

Candia Board of Selectmen

Agenda

February 10th, 2025, at 6:30pm

Call to Order

Roll Call

Approval of Minutes: Public Minutes and Non-Public Minutes for January 27th, 2025

Department Reports: Highway; Police; Fire; Building; Solid Waste; Budget; Other

New Business:

- Recycle & Energy Committee
- NH Executive Council – John Stephen

Old Business:

Other Business:

Calendar:

- The Town Offices will be closed on Monday, February 17th, 2025 for President's Day.
- The next Board of Selectmen's Meeting is scheduled for Monday, February 24th, 2025.

Public Input:

This public body may enter into one or more nonpublic sessions as permitted under RSA 91-A:3, II (a) & (b).

Adjourn

Join Zoom Meeting

<https://us02web.zoom.us/j/6034838101>

Meeting ID: 603 483 8101 Password: 8101

Dial In +1 646 558 8656 US

February 10, 2025

Town of Candia
Road Agent's Report
Month of January 2025

Summary of Work:

- Patching
- Trucking winter sand to stockpile
- 5 Spreader runs
- 3 Plowable storms

Jeff Wuebbolt
Road Agent

CANDIA POLICE DEPARTMENT
ACTIVITY 01/10/2025 to 02/10/2025

During this period, the Candia Police Department issued 88 motor vehicle warnings and 7 summons'

There were 9 accidents.

The following were arrests and/or summons':

- 01/24/2025 Male, 29, Candia Arrest on another agency's warrant
- 01/24/2025 Male, 31, Candia Arrest on another agency's warrant
- 02/02/2025 Male, 59, Candia Disobeying an Officer
DUI-impairment

The above-mentioned individuals are presumed innocent until found guilty in a court of law



Candia Police Department

74 High St. Candia, NH 03034
 Business hours- 603-483-2318
 After hours- 603-483-2317



Chad P. Shevlin
 Chief of Police

Monthly Report

Department Mission: The mission of the Candia Police Department is to provide superior law enforcement within the framework of the United States Constitution to enforce the laws, preserve the peace, reduce fear and provide a safe environment to our community while making the Town of Candia a safe place to visit, live, work, and raise a family.

PERSONNEL:

Chief Shevlin (<i>Certified</i>)	Ofc Denny (<i>Non-Certified</i>)	Ofc Santuccio (<i>PT</i>)
Admin McCarthy	Ofc Norris (<i>Non-Certified</i>)	Ofc Mcallister (<i>PT</i>)
Lt Stanton (<i>Certified</i>)	Vacant	Ofc Camacho (<i>PT</i>)
Ofc Schaffer (<i>Certified</i>)	Vacant	Ofc Langlois (<i>PT</i>)
		Ofc McGillen (<i>PT</i>)

Training Highlights

Ongoing training and career development is an important aspect of a professional law enforcement agency and promotes employee retention. In addition, properly trained law enforcement officers are better equipped to serve their community and reduce the Town's risk of liability exposure. December's training included, but may not be limited to:

200th Full Time Police Academy May 5th thru August 22nd 2025

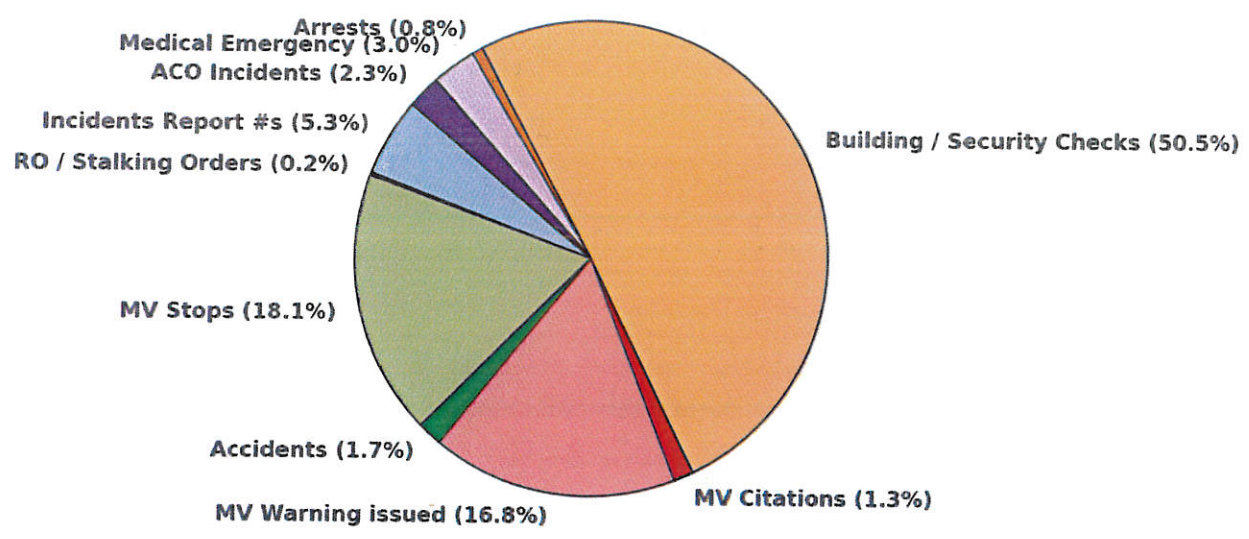
- Ofc Denny and Ofc Norris are enrolled for the 200
- Legal Updates set for Dept training March 3rd by Dept Prosecutor
- Admin completed NIBRS Overview and POC Training as well as 1st level leadership in Police Records

Extra Patrols To request extra traffic enforcement patrols in your neighborhood, please call (603) 483-2318 or e-mail cmccrthy@townofcandia.org

Portable Speed Sign is back in operation "Please don't shoot this one, they are expensive" We are intermittently deploying our portable speed sign around Town. Please slow down and drive safely! We are watching!

Candia Police Department Monthly Statics	
Incidents Report #'s	28
Arrests	4
RO / Stalking Orders	1
MV Stops	95
MV Warning issued	88
MV Citations	7
Accidents	9
Warrants Drafted	0
Building / Security Checks	265
Medical Emergency	16
ACO Incidents	12
Total Calls: Dispatch & Self-Initiated = 649	

Candia Police Department Monthly Statistics



ACO Breakdown: Total **12** incidents, **3** loose Dogs call Ofc could not find, **2** Wild Animal, **2** Dogs returned to family by PD, **2** loose mini horses returned to family, **2** Info taken animal q's, **1** Cat Bite.

Offenses (State Law)

Theft by Unauthd Taking \$0-\$10	1
Identity Fraud; Pose as Another	2
Criminal Mischief	1
Child Sex Abuse Image; Publish	2
DUI – impairment	1
Open Container	1
Criminal Trespass	1
ARREST ON ANOTHER AGENCY'S WARRANT	2
License Reqd; Op w/Expired Lie	1
Drive after Rev/Suspension	1
Total	<u>13</u>

The following were arrests and/or summons’;

01/04/2025	Female, 23, Manchester	Drive after Rev/Suspension License Reqd. - Op w/Expired License
01/08/2025	Female, 33, Salem	DUI - Impairment
01/24/2025	Male, 29, Candia	Arrest on another agency’s warrant
01/24/2025	Male, 31, Candia	Arrest on another agency’s warrant

The above-mentioned individuals are presumed innocent until found guilty in a court of law

EQUIPMENT:

- a. The Cruisers received regular maintenance during this month, no major issues to report
- b. Cruiser Mileage:
 - a. **ACO Car:** 144,147 Miles (may need new battery)
 - b. **Car 1:** 571.5 Miles (Patrol)
 - c. **Car 2:** 68,897 Miles (this car will be going to Fire Dept)
 - d. **Car 3:** 46,726 Miles (Chief Veh)
 - e. **Car 4:** 52,431 Miles (Patrol)
 - f. **Car 5:** 22,950 Miles (Lt Veh)
 - g. **Car 3:** 571 Miles (this is the new 2025 still waiting outfitting) GLOBAL is still 3weeks out from the build.

Respectfully Submitted on behalf of the Candia Police Department,

Chad P Shevlin, Chief of Police

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

Memo

Date: February 10, 2025
To: Board of Selectmen
Re: Monthly Report

JANUARY 2025 HIGHLIGHTS

- 1. Regular Truck and Building Maintenance
- 2. EMS Training
- 3. Fire Training

Candia Fire Rescue

Candia, NH

This report was generated on 2/10/2025 12:21:17 PM



Incident Statistics

Zone(s): All Zones | Start Date: 01/01/2025 | End Date: 01/31/2025

INCIDENT COUNT			
INCIDENT TYPE		# INCIDENTS	
EMS		42	
FIRE		25	
TOTAL		67	
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			
424 - Carbon monoxide incident		1	
TOTAL		1	
MUTUAL AID			
Aid Type		Total	
Aid Given		15	
Aid Received		3	
OVERLAPPING CALLS			
# OVERLAPPING		% OVERLAPPING	
7		10.45	
LIGHTS AND SIREN - AVERAGE RESPONSE TIME (Dispatch to Arrival)			
Station	EMS	FIRE	
Station 1	0:10:42	0:13:32	
AVERAGE FOR ALL CALLS		0:11:26	
LIGHTS AND SIREN - AVERAGE TURNOUT TIME (Dispatch to Enroute)			
Station	EMS	FIRE	
Station 1	0:04:59	0:07:00	
AVERAGE FOR ALL CALLS		0:05:03	
AGENCY		AVERAGE TIME ON SCENE (MM:SS)	
Candia Fire Rescue		22:20	

Only Reviewed Incidents included. EMS for Incident counts includes only 300 to 399 Incident Types. All other incident types are counted as FIRE. CO Checks only includes Incident Types: 424, 736 and 734. # Apparatus Transports = # of incidents where apparatus transported. # Patient Transports = All patients transported by EMS. # Patient Contacts = # of PCR contacted by apparatus. This report now returns both NEMSIS 2 & 3 data as appropriate. For overlapping calls that span over multiple days, total per month will not equal Total count for year.



Candia Fire Rescue

Candia, NH

This report was generated on 2/10/2025 12:23:35 PM



Incident Type Count per Station for Date Range

Start Date: 01/01/2025 | End Date: 01/31/2025

INCIDENT TYPE	# INCIDENTS
Station: 1 - STATION 1	
100 - Fire, other	1
111 - Building fire	1
142 - Brush or brush-and-grass mixture fire	3
321 - EMS call, excluding vehicle accident with injury	29
322 - Motor vehicle accident with injuries	7
324 - Motor vehicle accident with no injuries.	6
424 - Carbon monoxide incident	1
444 - Power line down	1
500 - Service Call, other	1
510 - Person in distress, other	3
520 - Water problem, other	1
522 - Water or steam leak	1
600 - Good intent call, other	1
611 - Dispatched & cancelled en route	8
733 - Smoke detector activation due to malfunction	1
743 - Smoke detector activation, no fire - unintentional	2
# Incidents for 1 - Station 1:	67

Only REVIEWED incidents included.



emergencyreporting.com

Doc Id: 857

Page # 1 of 1

Building Department		
Permits Issued	January 2025	January 2024
Bed Bottom	1	1
Bldg Permit	2	5
Burner	2	5
Certificate of Occupancy	2	
Commerial		
Deck		2
Demo		
Driveway	2	
Electrical	4	9
Foundation Only	1	
Gas		13
Gas Piping	3	
Generator		1
Manuf Home		
Mechanical	3	3
Oil Tank		1
Pellet/Wood Stove		
Place of Assembly		1
Plumbing	1	2
Pool		1
Propane Tank	3	
Renewals	2	
Repair		
Residential Addition		
Residential One Family		
Residential Remodel		3
Temp Occupancy		
Shed		
Solar		3
Use		
TOTAL PERMITS	26	50
INSPECTIONS	43 (4 failed)	69 (9 failed)
January Revenue	\$ 2,849	\$ 6,329
YTD Revenue	\$ 2,849	\$ 6,329
2024 TOTALS		
Permits	562	
Inspections	704	
Failed	75	
Revenue	\$91,210	

66 Main Street, Suite B
Plymouth, NH 03264

119 International Drive
Portsmouth, NH 03801



Telephone: (603) 279-0352
Toll Free: (866) 501-0352

all@mrigov.com
www.mrigov.com

UNIQUE SERVICES IN PUBLIC SECTOR RECRUITMENT

MRI has 35 years of experience with public sector executive recruitments and our record for helping towns and cities select candidates with the right “fit” is impressive. By investing time and energy to learn about the specific challenges of the job and understand the personality of the community, we can identify candidates with the right blend of management skill, leadership style, values, philosophy, and approach to ensure a “fit” for success and long tenure. Although our focus is New England, we have provided services to more than 750 municipalities throughout New England and beyond. We use this “reach” to benefit our clients. In conducting recruitment and selection services, we endeavor to do more than merely match candidates to job openings:

- We profile *your* community in a way that highlights the unique attributes that make it a desirable opportunity for potential candidates.
 - We work closely with you to understand the leadership and management aspects of the position that may be unique to your community in order to establish and clarify job expectations.
 - We actively seek out and recruit candidates that we think would be a good match for your community.
 - We work closely with each applicant to help them understand the position requirements and the expectations you have for the successful candidate while keeping them abreast of their status at each step in the selection process.
 - We recognize that the client is not only hiring a senior executive but may very well be bringing an entire family into the community. Consequently, we work with the applicants to enable them to learn as much as possible about the region as well as the client community, and we help the client prepare to support the assimilation of the new manager. We are also careful to ensure that economic expectations and family needs or special circumstances are clearly understood early in the selection process.

- We stay actively involved through the final selection and formal appointment. Our objective is to initiate and establish long-term, successful relationships between the individuals we help place and our clients.

We understand that every community is different; therefore, every search is different. MRI works hard to understand the intricacies and uniqueness of each client's organization, and then tailors the process to meet their specific needs and expectations.

RECRUITMENT "ASSISTANCE" OVERVIEW

In certain situations MRI is able to offer a Recruitment "Assistance" Package. This package allows the client to leverage MRI's technical expertise and recruitment administration services without the full level of community and client engagement that is offered in our Comprehensive Recruitment. These packages are based on an hourly rate that blends the usual rate for our administrative recruitment staff with the rate of our lead recruiter(s) assigned to the team. Historically, the cost for an "Assistance" package is less than \$5000.00 (five thousand dollars).

The scope of a typical "Assistance" package can be found below:

1. We can develop ad copy, recommend advertising venues, and coordinate placement of the ads (advertising costs are billed directly to the client unless otherwise agreed). Resumes are typically received for 30 days, and, with the authorization of the client, can be reviewed on a "rolling" basis in order to expedite the hiring process in an extremely competitive hiring environment.
2. We can assist the hiring authority, as desired, throughout the selection and hiring process.
3. We can research MRI's database and contact potential candidates from other similar recruitments we have conducted in the past 12 months.
4. We can canvas MRI's professional network to identify and reach out to promising potential candidates to invite their application.
5. We will receive and hold all resumes in confidence until the semi-finalists are chosen for an interview. We have found that assured confidentiality will increase the number and quality of applicants rather significantly. We acknowledge receipt of all resumes and keep candidates apprised of their status at each selection point throughout the process.
6. We can screen and review all resumes.

7. We can distribute essay questions to the top tier candidates. The essay questions will focus on areas of special interest to the Town.
8. We can conduct a web search of the top candidates and canvas our consultants, to identify potential issues or controversies in other employment situations.
9. We can conduct telephone interviews with the remaining candidates, placing the focus on current position and reasons for leaving; career history of successes and failures; future personal and professional goals; and their understanding of best practices and contemporary professional thinking in the field, and if included, essay responses. We forward the submittals of the top candidates to the client for local interviews with the hiring authority.
10. We can assist and prepare a Screening/Search committee and/or the hiring authority for interviews and facilitate those interviews, providing technical input, if desired.

ADVERTISING ALLOWANCE

We suggest an advertising budget of **\$1,000.00**. Advertising venues will be selected upon consultation with the client and MRI will be reimbursed for advertising expenses.

OPTIONAL – FINAL CANDIDATE BACKGROUND CHECK

Once a candidate and the client have signed a conditional offer of employment, MRI will perform an in-depth background check on the final candidate which shall include, but not be limited to, previous employment, and criminal and motor vehicle records checks for a flat fee of **\$1,500.00**. If the client selects this option, it will be billed separately upon completion.

FEES AND CHARGES

Our services for this recruitment/selection assistance process will be provided at an **hourly rate of \$115.00**. Since this is not a comprehensive recruitment package, the client will pay for only those steps in the process that are authorized by the client.

66 Main Street, Suite B
Plymouth, NH 03264

119 International Drive
Portsmouth, NH 03801



Telephone: (603) 279-0352
Toll Free: (866) 501-0352

all@mrigov.com
www.mrigov.com

UNIQUE SERVICES IN PUBLIC SECTOR RECRUITMENT

MRI has 35 years of experience with public sector executive recruitments and our record for helping towns and cities select candidates with the right “fit” is impressive. By investing time and energy to learn about the specific challenges of the job and understand the personality of the community, we can identify candidates with the right blend of management skill, leadership style, values, philosophy, and approach to ensure a “fit” for success and long tenure. Although our focus is New England, we have provided services to more than 750 municipalities throughout New England and beyond. We use this “reach” to benefit our clients. In conducting recruitment and selection services, we endeavor to do more than merely match candidates to job openings:

- We profile *your* community in a way that highlights the unique attributes that make it a desirable opportunity for potential candidates.
 - We work closely with you to understand the leadership and management aspects of the position that may be unique to your community in order to establish and clarify job expectations.
 - We actively seek out and recruit candidates that we think would be a good match for your community.
 - We work closely with each applicant to help them understand the position requirements and the expectations you have for the successful candidate while keeping them abreast of their status at each step in the selection process.
 - We recognize that the client is not only hiring a senior executive but may very well be bringing an entire family into the community. Consequently, we work with the applicants to enable them to learn as much as possible about the region as well as the client community, and we help the client prepare to support the assimilation of the new manager. We are also careful to ensure that economic expectations and family needs or special circumstances are clearly understood early in the selection process.

- We stay actively involved through the final selection and formal appointment. Our objective is to initiate and establish long-term, successful relationships between the individuals we help place and our clients.

We understand that every community is different; therefore, every search is different. MRI works hard to understand the intricacies and uniqueness of each client's organization, and then tailors the process to meet their specific needs and expectations.

RECRUITMENT "ASSISTANCE" OVERVIEW

In certain situations MRI is able to offer a Recruitment "Assistance" Package. This package allows the client to leverage MRI's technical expertise and recruitment administration services without the full level of community and client engagement that is offered in our Comprehensive Recruitment. These packages are based on an hourly rate that blends the usual rate for our administrative recruitment staff with the rate of our lead recruiter(s) assigned to the team. Historically, the cost for an "Assistance" package is less than \$5000.00 (five thousand dollars).

The scope of a typical "Assistance" package can be found below:

1. We can develop ad copy, recommend advertising venues, and coordinate placement of the ads (advertising costs are billed directly to the client unless otherwise agreed). Resumes are typically received for 30 days, and, with the authorization of the client, can be reviewed on a "rolling" basis in order to expedite the hiring process in an extremely competitive hiring environment.
2. We can assist the hiring authority, as desired, throughout the selection and hiring process.
3. We can research MRI's database and contact potential candidates from other similar recruitments we have conducted in the past 12 months.
4. We can canvas MRI's professional network to identify and reach out to promising potential candidates to invite their application.
5. We will receive and hold all resumes in confidence until the semi-finalists are chosen for an interview. We have found that assured confidentiality will increase the number and quality of applicants rather significantly. We acknowledge receipt of all resumes and keep candidates apprised of their status at each selection point throughout the process.
6. We can screen and review all resumes.

7. We can distribute essay questions to the top tier candidates. The essay questions will focus on areas of special interest to the Town.
8. We can conduct a web search of the top candidates and canvas our consultants, to identify potential issues or controversies in other employment situations.
9. We can conduct telephone interviews with the remaining candidates, placing the focus on current position and reasons for leaving; career history of successes and failures; future personal and professional goals; and their understanding of best practices and contemporary professional thinking in the field, and if included, essay responses. We forward the submittals of the top candidates to the client for local interviews with the hiring authority.
10. We can assist and prepare a Screening/Search committee and/or the hiring authority for interviews and facilitate those interviews, providing technical input, if desired.

ADVERTISING ALLOWANCE

We suggest an advertising budget of **\$1,000.00**. Advertising venues will be selected upon consultation with the client and MRI will be reimbursed for advertising expenses.

OPTIONAL – FINAL CANDIDATE BACKGROUND CHECK

Once a candidate and the client have signed a conditional offer of employment, MRI will perform an in-depth background check on the final candidate which shall include, but not be limited to, previous employment, and criminal and motor vehicle records checks for a flat fee of **\$1,500.00**. If the client selects this option, it will be billed separately upon completion.

FEES AND CHARGES

Our services for this recruitment/selection assistance process will be provided at an **hourly rate of \$115.00**. Since this is not a comprehensive recruitment package, the client will pay for only those steps in the process that are authorized by the client.

Deerfield Residents

Can now recycle at the Candia Recycling Center

This is a trial program for a limited number of residents

Materials that can be brought in to be recycled include:

Cardboard

Tin/steel cans

Aluminum cans

#1-7 plastic containers

Mixed paper

Plastic bags

Please note that any items not listed above *cannot be accepted*, as there is a cost for all other material that the Recycling Center handles

Other requirements: A special sticker is required and must be placed on the windshield. Sticker fee is \$25 per year.

Drop off days are limited to Wednesdays (8 am to 4:30 pm)
and Thursdays (12 noon to 5 pm)

(Thursday hours April to September are 12 noon to 7 pm)

This is a pilot program that will be evaluated for feasibility after a six month trial

Candia Recycling Center

29 Deer Run Road

603-483-2892