

October 13, 2021

Board of Selectmen,

I am requesting a reappointment to the Smyth Memorial Building Trustees. Thank you for your consideration.

Diane Philbrick



## *Candia Volunteer Fire Department*

11 Deerfield Road  
Candia, New Hampshire 03034  
(603) 483-2202 (603) 483-2311 (fax)  
[www.CandiaVFD.org](http://www.CandiaVFD.org)



October 18, 2021

Mr. Brien Brock  
Chairman, Board of Selectmen  
Town of Candia  
74 High Street Candia, NH 03034

### **Re: Recommendation for Appointment to the Candia Volunteer Fire Department**

Dear Chairman,

It is my pleasure as Chief of the Town of Candia Volunteer Fire Department to provide you with the name of an individual who I recommend for appointment to the Department. This individual has demonstrated a strong commitment to providing professional level emergency services to the Town of Candia and I offer this recommendation without reservation.

The person recommended has submitted background information attesting to their individual skill level and have agreed to attain and maintain at least a minimum level of professional certification consistent with the needs of the Department. This applicant has also provided information as to their character and background and will have undergone a criminal background investigation conducted by the Candia Police Department and the State Police.

I would request this appointment be made effective October 25, 2021.

***Steven Shackford***  
***80 Adams Road***  
***Candia, NH 03034***

Again, I am pleased to recommend this individual for appointment. If you have any questions, please feel free to contact me at 603-703-7155 (cell).

Sincerely,

A handwritten signature in cursive script that reads "Dean Young".

Dean Young, Chief  
cc: Personnel file

Starting Salaries Comparison Sept. 2021

	Hourly	Salary
<b>Chester Police</b>		
Not Certified	\$ 24.19	\$50,315.20
**When graduated	\$ 26.36	\$54,828.80
Certified Officer	\$ <u>25.22</u>	\$52,457.60
<b>Deerfield Police</b>		
Not Certified	\$ 22.19	\$46,155.20
9 step PD matrix tops out at 61K (29.32/hr)		
<b>Auburn Police</b>		
Not Certified	\$ 18.75	\$39,000.00
FT Certified	\$ <u>24.32</u>	\$50,585.60
<b>Nottingham</b>		
Not Certified	\$ 19.23	\$40,000.00
<b>Candia</b>		
FT Certified (last FT hire Jan. 2020)	\$ 21.82	\$45,385.60

24.17

Other Misc. Items

- 457B retirement account on police details
- Raise detail rate from \$40 to \$60

PD Detail						
Billed	Officer	Retireemnet	Unemployment	Worker's comf	Total	Left in
per Hour	Hourly pay	33.88%	0.89%	1.658% exp		Detail Fund
Current						
65.00	40.00	13.55	0.36	0.68	54.59	10.41
65.00	40.00	0.00	0.36	0.68	41.03	23.97
Proposed						
80.00	55.00	18.63	0.49	0.93	75.06	4.94
80.00	55.00	0.00	0.49	0.93	56.42	23.58

# MEMORANDUM

**To:** Board of Selectmen  
**From:** Chief Mike McGillen  
**Subject:** Possible Officer pay adjustment  
**Date:** October 25, 2021  
**CC:** file

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As per our conversation at the September 17, 2021, Board of Selectmen's meeting, I recommend a wage increase and adjusting the special detail rate to be competitive with surrounding police departments.

I have spoken with my liaison Russ Dann, who agreed that giving the officers a \$1.25/hour increase effective immediately. I averaged the two bordering Towns of Auburn and Chester and came up with \$24.77, which is a \$1.77 per hour higher than our highest paid new officer, \$23.00hr.

This proposal would affect Seven (7) officers (I have not included myself). The cost would be approximately \$5500 for the remainder of the 2021 year. Approximately \$26,000 would need to be added to the 2022 budget

# MEMORANDUM

**To:** Board of Selectmen  
**From:** Chief Mike McGillen  
**Subject:** Detail Rate  
**Date:** October 25, 2021  
**CC:** file

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I propose that the current detail rate of \$40.00 per hour be increased to \$55.00 per hour, with a vendor billing rate of \$80.00 per hour, effective November 1<sup>st</sup>, 2021.

Weekly Payroll and Accounts Payable Manifest Totals			
Check <u>Date</u>	Payroll <u>Manifest</u>	Total <u>Amount</u>	Payroll <u>Subtotal</u>
10/21/21	1179-01	17,927.87	17,927.87
10/28/21	1180-03	18,933.44	36,861.31
Check <u>Date</u>	Accts Pay <u>Manifest</u>	Total <u>Amount</u>	Accts Pay <u>Subtotal</u>
10/21/21	202142	42,469.39	42,469.39
10/28/21	202143	26,573.67	69,043.06
Grand Total Payroll and Accts Pay			166,301.63