

1 DRAFT

2 BOARD OF SELECTMEN

3 TOWN OF SANDOWN, NH

4 SANDOWN, NH 03873

5
6 **Meeting Date: November 2, 2015**

7 **Type of Meeting: Regular Meeting**

8 **Method of Notification: Public Posting at Town Hall**

9 **Meeting Location: Town Hall**

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11 **Members Present:** Selectman Devine, Selectman Treanor, Selectwoman Buco
12 and Selectman Goldman.

13 **Not Present:** Selectman Tombarello
14 Town Administrator: Lynne Blaidsell

15 **Recording Secretary:** Sue Reynolds

16
17 Selectman Devine called the meeting to order at 7:00pm.

18
19 Pledge of Allegiance was done.

20
21 Selectman Devine asked the Board to review the minutes of Monday, October
22 19, 2015.

23 **Motion by** Selectman Goldman to accept the minutes of Monday, October 19,
24 2015 as written.

25 **Seconded by** Selectman Treanor.

26 **In favor,** Selectman Devine, Selectman Treanor and Selectwoman Buco.
27 Abstain Selectman Goldman.

28 **Motion passes 3-0-1**

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31 **PUBLIC COMMENT**

32 Chris Donnellan, resident of Sandown, read a letter from himself explaining his
33 concern in regards to Cathy Gorman calling him stupid in regards to his
34 opinion of not seeking more information from the Minority Committee
35 withdrawal plan and for Selectman Devine telling him that he was out of line
36 speaking the way he did at the Public Meeting at the PAC the week prior.
37 Chris stated he was only asking questions and expressing his opinion in both
38 matters and was not rude in any way. He continued to say that later that
39 evening as Selectman Devine walked by him Selectman Devine called him a
40 traitor which made Chris even more uncomfortable. Chris said that Cathy
41 Gorman has apologized several times for calling Chris stupid and when
42 Selectman Buco was asked if Chris was rude to her, her answer was no. After
43 Chris finished reading his letter Selectman Devine apologized several times
44 within minutes stating that he was frustrated that evening and he was sorry
45 for what he said. He went on to say that what he said was not appropriate,
46 and should never have happened. Chris accepted his apology but stated that
47 he still feels that something like this should have never happened. Chris was
48 also concerned for his job as Selectman Devine sits on a Board that controls
49 the spending, hiring and firing of the Cable Board that Chris works for.

50

51 Lynne Blaisdell stated that the Transfer Station will be closed on Wednesday,
52 November 11th in honor of Veteran's Day.

53 She said there will be a free Veteran's breakfast at Town Hall hosted by St.
54 Matthew's Church and the Sandown Lions Club on Saturday, November 7th at
55 8am.

56 Lynne also said there is a gentleman in Town that is in need of transportation
57 with dialysis treatments 3x per week, pick up at 10:40 and drop off at 11:20
58 and to be picked up on Friday's at 3:30 in Londonderry. Some of the spots
59 have been filled but they are still looking for a few more drivers. She said if
60 you can help you can contact the caregivers.

61

62 Selectman Buco said for those that are interested, there will be a Minority
63 Report demonstration on Saturday, November 7th from 2-4pm.

64

65 **Animal Control budget – 4414**

66 Chief Gordon is presenting this budget. Chief Gordon said there was quite a
67 bit of money removed from Payroll last year so that is why it is over budget
68 this year. He explained that he increased this line a little for next year and
69 there is a large animal cruelty case they are working on at this time. There is

70 also an increase in the Vet Disposal line due to this case as well. Chief Gordon
71 explains that Fremont Animal Hospital cares for their animals and they
72 continue to receive a great discount and Chief felt it was taking advantage of
73 them so he increased this line a little for that as well. Selectman Goldman
74 asked about the salary increases and Chief Gordon said it is determined by the
75 Union Contract.

76 **Motion by** Selectman Goldman to recommend the Animal Control budget to
77 the Budget Committee with Gross Expenses of \$16,267.00, Revenue of
78 \$500.00 and Net Expenses of \$15,767.00.

79 **Seconded by** Selectwoman Buco.

80 **In Favor**, Selectman Devine, Selectman Goldman, Selectman Treanor and
81 Selectwoman Buco.

82 **Motion passes unanimously.**

83

84 **Police budget 4210**

85 Chief Gordon is presenting this budget.

86 Selectman Goldman asked about the increases in the Vehicle Maintenance line
87 and the Uniform line. Chief Gordon stated last year that line was at \$9,172.00
88 and he is only requesting \$8,216.00 for this year. Selectman Goldman stated
89 that in 2015 only \$6,500 was budgeted and Chief Gordon said he didn't realize
90 that line was reduced so much last year and all the items on his spreadsheet
91 add up to the \$8,126.00. Selectman Goldman asked about the increase in
92 the Uniform line because only 42% of the budget is spent for this year and the
93 request for 2016 in an increase of 31%. Chief Gordon said he has 2 new hires
94 for next year and it is \$2,400.00 per person for uniforms. He also said he just
95 placed a uniform order last week.

96 **Motion by** Selectman Goldman to recommend the Police budget to the Budget
97 Committee with Gross Expenses of \$600,848.00, Revenue of \$4,075.00 and
98 Net Expenses of \$596,773.00.

99 **Seconded by** Selectman Treanor.

100 **In Favor**, Selectman Devine, Selectman Goldman, Selectman Treanor and
101 Selectwoman Buco.

102 **Motion passes unanimously.**

103 Chief Gordon stated that the salary increases in these budgets reflect union
104 members only, his salary and the animal control officer's salaries have no
105 increase at this time.

106

107

108 **Fire budget 4220**

109 Chief Tapley, Dennis ?????? and Michael Devine are presenting this budget.
110 Selectman Devine asked if they thought the Gas/Diesel line should be reduced
111 as much as it was and Chief Tapley said they are only at 31% now, and they
112 have a few fill ups left and with the reduction in the rate he feels comfortable
113 with requesting \$4,000.00 for next year and not the \$7,200.00 that was
114 requested for this year. Selectwoman Bucu wants to be sure this line is not cut
115 too short. Selectman Goldman asked about the increase in the Engineers
116 Reimbursement line and the Telephone line. Chief Tapley said he increased
117 the Engineers line to be more in line with the lieutenant's in the rescue area.
118 This includes a stipend of \$1,500.00 instead of \$1,000.00. Chief Tapley
119 explained the Telephone line was increased because they added IM
120 Responding which is a communication tool to receive text messages from
121 dispatch and hydrant locations with many other features. He said they are
122 already using it and it is working really well and they have entered into a 5
123 year contract for this.

124 Motion by Selectman Goldman to recommend the Fire budget to the Budget
125 Committee with Gross Expenses of \$141,155.00, Revenue of \$100.00 and Net
126 Expenses of 141,055.00.

127 Seconded by Selectman Treanor.

128 ***In Favor***, Selectman Goldman, Selectman Treanor and Selectwoman Bucu.

129 ***Abstain***, Selectman Devine (as he is a firefighter)

130 ***Motion passes 3-0-1***

131

132 **Rescue budget 4215**

133 Jon Goldman is presenting budget and recused himself as Selectman.

134 Also presenting the budget is Dan Gregorio, Lt. Strout, another Lt. and Chief
135 Tapley.

136 Selectman Bucu asked about the increase in the Training line and Jon Goldman
137 said even though the Training line increased the New Equipment line was
138 decreased as they allocated funds within different lines as they saw fit. Jon
139 explained there was a large increase in the EMT basic classes and he AMT
140 classes have gone from \$500.00 to \$1,200.00 or \$1,500.00 per class. They
141 budgeted for 2 EMT basics and 2 Advanced EMT's. He said they are also
142 looking into bringing in more outside training. Selectman Devine asked about
143 the reduction in the Recertification line and Selectman Goldman said they are
144 no longer required to do refresher training as long as they keep up with the
145 training. This is another reason why the Training line has increased.

146 Selectman Bucu asked about the Equipment Maintenance line and Jon
147 Goldman said the AED Maintenance Contract was increased.

148 **Motion by** Selectwoman Bucu to recommend the Rescue budget to the Budget
149 Committee with Gross Expenses of \$49,215.00, Revenue of \$0.00 and Net
150 Expenses of \$49,215.00.

151 **In Favor**, Selectman Devine, Selectman Treanor and Selectwoman Bucu.

152 **Motion passes 3-0-0**

153

154 **Update on Hazard Mitigation Plan 2015**

155 Brian Chevalier and Fred Teague. Brian said they have been working on this
156 for the past 4 months and they are looking for the BOS to accept it. Brian said
157 this will allow the Fire Dept. and Police Dept. to receive grants. Brian said RPC
158 had a lot of input in the plan as well, along with Paula and Lynne and the Fire
159 Chief. Lynne said this help the Town decide how they will handle upcoming
160 natural disasters and needs to be updated every 5 years. Just the updated
161 portion is being presented this evening.

162 **Motion by** Selectman Goldman that the BOS sign the Certificate of Adoption
163 for the Sandown Hazard Mitigation Plan Update for 2015.

164 **Seconded by** Selectman Treanor.

165 **In Favor**, Selectman Devine, Selectman Treanor, Selectman Goldman and
166 Selectwoman Bucu.

167 **Motion passes 4-0-0**

168

169 Brian Chevalier talked about the snow storm from last year and they received
170 a check from FEMA for \$43,461.89. He said they established a Disaster Fund
171 and is requesting this money to go into that account. This can be used to help
172 offset the Highway Department budget. Lynne said this Board can't make that
173 decision and it is on the agenda to discuss a warrant article for this.

174 Selectman Goldman asked what can it be used for and Lynne said it can be
175 used to offset the Fund Balance. Lynne said this isn't something they have to
176 make a decision on this evening. She will add it to a further agenda when they
177 discuss warrant articles. Brian again asked for the support of the Board to put
178 this money into the Disaster Relief Fund that was created for this purpose.

179

180

181 **Health Insurance Discussion**

182 The Board was presented with a spreadsheet of options in regards to the
183 Health Insurance plans that were presented in previous weeks. Lynne said

184 the Community Health Options Premiere Plan seems to be the best fit for most
185 employees. She said this is a plus for both the Town and the employees, with
186 the decrease in the deductibles as well. Lynne referred to the spreadsheet in
187 the packet and the breakdown of the employees, deductibles, rate reductions
188 and the amount the employees would be paying in regards to the percentage
189 the BOS agrees on. Lynne said the Board needs to decide how much the
190 employees will pay as the older the employee is, the higher the rate is. Lynne
191 said that Paula from Foy Insurance came in on Wednesday morning and sat
192 with employees to answer any of their questions. Michelle Short said there
193 were 6 employees that met with Paula at that time and Michelle feels the
194 difference between the employee pricing and flat rate pricing and 7 out of 10
195 employees will pay a higher rate if the Board chooses the flat rate pricing.
196 Michelle said there is a reason this is an age based plan and doesn't feel the
197 younger employees should be penalized by paying more. Selectman Goldman
198 asked if there is a wellness plan incorporated in this plan and Lynne said she
199 was not sure. Michelle said when they looked at the Health Trust Plans the
200 deductibles were about \$10,000.00 and they felt it was too high. Michelle also
201 said that the vision is not included in the medical plan and Lynne said that
202 information is also included in their packets. Lynne said a decision needs to
203 be made tonight as they have a December 1st renewal. Chief Gordon said a
204 requirement in the Union Contract to have a vision and dental plan offered to
205 the employees. Selectman Goldman asked if they can start this process earlier
206 next year and possibly have an employee committee to look into the
207 differences. Lynne said they have done it in the past but unfortunately the
208 rates aren't available until October. Lynne said they now have a December 1st
209 renewal and in the past they have had a January 1st renewal. Selectman
210 Goldman said he really wants to look into the Health Trust for the employees
211 for next year. Selectman Devine asked if this can be a 13 month contract so
212 they can continue with the January 1st renewal date and Lynne said she will
213 ask Paula from Foy Insurance. Selectman Goldman also wants to be sure the
214 employees don't go backwards and pay more for their insurance and not get
215 good raises to offset that cost. Cheryl Eastman said she likes the Premiere
216 Plan and suggests that the employee contribution be 10% instead of 15%
217 since the Town will be saving money with this plan and it won't be as much of
218 a hit for the older employees. Lynne feels this plan is a good plan for the
219 employees and more affordable for the Town.

220 **Motion by** Selectman Goldman to choose the Community Premiere Health
221 Insurance coverage with the employee contribution rate at 10% billed to the
222 individual employee pricing.

223 **Seconded by** Selectman Treanor.

224 **In Favor**, Selectman Goldman, Selectman Treanor, Selectman Devine and
225 Selectwoman Bucu.

226 **Motion passes unanimously.**

227

228 Selectman Devine said this plan is very different from what they are used to
229 and it is also much less expensive. Cheryl said according to Paula from Foy
230 Insurance this is a new plan that was started last year which is why they have
231 come in with lower rates. Cheryl asked the Board to keep in mind the vision
232 plan that needs to be offered to the union employees at the very least. Lynne
233 said they already have a dental plan in place that is paid for by the employees
234 that want to use it. Lynne said the discussion the Board needs to have next
235 week is whether there will be a Town contribution to the vision plan they
236 offer or if the employees will need to pay for it themselves. Selectwoman
237 Bucu asked for an update on the cost per employee looking at raises vs
238 insurance costs and Lynne said that was in a previous packet but she will ask
239 Cheryl to update it with the new insurance rates and present it to the Board.
240 There was discussion in regards to the amount of the reimbursement an
241 employee would receive that did not take the Town's health insurance. Lynne
242 asked the Board to be ready next week to talk about the vision plan, the
243 buyout and employee raises.

244

245 **Appointment to the Conservation Commission**

246 Lynne said the Conservation Commission is looking to appoint 2 members to
247 the Conservation Commission, one as a member and one as an alternate.

248 **Motion by** Selectman Goldman to appoint Pam Gaudreau to the Conservation
249 Commission until March 2017 and Sophie Dykman as an alternate to the
250 Conservation Commission until March 2018.

251 **Seconded by** Selectman Devine.

252 **In Favor**, Selectman Goldman, Selectman Treanor, Selectman Devine and
253 Selectwoman Bucu.

254 **Motion passes unanimously**

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257 **Discussion regarding possible warrant article for 2016 regarding**
258 **Disaster Management Fund**

259 Lynne said this fund has been created and they are looking to put the money
260 received from FEMA into this fund. Lynne said if the money doesn't go into
261 this fund then it remains in the Town's fund balance and can be used to offset
262 taxes. Selectman Devine asked that this be put on a future agenda.

263

264 **Request for tree lighting ceremony**

265 Lynne said she and Paula have put together a tree lighting ceremony for the
266 past few years and they would like to continue it this year as well. She said
267 they would like to have it on the first Friday in December and are seeking the
268 Board's approval. Lynne said she has received a donation from the Lions' Club
269 in the amount of \$25.00. The consensus of the Board is okay with this.

270 **Motion by** Selectman Devine to accept the \$25.00 donation from the Lions
271 Club for the tree lighting ceremony.

272 **Seconded by** Selectman Goldman.

273 **In Favor,** Selectman Goldman, Selectman Treanor, Selectman Devine and
274 Selectwoman Bucu.

275 **Motion passes unanimously**

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278 **Discussion regarding leaking roof at Town Hall**

279 Lynne said there is a leak in the roof on the Finance, planning side of the
280 building. She said the past few heavy rain storms there has been damage in
281 the offices with water coming inside. Lynne said the roof is 24 years old. She
282 asked a roofer to come and do an estimate so she could get an amount in the
283 budget. She said once the Board agrees she will go out to bid and get 3 quotes.
284 She said she also asked for a quote for the upper roof as well. The quote
285 presented was \$5,250.00 for the lower roof and the upper roof is \$17,000.00.
286 Selectman Devine feels this is something that needs to be done immediately
287 and comfortable with Lynne moving forward with this now. Lynne said
288 according to the purchasing policy she needs to get 3 quotes for anything over
289 \$5,000.00 and Selectman Goldman suggested that the bidder lower the price
290 from \$5,250.00 to \$5,000.00 and he can have the job tomorrow. Selectman
291 Devine agreed. Selectwoman Bucu feels the other quotes should be obtained
292 this week.

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295 **CORRESPONDENCE**

296 Letter from the attorney regarding the law suit vs. TRSD.
297 Lynne said there was a final order on October 19th that dismissed all of the
298 claims asserted by Sandown and Danville against TRSD. The case was
299 summarized and asking the Board if they would like to appeal or not. The
300 appeal needs to be done prior to November 18th. Selectman Devine feels the
301 only thing worth moving forward with is the Right to Know issue and thinks
302 they should talk to Danville. Selectwoman Bucu said she spoke to Dr. Farrah
303 in regards to this and she said she will speak to her Board but she is out of
304 Town this week. Selectwoman Bucu agrees with Selectman Devine as well.

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307 **LIAISON REPORT**

308 Selectwoman Bucu had nothing to report.
309 Selectman Devine had nothing to report.
310 Selectman Goldman had nothing to report.
311 Selectman Treanor had nothing to report.

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313 ***Motion by*** Selectman Goldman to adjourn.
314 ***Seconded by*** Selectman Treanor.

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316 Meeting adjourned at 8:45