

1 DRAFT

2 BOARD OF SELECTMEN

3 TOWN OF SANDOWN, NH

4 SANDOWN, NH 03873

5
6 **Meeting Date: November 9, 2015**

7 **Type of Meeting: Special Meeting**

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

9 **Meeting Location: Town Hall**

10
11 **Members Present:** Selectman Devine, Selectman Treanor, Selectman
12 Goldman, Selectwoman Bucu arrived at 7:05 and Selectman Tombarello.
13 Town Administrator: Lynne Blaidsell

14 **Recording Secretary:** Sue Reynolds

15
16 Selectman Devine called the meeting to order at 7:00pm.

17
18 Pledge of Allegiance was done.

19
20 Selectman Devine asked the Board to review the minutes of Monday, October
21 26, 2015.

22 Selectman Goldman, stated line 108 should read Paula Agrella,

23 **Motion by** Selectman Tombarello to accept the minutes of Monday, October
24 26, 2015 as amended.

25 **Seconded by** Selectman Treanor.

26 **In Favor,** Selectman Tombarello, Selectman Devine, Selectman Treanor and
27 Selectwoman Bucu.

28 **Abstain** Selectman Goldman

29 **Motion passes 4-0-1**

32 Lynne reminds the residents that Transfer station will be closed Wednesday,
33 November 11th in honor of Veteran's Day.

34

35 **PUBLIC COMMENT**

36 Cathy Gorman, resident of Sandown. Cathy said at the TRSD Budget
37 Committee meeting they asked for \$40,000.00 to be budgeted to plow
38 Sandown Central. Cathy said the BOS discussed this at one of their meetings
39 and it was decided to keep it in the Town's budget. Cathy is suggesting that a
40 motion be made in regards to this so the TRSD Budget Committee won't put it
41 in their budget. Lynne said the Board confirmed they are not changing
42 anything and the budget will be the same with continuing to plow Sandown
43 Central. Lynne said she sent a letter to the superintendent to let them know.
44 Lynne said she will send a follow up email to Mr. Hughes, the building
45 maintenance person. Selectman Tombarello suggested to make a motion to
46 keep this money in the Town's budget so that the School District can't put it in
47 their budget and Cathy said she is afraid that if she makes a motion to remove
48 it from the school budget and it fails, they can use the money as they want if it
49 is not used for plowing. Selectman Goldman doesn't think the BOS needs to
50 make this motion as nothing has changed and said no other Town's in the
51 District are making motions to plow their schools. Cathy said she will make a
52 motion to cut the money from the school budget at the next meeting she
53 attends.

54 Cathy also wanted to talk about the Majority Report that was submitted to the
55 Board of Ed. as she is concerned about some inaccuracies in the report that
56 was submitted. She is suggesting the Board submit a follow up report.
57 Selectman Treanor asked if this was ever going to be put to sleep and Cathy
58 said yes, with accuracy and suggested the BOS should have waited to see all of
59 the information from the Minority Committee. Selectman Goldman feels if
60 there is a problem with the District study report, it should be taken it up with
61 the District. Selectman Goldman said he is not in favor of discussing this any
62 longer. Cathy said it is up to the Board to represent the Town and it is up to
63 the Majority Committee to represent the School District. Cathy said that she
64 has documentation in her hands that is inaccurate. Selectman Goldman said
65 that the it is up to the District to submit that report and Selectwoman asked
66 who is responsible for submitting the Town report and Selectman Goldman
67 said the BOS voted not to submit a report to the Bd. of Ed and Selectwoman
68 Bucu asked what legal counsel this was based on and Selectman Devine stated
69 the legal counsel didn't give us an answer on this when they were asked.

70 Selectwoman Bucu said as a member of the Minority Committee and as a
71 member of the BOS she will be exercising her right to submit a report without
72 a withdrawal plan. Selectman Goldman said he assumes that the report will
73 not be on Town letterhead and will not be on behalf of the BOS because the
74 BOS took a vote a few weeks ago not to submit a Minority Report. Selectman
75 Bucu said her report is not stating that she wants to withdraw and she also
76 said according to legal counsel she can submit a Minority Report and she will
77 be doing so to finish the job that she was asked to do.
78 Selectman Tombarello said both Boards are going to say the other report is
79 wrong and feels it is going to continue to happen and this Board has spoken
80 and feels they should focus on the budget at hand of the Town. Cathy said the
81 deadline to submit a report is this Friday and says the law allows for a
82 Minority Report to be written to protect the Town and doesn't feel the Board
83 should be leaving this up to the district. Cathy said she has information from
84 the superintendent in Salem that said the information presented in the
85 Majority Report was incorrect.

86

87 **Discussion on health insurance deductions, vision coverage and**
88 **employee increases for 2016.**

89 Selectman Tombarello asked why the reduction in the employee contribution
90 was being reduced from 15% to 10%. He is concerned that when Obama Care
91 kicks in the insurance won't go down and he is concerned that employees will
92 have to go from 10% to 25% in the future. He also asked the buyout going
93 from \$1,700.00 to \$2,500.00. He is asking to revisit this and feels 2 BOS
94 should have abstained from the vote as they have family members that work
95 for the Town.

96 **Motion by** selectman Tombarello to increase the employee's contribution to
97 15%.

98 **Seconded by** Selectman Treanor.

99 Selectman Devine said his son works for the Town and 11 employees were
100 involved with the decision and he was the minority. He said the Town saved
101 money and felt it should be passed onto the employees which is why he voted
102 in favor of that. Selectman Tombarello said the worked with the Finance
103 Director today and it would have been more beneficial to give the employees a
104 3% increase instead of decreasing their contribution to 10%. Selectman
105 Goldman doesn't want to see the employees go backwards. He said the Town
106 did have some savings and feels it should be passed on to the employees as it
107 is their benefit that the Town is sharing the cost with them. He doesn't feel

108 motions should be made at later meetings to change the votes of what the
109 Board voted on when a Board member was not there.
110 Selectman Goldman stated according Roberts rules the person making the
111 motion has to be on the prevailing side to bring up the motion. Chief Gordon
112 said it's not often that the insurance is reduced so why not give it back to the
113 employees. He said there are employees that get insurance for nothing and
114 bordering Towns are offering insurance to their employees with no
115 contribution. He said raises have always been a cost of living at 2% and if
116 both can be given great. He asked the Board to leave it at 10%. Selectman
117 Goldman said he would like to see an Insurance Committee established in the
118 spring to see what other towns are doing and what plans are out there.
119 Selectman Goldman offered to make the motion so there could be further
120 discussion and Selectman Tombarello said he is all set. He wanted to make his
121 opinion known.

122 ***There was no vote on this motion.***

123 Lynne said the Board needs to decide on the vision portion of the plan. In the
124 past the vision was included but Anthem does not offer this as part of their
125 plan. Lynne said the yearly cost would be \$1,600.00 for all employees.

126 ***Motion by*** Selectman Tombarello that the employees pay 10% and the town
127 pays 90% of the vision plan.

128 ***Seconded by*** Selectman Goldman.

129 Selectwoman Bucu asked why she had to abstain from a vote that affected the
130 entire town and not just one department. She said she was asked not to vote
131 on the union contracts but nothing was ever mentioned in regards to a Board
132 member abstaining on town wide benefits.

133 ***In Favor,*** Selectman Tombarello, Selectman Goldman, Selectman Treanor.

134 ***Abstain,*** Selectman Devine and Selectwoman Bucu

135 ***Motion passes 3-0-2***

136

137 **Discussion on salary increases for employees**

138 Lynne referred to the chart that the Finance Director put together showing the
139 financial impact to the town ranging from a 1% increase to 5%.

140 Chief Gordon said the union contract is at 4-4 ½%. Selectman Tombarello
141 said he would be in favor of a 2% increase. Lynne said the estimated savings
142 on the insurance to the town including the vision would be \$16,130.00.

143 Michelle Short points out that part time employees don't get any benefits so
144 basing the employee raises on that isn't fair to the part time employees.

145 Selectman Goldman asked how the Board feels about a 3% increase.

146 Selectwoman Bucu feels that it should be merit based and the extra 1% could
147 be an incentive to do well. Selectman Goldman suggested that all employees
148 get 2% and the extra percent or 2 would be discretionary to the department
149 head and 3% would be need to be budgeted. Selectman Tombarello suggested
150 tabling this discussion for 1 more week. Selectman Goldman asked if more
151 information can be provided in regards to the employee insurance increases
152 and potential salary increases. Lynne said half of the employees are union
153 employees so the increases won't matter. Selectwoman Bucu asked what the
154 tax impact would be for the various percentages. Lynne asks what else she
155 needs to provide the Board so they can make a decision. Selectman Goldman
156 said the tax impact would be enough for him to make his decision.

157 **Motion by** Selectman Goldman that all part time and full time employees get a
158 2% increase with the ability to earn an additional 1% merit raise as
159 determined by their manager. Lynne said she is not in favor of merit raises as
160 all employees have always been given the maximum amount. Selectwoman
161 Bucu said she can understand that as a 2% increase isn't even a cost of living
162 raise.

163 **There was no second to this motion.**

164 **Selectman Goldman withdrew his motion.**

165
166 **Motion by** Selectman Goldman that all employees receive a 3% increase
167 across the board.

168 **Seconded by** Selectwoman Bucu.

169 Selectman Tombarello refers to employee #9 on the list and pays \$48.02 a
170 week for the health insurance and it is reduced by 10% insurance went down
171 to \$32.86 so the insurance was reduced by \$16.00, which is equivalent of a 2%
172 increase for an employee making \$20.00. Selectman Goldman said they are
173 receiving a 5% increase but it's only costing the town 3% and this won't be
174 the case for all employees. Selectman Goldman said the difference between
175 2% increase and 3% is \$15,000.00 which would be a very little tax impact.
176 Selectwoman Bucu said the insurance savings is \$16,000.00 so this would be a
177 wash.

178 **In Favor,** Selectman Goldman, Selectwoman Bucu

179 **Opposed** Selectman Treanor, Selectman Tombarello

180 **Abstained** Selectman Devine.

181 **Motion failed 2-2-1**

182

183 Selectman Tombarello asked if there is other information Lynne can provide
184 to help the Board make a decision. Selectman Goldman said he doesn't want
185 to see employees go backwards. Lynne said there is 1 employee that will go
186 backwards because of the way they are paying for the insurance.
187 This discussion will be placed on the agenda for next week.

188

189 **NEW BUSINESS**

190 **Utility pole at the corner of Fremont Rd. and Depot Rd.**

191 Lynne said a call was made to Eversource as this street light is staying on
192 during the day and they asked them to fix it and they responded by saying this
193 light is not being billed to the Town and if the Town does not want to pay for
194 the light then they will remove it. Lynne is asking the Board if they would like
195 to pay for it. Lynne said she spoke to Artie and he feels it ok to remove it as
196 well as Chief Tapley. Lynne said when she spoke with Chief Gordon he was in
197 favor of keeping it here and Selectman Treanor feels it should be kept there as
198 well. Chief Gordon feels it would be good to keep it as there are 3 streets that
199 come together and he recommends that it be repaired to today's standards.
200 Lynne feels that if they put LED lighting in this they town will have to pay for
201 it. Selectman Tombarello and Selectman Goldman would like to see it stay as
202 well. Lynne said she will find out what the upgrade cost and repair cost will
203 be.

204

205 **Appointment of 2 members to the OHD Committee**

206 **Motion by** Selectman Tombarello to appoint Patricia Kimball and Mark
207 Cyrulik to the OHD Committee for a 1 year tem starting immediately.
208 Selectwoman Buco.

209 **In Favor**, Selectman Tombarello, Selectman Devine, Selectman Goldman,
210 Selectman Treanor and Selectwoman Buco.

211 **Motion passes unanimously.**

212

213

214 **OLD BUSINESS**

215 **Further discussion regarding 2015 audit proposals**

216 Lynne said she and Cheryl looked at the proposals and they are an exact
217 comparison. They are recommending staying with Melanson Heath for the
218 auditors even though they were \$200.00 higher Vachon.

219 Selectman Devine feels it is good to switch auditors every once in a while as a
220 new set of eyes will be looking at this, but if you are happy with what you are

221 getting then maybe you should stay with them. Selectwoman Buco feels
222 unless there are issues it is good to stay with the same auditors. Lynne said
223 even though they stay with the same auditors, there are different employees
224 looking at the town's information. The consensus of the board is to keep
225 Melanson Heath.

226 **Motion by** Selectman Tombarello to award the Town Audit proposal to
227 Melanson Heath in the amount not to exceed \$46,500.00 for the years of
228 2015/2016/2017.

229 **Seconded by** Selectwoman Buco.

230 **In Favor** Selectman Devine, Selectman Tombarello, Selectman Goldman,
231 Selectman Treanor and Selectwoman Buco.

232 **Motion passes unanimously.**

233

234

235 **Further discussion regarding 2015 budget proposals for executive and** 236 **insurance**

237 Lynne said she met with the Budget Committee last week and had to make
238 some changes to the budgets and wanted to discuss this with the BOS.

239 Lynne referred to the Property Liability line stating the Budget Committee
240 approved the 47,000.00 instead of the \$44,754.00.

241 **Motion by** Selectman Tombarello to recommend the Insurance budget to the
242 Budget Committee with Gross Expenses of \$105,083.00, Revenue of \$0.00 and
243 Net Expenses of \$105,083.00.

244 **Seconded by** Selectwoman Buco

245 **In Favor** Selectman Devine, Selectman Tombarello, Selectman Goldman,
246 Selectman Treanor and Selectwoma Buco.

247 **Motion passes unanimously.**

248

249 **Executive budget**

250 Lynne said the Auditors line can be reduced from \$16,300 to \$15,000.00, the
251 Town Report line can be reduced to \$2,000.00 from \$2,500.00 and
252 Services/Deeds needs to be increased to \$300.00 as they have already
253 expended \$280.00 so far this year.

254 **Motion by** Selectman Tombarello to recommend the Executive budget to the
255 Budget Committee with Gross Expenses 224,573.00, Revenue of \$350.00 and
256 Net Expenses \$224,223.00.

257 **Seconded by** Selectwoman Buco.

258 ***In Favor*** Selectman Devine, Selectman Tombarello, Selectman Goldman,
259 Selectman Treanor and Selectwoma Buco.

260 ***Motion passes unanimously.***

261

262 **Further discussion regarding Sandown/Danville v TRSD case**

263 Selectwoman Buco said the Danville BOS are meeting tonight and she will get
264 an answer from Kim Farrah after tonight's meeting. Selectwoman Buco feels
265 they need to pursue this in regards to the Right to Know law. The deadline is
266 November 13th. Lynne said we don't have time to wait for Danville's decision.

267 Selectwoman Buco said this judge didn't address a ruling on the the Right to
268 Know law the Town would get 1/3 of the incurred fees back and the total
269 amount for the Right to Know case plus the cost in full for the appeal.

270 Selectman Tombarello said he'd like to know how much the town will receive
271 and is it worth it to pursue it. Lynne asked what would we gain from pursuing
272 this and Selectwoman Buco said the District should not be conducting such
273 activities and the Town will receive their legal fees back. Selectman Devine
274 said he there is no guarantee that we won't get just an opinion and

275 Selectwoman Buco said this will go to Supreme Court, which would create a
276 case law. Selectwoman Buco said other cases that have moved forward in
277 similar cases she would be surprised if the judge didn't rule in our favor on
278 this. Selectman Devine asked Lynne to find out from the Town of Danville as
279 to where they stand. Lynne said we need to let the attorney know no later
280 than this Wednesday. Selectman Tombarello said he can't vote on this
281 without knowing how much it will cost and Selectwoman Buco said she can
282 give him that information but she doesn't have it with her tonight. Lynne said
283 she needs to know where the Board stands either with or without Danville's
284 decision. Selectman Goldman said as much as he wants to know the answer,
285 he doesn't know if the Town should spend the money to do so. Selectman
286 Devine said that if Danville goes in with the Town they will pay 50% of the
287 cost and if they win they will get all of their money spent back. Selectwoman
288 Buco says this is not an easy decision but feels there is a problem because in
289 the beginning the meetings were done in non-public session and the taxpayers
290 of Sandown had no say or knowledge of what was being discussed until a later
291 point in time when the meetings became public. Selectman Devine suggests to
292 move forward if Danville is in favor of moving forward and not if they are not.
293 Selectman Tombarello is in favor of getting an estimate of the cost before
294 making a decision. Lynne said she will call the Board once she has the
295 information.

296 **CORRESPONDENCE**

297 There is a letter from RPC in regards to their Legislative forum on coastal
298 flooding and climate change to be held on November 18th and if anyone would
299 like to go let Lynne go.

300

301 **Letter from Frank Guinta's office**

302 There was a letter from Frank Guinta's office in regards to the Cadillac tax on
303 health care benefits contained in the Affordable Care Act has been repealed.

304

305

306 **Letter from Xfinity**

307 There was a letter from Xfinity with rate changes and basically everything is
308 going up effective January 1, 2016.

309

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311

312 **LIAISON REPORT**

313 Selectman Tobarello has nothing to report.

314 Selectwoma Buco – Fremont Rd. patching is finished and the lines are painted.

315 The Highway dept. is cleaning up leaves and the new Highway employee is
316 plugging away at the list and seems to be a good fit.

317 Selectman Devine – Fire Dept. moving along with the building, they moved
318 door over.

319 Selectman Goldman has nothing to report.

320 Selectman Treanor – OHD looking for new members.

321

322

323 Lynne Blaisdell stated people are receiving calls from the IRS and they are
324 being told they are going to be sued and they need to immediately send
325 money and she wants residents to be aware of this. Lynne said the IRS only
326 contacts you by letters and not by phone, so don't give out any information.

327 Selectman Devine states the IRS will only contact you by mail and will contact
328 you several times if they need to but they will never contact you by phone.

329

330

331 ***Motion by*** Selectman Tombarello to adjourn.

332 ***Seconded by*** Selectwoman Buco

333 ***In Favor*** Selectman Tombarello, Selectman Devine, Selectman Goldman,
334 Selectman Treanor and Selectwoman Buco.

335 ***Motion passes unanimously***

336

337 Meeting adjourned at 9:15

338

339 Respectfully submitted

340 Sue Reynolds