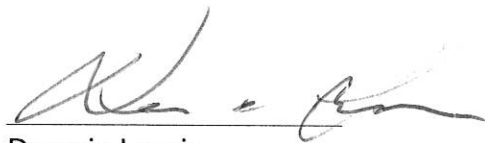


July 7, 2019

TOWN OF CANDIA
ROAD AGENT'S REPORT
Month of June 2019

Work Summary:

- Ditching and shoulder work on South Road
- Grading on Tower Hill and Flint Road
- Tree and brush cutting on Pine Ridge and Douglas Drive
- Patching as needed
- Shoulder work on Brown Road and Murray Hill Road
- Tree trimming on North Road



Dennis Lewis
Road Agent

No Crime Incident Event Breakdown

Event	Description	Total	%
911	911 Hang Up	1	00.6
ACP	Animal Complaint	1	00.6
AFE	Assist Fire/EMS	1	00.6
AIM	Aided Motorist	0	00.0
AL	ALARM	0	00.0
AOA	Assist Other Agency	23	12.7
ASC	Assist Citizen	22	12.2
BEA	BEAS Investigation	1	00.6
CF	Dog License Civil Forfeiture	0	00.0
CIN	Child In Need of Services	0	00.0
CIV	Civil Standby	0	00.0
COM	Community Outreach	0	00.0
CP	Community Policing	0	00.0
CRA	Cruiser Accident	0	00.0
DCF	Discharge Firearm	0	00.0
DCI	DCYF Investigation	0	00.0
DIS	Disturbance	3	01.7
DOG	Dog At Large / Loose Dog	0	00.0
FIN	Fingerprinting	0	00.0
FPR	FOUND PROPERTY	1	00.6
IEA	INVOLUNTARY EMERGENCY HOSPITALIZATION	0	00.0
JUV	Juvenile Complaint	0	00.0
LPR	Lost Property	6	03.3
MED	Medical Call	2	01.1
MIP	Missing Person	0	00.0
MVC	MOTOR VEHICLE COMPLAINT	2	01.1
NC	Noise complaint	2	01.1
NDT	National Drug Take Back	1	00.6
NED	Neighbor Dispute	1	00.6
NO	NOTIFICATION	0	00.0
NTO	No Trespass Order	0	00.0
OD	DRUG OVERDOSE	2	01.1
OF	FATAL OVERDOSE	0	00.0
OHR	OHRV COMPLAINT	0	00.0
OTH	Other	1	00.6
PDB	Prescription Drug Box	0	00.0
PIN	Police Information	44	24.3
RAD	RADAR ENFORCEMENT	0	00.0
RH	Road Hazard	1	00.6
RPO	RETURN PROPERTY TO OWNER	0	00.0
SC	SHOOTING COMPLAINT	0	00.0
SDA	Suspected Drug Activity	0	00.0
SDT	Sudden Death	1	00.6
SEC	SECURITY CHECK	7	03.9
SGA	Suspected Gang Activity	0	00.0
SP	SERVE PAPERS	24	13.3
SPA	SUSPICIOUS ACTIVITY	8	04.4
SPM	SUSPICIOUS MOTOR VEHICLE	2	01.1
SPP	SUSPICIOUS PERSON	1	00.6
SR	Safe Schools Report	0	00.0
SSA	SAFE SCHOOLS ACT	5	02.8
SUI	SUICIDE	0	00.0
SX	Sex Offender Registration	10	05.5
TE	Traffic Enforcement	0	00.0
TRU	Truancy	2	01.1
TWD	Tree / Wires Down	0	00.0
VIN	VIN VERIFICATION	0	00.0

IB	Well Being Check	6	03.3
---	Not Specified	0	00.0

Grand Total: 181

Offenses (State Law) By Month

	<u>JAN</u>	<u>FEB</u>	<u>MAR</u>	<u>APR</u>	<u>MAY</u>	<u>JUN</u>	<u>TOTALS</u>
Simple Assault; Physical Conta	0	1	0	0	0	1	2
Simple Assault; BI	0	2	0	0	0	0	2
DV; Simple Assault; Physical C	0	0	2	0	0	1	3
Criminal Threatening - Conduct	0	1	0	0	0	0	1
Criminal Threatening - conduct	0	0	0	0	2	0	2
Criminal Threatening - conduct	0	0	1	0	0	0	1
Crim Threat Against Person	0	0	0	0	1	0	1
Burglary	0	0	0	0	1	0	1
Theft by Unauthd Taking \$1501+	0	0	1	0	0	0	1
Attempt To Commit	0	0	0	0	0	1	1
Theft by Unauthd Taking \$0-\$10	2	0	0	0	2	3	7
Attempt To Commit	0	1	0	0	0	0	1
Burglary	0	0	0	0	1	0	1
Theft by Unauthd Taking \$0-\$10	1	2	1	0	0	1	5
Theft by Unauthd Taking \$1501+	0	0	0	1	0	0	1
Attempt To Commit	1	0	0	0	0	0	1
Theft by Deception \$0-\$1000	0	0	0	0	0	1	1
Theft by Deception \$1001-\$1500	0	0	0	0	0	1	1
Theft by Deception \$1501+	0	1	1	0	0	1	3
Credit Card Fraud, \$0-\$1000	0	0	1	1	0	1	3
False Personation	0	1	0	0	0	0	1
Theft by Deception \$0-\$1000	0	0	0	0	0	1	1
Identity Fraud; Pose to get In	1	1	0	0	0	0	2
Identity Fraud; Pose as Anothe	1	0	0	0	1	0	2
Identity Fraud; Obtain Persona	4	2	0	1	1	1	9
Identity Fraud; Obtain Info fo	1	0	0	0	0	0	1
Identity Fraud; Pose to get In	1	0	0	0	1	0	2
Criminal Mischief	1	0	0	1	0	3	5
Child Sex Abuse Image; Sell, T	0	0	1	0	0	0	1
Issuing Bad Checks \$0-\$1000	0	1	0	0	0	0	1
DUI - impairment	0	0	2	0	3	3	8
DUI 2nd; Impairment	0	0	0	0	0	1	1
Criminal Trespass	0	0	0	0	1	0	1
ARREST ON ANOTHER AGENCY'S WAR	1	0	0	0	0	0	1
Unlawful Activities; Litter Co	0	0	0	1	0	1	2
Dog; Menace, Nuisance, Vicious	1	0	1	2	2	1	7
Breach of Bail Conditions	0	0	0	0	0	1	1
DEATH INVESTIGATION	0	0	0	1	0	0	1
CRIMINAL LIABILITY FOR CONDUCT	1	0	0	0	0	0	1
Reckless Conduct	0	0	0	0	0	1	1
Harassment	0	0	0	1	0	0	1
DOG RUNNING AT LARGE-Candia T.	1	0	1	0	0	0	2
Suspension of Vehicle Registra	1	1	3	0	1	2	8
Unregistered Vehicle	0	0	0	0	0	1	1
Drive after Rev/Sus	0	0	0	0	0	1	1
Drive after Rev/Sus; Reckless	1	0	0	0	0	0	1
Drive after Rev/Sus - subsqt	1	0	0	0	0	0	1
Drive after Rev/Suspension	0	1	3	0	2	2	8
Conduct After Accident	1	1	2	0	0	0	4
Lane Control	0	0	1	0	0	0	1
Fail/Yield @ Stop or Yield Sig	0	0	1	0	0	0	1
Stop Signs; Yield Signs	0	0	0	0	1	0	1
Disobeying an Officer	0	0	1	0	0	0	1
Speeding 16-20 mph over 65 lim	0	0	0	0	0	1	1
APPEAL OF ADMINISTRATIVE LICEN	0	0	2	0	1	1	4
Uninspected Vehicle	0	0	1	0	0	0	1

Spillage of Material by person	0	0	1	0	0	0	1
TOTALS	<u>21</u>	<u>16</u>	<u>27</u>	<u>9</u>	<u>21</u>	<u>32</u>	<u>126</u>

**Candia Volunteer
Fire Department
11 Deerfield Road
Candia, NH 03034
603-483-8588
603-483-0252 fax**

Memo

Date: July 8, 2019
To: Board of Selectmen
Re: Monthly Report

June 2019 HIGHLIGHTS

- 1. Regular Truck and Building Maintenance
- 2. Large Area Search, Ropes & Knots
- 3. EMS Training

Candia Fire Rescue

Candia, NH

This report was generated on 7/1/2019 2:57:27 PM

**Incident Statistics**

Start Date: 06/01/2019 | End Date: 06/30/2019

INCIDENT COUNT			
INCIDENT TYPE		# INCIDENTS	
EMS		19	
FIRE		9	
TOTAL		28	
TOTAL TRANSPORTS (N2 and N3)			
APPARATUS	# of APPARATUS TRANSPORTS	# of PATIENT TRANSPORTS	TOTAL # of PATIENT CONTACTS
TOTAL			
PRE-INCIDENT VALUE		LOSSES	
\$0.00		\$0.00	
CO CHECKS			
TOTAL			
MUTUAL AID			
Aid Type		Total	
Aid Given		2	
Aid Received		4	
OVERLAPPING CALLS			
# OVERLAPPING		% OVERLAPPING	
0		NaN	
LIGHTS AND SIREN - AVERAGE RESPONSE TIME (Dispatch to Arrival)			
Station	EMS	FIRE	
Station 1	0:10:55	0:13:07	
AVERAGE FOR ALL CALLS		0:11:26	
LIGHTS AND SIREN - AVERAGE TURNOUT TIME (Dispatch to Enroute)			
Station	EMS	FIRE	
Station 1	0:06:32	0:06:00	
AVERAGE FOR ALL CALLS		0:06:24	
AGENCY		AVERAGE TIME ON SCENE (MM:SS)	
Candia Fire Rescue		21:25	

Only Reviewed Incidents included. CO Checks only includes Incident Types: 424, 736 and 734. # Apparatus Transports = # of incidents where apparatus transported. # Patient Transports = # of PCR with disposition "Treated, Transported by EMS". # Patient Contacts = # of PCR contacted by apparatus. This report now returns both NEMSIS 2 & 3 data as appropriate.

**EMERGENCY REPORTING**

emergencyreporting.com

Doc Id: 1645

Page # 1 of 1

Candia Fire Rescue

Candia, NH

This report was generated on 7/1/2019 2:58:06 PM



Incident Type Count per Station for Date Range
Start Date: 06/01/2019 | End Date: 06/30/2019

INCIDENT TYPE	# INCIDENTS
Station: 1 - STATION 1	
111 - Building fire	1
113 - Cooking fire, confined to container	1
200 - Overpressure rupture, explosion, overheat other	1
321 - EMS call, excluding vehicle accident with injury	16
322 - Motor vehicle accident with injuries	1
324 - Motor vehicle accident with no injuries.	2
444 - Power line down	1
600 - Good intent call, other	2
611 - Dispatched & cancelled en route	1
622 - No incident found on arrival at dispatch address	1
730 - System malfunction, other	1

Incidents for 1 - Station 1: 28

Only REVIEWED incidents included.

June 2019
Building Activity Report Summary

	<u>June, 2018</u>	<u>June, 2019</u>
Permits Issued	32	32
New Code Enforcement Cases	0	0
Open Code Enforcement Cases	3	4
Code Enforcement Cases Closed	0	0
Inspections Performed	105	85
CO's/CC's & Closed Permits	29	22
Renewed Permits	2	1

Revenue June 2018	Revenue June 2019
$\$1,825.00 + \$65 = \$1,890.00$	$\$1,792.00 + \$15.00 = \$1,807.00$

Revenue YTD, 2018	Revenue YTD, 2019
$\$10,800.56 + \$1,890 = \$12,690.56$	$\$11,228.53 + \$1,807.00 = \$13,035.53$

Submitted by: David R. Murray

Date: July 8, 2019

June 2019

INSPECTION BREAKDOWN including CO's

Commercial, Mixed, L1, L2

Electrical (EL)	1
Place of Assembly (POA)	1
Solar (SO)	1

Residential

Building (BP)	23
Electrical (EL)	15
Foster Care (FC)	3
Gas Burner (GB)	1
Gas Piping (GP)	6
Plumbing (PL)	7
Pool (PO)	2
Roofing (RF)	1
Septic (SE)	1
Siding (SI)	1
CQ's and Closed Permits	22

Total Inspections:	85
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BREAKDOWN PERMITS ISSUED

Building (BP)	6
Electrical (EL)	9
Foster Care (FC)	1
Foundation (FO)	1
Gas Piping (GP)	7
Plumbing (PL)	4
Place of Assembly (POA)	1
Pool (PO)	1
Septic (SE)	1
Siding (SI)	1

Total Permits:	32
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May 2019

Candia Recycling Center Monthly Report

	<u>May, 2018</u>	<u>May, 2019</u>
M.S.W. (Trash)	76.27 tons	58.29 tons
C&D Debris	62.09 tons	55.80 tons
Total waste	138.36 tons	114.09 tons

Recyclables

	<u>May, 2018</u>	<u>May, 2019</u>
Mix Paper	9 bales = 6.67 tons	10 bales = 7.63 tons
Cardboard	7 bales = 4.85 tons	9 bales = 6.41 tons
#1 - #7 plastics	3 bales = 2.01 tons	4 bales = 2.48 tons
Alum. Cans	2 bales .77 tons	
#2 natural plastic		1 bale =.37 tons
Total bales	21 bales = 14.30 tons	26 bales = 18.29 tons
Glass -	1 load = 10.31 tons	1 load 10.06 tons
Total weight	24.61 tons	28.35 tons

Revenue

<u>May 2018</u>	<u>May 2019</u>
\$16,881	\$3,427.32
 <u>2018 YTD - \$12,458.35</u>	 <u>2019 YTD - \$15,005.12</u>

On 5/31 two loads of Light iron were recycled **18.12** tons of scrap metal generated **\$1914.44** in revenue.

On 5/31 one load of HMS metals was recycled **7.82** tons generated **\$1431.33** in revenue.

On 5/31 Paper/ Cardboard trailer was sent out generating **\$54.55** in revenue.

LENGTH OF SERVICE RECOGNITION AND REWARD POLICY

To facilitate the retention of Town employees and in recognition of the value of the institutional knowledge and experience gained through length of service, the Town provides the following additional incentives:

1. Full time employees with satisfactory performance evaluations are entitled to \$100.00 for each year of service, payable in 5 year increments.
2. Part time employees with satisfactory performance evaluations are entitled to \$50.00 for each year of service, payable in 5 year increments.

(Employee eligibility will be calculated from the earliest anniversary date of employment regardless of status at that time (ie, full time or part time) and the amount (\$50.00 or \$100. per year) will be determined by current status at the time of eligibility (full time or part time). *Amended July, 2019.*)

This policy is effective after January 1, 2019 upon adoption by the Board of Selectmen. Longevity awards will be based of the employee's anniversary date of hire and will not apply retroactively. Example: Employee A with an anniversary date of hire June 1, 2004 will be eligible for a \$1500 longevity award after June 1, 2019.



Candia Selectmen's Public Meeting Minutes of 11/13/2018

enthusiasm. She is just more supportive of a 5 person Board, but it is up to them. She didn't know if the Board wanted to move on. Selectman Robie thought they had move on. Chair Young asked if there were any additional comments from the audience. There were no further comments. Chair Young thanked the public for sharing their thoughts.

The Board will discuss longevity compensation for employees. Selectman Chivers said there is \$5,000 in the budget for merit pay. He thought Chair Young had indicated to the Budget Committee that it's not just merit pay; they are talking about some kind of plan that rewards people for their length of service with the Town of Candia. In our meeting on October 22nd when you were absent, the Board indicated some support to draft a plan which he did. The following week he emailed it to the Board. He prepared this document which is an addendum to the town's compensation plan. It creates this provision for recognizing and rewarding employees for their service to the town. He mentioned that Chief McGillen gave him something from the Town of Freemont. Essentially it is \$100 for every year of service to the Town of Candia payable in five year increments. So at the end of the first five years, the fifth anniversary of their date of employment would be eligible for a \$500 payment. Then at ten years they are eligible for \$1,000 all the way up as long as they stay here. This is what the addendum lays out. For tonight's meeting he gave the Board the cost impact of this and what it will cost us over the next three years based on looking at the anniversary date of the employment and calculating what each employee of the Town of Candia would be eligible for a longevity award. It works out over the next five years this benefit to the town employees would be worth \$22,500. This is the total impact over a five year period. It would be about a 5.6 cent per thousand impact on the tax rate if you pay for it all at once. He thought as Scott pointed out they are in a tight labor market now the time to recognize our employees and value them for their service is a good thing to do. A \$100 per year is not extravagant and it recognizes the value of their experience and what they contribute to the town. He noted that Freemont gives them \$100 every year. Chair Young said that is what she was wondering. She said if someone has been here 5 years they get \$500. Selectman Chivers said that was correct. Chair Young clarified they don't get it yearly. Selectman Chivers said they would not. Chair Young thought that Auburn did it yearly. Selectman Chivers said that Freemont does too. They don't know what their grid or matrix is, they give their employees 2% per year when they serve a certain amount of time. Without knowing how else Auburn compensates their people it is hard to judge that. Chair Young asked if he wanted to wait on this and get some more data. Selectman Chivers thought this would be a good place to start. You could bury yourself with data and you're still going to end up with your gut. His instincts tell him this is kind of a modest plan for our employees, but it is a thoughtful plan. It more symbolic than anything, but he thought it was worth trying. Chair Young said if they accepted this policy and they took this year which \$5,000 is budget they would get the other \$1,000 from somewhere. Then they could talk about the rest of this later, but first they have to accept this longevity policy and they can decide. The budget meeting is going to be tomorrow night and they are going to want to know about this. Selectman Chivers said they could accept the policy and these numbers could change every year. If you look at his assumptions "None of the eligible employees will retire or depart before the date on which they are eligible". So a lot could happen. He noted it is \$100 for a full time employee and \$50 for part time employees. Selectman Robie said they just adopted a grade and step system that our community did have forever. They never had a way to increase our employees' salaries except for a cost of living raise which we gave them. He reiterated they never had any type of plan to increase their pay on

their merit. He thought if you look at the longevity in that plan, it is a fixed cost now that is not going to change. When we were in a downturned economy our employees suffered and they saw a need to fix that and they did. He thought this was a huge step for our community. He didn't think they wanted to commit to anything more. Selectman Dann said they are putting all of this together talking about the budget they felt longevity was very important. How do we replace somebody? They are seeing this in the police department. If they are good employees they have to keep them. They are showing some understanding that they have committed years of their employment with us and we appreciate it. He thought they were in a place where they were starting and gaining. He likes including the part-timers. They have done nothing for our part-time people and they have encompassed all the employees on this. People might think it is too much and some might think it is not enough. They can't please everybody, but they are showing they are concerned about our employees. Chair Young added and appreciated. It just like with the police officers and giving them a certificate or having a plaque. They are appreciative. Selectman Robie said they have done all of that and they have shown the employees that they do care and they are going to increase their pay. You just talked about giving out plaques, but Chief McGillen was here three weeks ago to tell us that Dan was retiring. He mentioned his firearm and they didn't bring Dan in to have a ceremony but they gave him his weapon and he thought he was very appreciative of that. So they do things, the police are the police and they always have their ceremony outside when an officer is leaving or coming. Just like Friday afternoon Shane graduated from the academy and no one went to that. He was supposed to go, but he couldn't make it on Friday afternoon. The Board doesn't even know about these things. Chair Young questioned whose job that was to tell us. Selectman Robie didn't know if it was anybody's job. These are scenarios that are brought up and he got his weapon. He thought it was a nice gesture. It would have been nice if he came in and they had that planned to do that for him. This is the way it went down, this is Candia. This is how things happen here. They addressed the pay thing very handsomely in his opinion from where they started. He started talking about merit pay five years ago for our employees. They addressed it very handsomely. He asked Chair Young how they are going to keep paying for this stuff. Selectman Chivers said he is not willing to sit up here tonight and tell the people who committed their careers to the Town of Candia that they aren't worth \$22,000 over a five year period, an average of \$4,250 a year which is nothing on the tax rate. Some guy who lives in a \$350,000 house is going to see his property taxes increase \$3.40 per year. Chair Young clarified not per thousand, total. Selectman Chivers said to recognize people who gave this town 25 or 30 years of service, it would be an insult to these people right now for this Board to sit here and reject this plan for the amount of money they have committed to it. He is not willing to do that. Selectman Dann noted that Selectman Robie said earlier this evening to train someone costs over \$100,000. What he is saying is to keep people this is a realistic figure. He thought that is what they have to look at. They have key people and if they left where would they be. The office staff is important. Selectman Robie said he agreed with them both 100%, but he started talking about this six years ago and they finally got it done. Now they are going all the way to the end immediately. If they are all confident that this is the right thing to do tonight in this calendar year he is with them. Chair Young thought when they did this a couple of years ago they got the compensation level to surrounding towns. They never got to address this. Selectman Robie said they talked and talked about it. He has been talking about it for years. Selectman Komisarek said he supported this. Chair Young asked if someone wanted to make a motion. They will need adopt the policy and should they at adopt that budget for 2019. They can do it in two separate motions. Selectman

Candia Selectmen's Public Meeting Minutes of 11/13/2018

Chivers moved that the Board approve the addendum to the compensation policy dated October 27th, 2018 which inserts a provision recognizing the Length of Service Recognition and Reward Policy. Seconded by Selectman Dann. All were in favor. Motion carried. Selectman Chivers moved to amend the 2019 budget to increase the merit pay line by \$1,000 and re-titled that line to be called the longevity line. Seconded by Selectman Dann. 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 November 1st, November 8th, and November 15th was \$845,351.00. Selectman Chivers moved to approve the accounts payable and payroll checks for November 1st, November 8th, and November 15th was \$845,351.00. Seconded by Selectman Komisarek. All were in favor. Motion carried.

Other Business

Selectman Komisarek said he will be missing the next Planning Board meeting. He looked and he saw that Boyd was the alternate. So he checked with Administrative Assistant Hansen and she emailed the NHMA Attorneys. It looks like we would not be in compliance with the RSA that governs this. The basic essence is it is not the best idea in the first place. If you have more than one Planning Board member serving on another Land Use board, or the Conservation Commission or the Select Board. So he thought by virtue of the fact that Judi Lindsay is on the Conservation Commission and the Planning Board, Boyd would be the second person. The way he interpreted this is they are not allowed to do it. He thought he should bring it up. Chair Young asked if someone like Carleton do it. Selectman Komisarek said whoever. Selectman Chivers confirmed that Judi Lindsay serves on the Conservation Commission. Selectman Komisarek said she was the Vice-Chair until 2019. His interpretation is this is something they need to address. Chair Young noted that the Planning Board cancelled their meeting on the 21st and Selectman Komisarek can't make the first one in December. The next Planning Board meeting is December 5th. Selectman Komisarek noted that he does travel more in the winter time. Chair Young asked if Selectman Robie if he wanted to be the Planning Board Rep. Selectman Chivers would like to read the RSA (673:7). He said he would talk with Judi Lindsay. Selectman Robie said you are already on a Land Use board. Chair Young didn't believe that Judi would excuse herself. There was some further discussion. Selectman Komisarek thought the Selectman Robie had the background; he's been the Planning Board Rep. Selectman Robie said he would fill in for Selectman Komisarek if Selectman Chivers was acceptable to that. Selectman Komisarek thought they needed to have a different alternate. Selectman Robie said he would fill in for the winter. He wasn't sure he wanted to go back and put himself through that. He did that for a couple of years. He is not an advocate for cancelling meetings, because he talked to the Planning Board numerous times about planning to no avail and they don't have planners. He is going to have to say no to all that because he is tired of it. Selectman Chivers asked Selectman Dann if he would like to be the Planning Board delegate. Selectman Komisarek said if there is something going on with the Select Board and he is not in town, he is always willing to connect electronically. He thought it was more difficult with the Planning Board because they have to look at plans, etc. Selectman Robie said he would fill in until March. Selectman Chivers asked if Selectman Dann was interested in doing it. Selectman Dann said he didn't know what he could add to it. Chair Young moved to nominate Selectman