivers asked how they stream line that and respect the public's right to be heard. Selectman Robie commented when there was an agenda item and they wanted to talk about warrant articles and the comment was made that they wanted to push that down the road until they could notify the public officially that they were going to discuss that particular thing. When they did that nobody showed up. Selectman Chivers said that was the 5 member Board to a 3 member Board. Selectman Robie said then they discussed two more and they moved and voted on them. They need to address the procedure for every item as close as they possibly can.

Selectman Dann moved to adjourn at 3:42 p.m. Seconded by Selectman Komisarek. All were in favor. Motion carried.