

**Town of Chester  
Board of Selectman Meeting  
Thursday, January 21, 2010  
Municipal Complex  
Approved Minutes**

**I Preliminaries**

1.1 *Vice Chairman Cannon called this meeting of the town of Chester Board of Selectmen to order at 7:05pm*

1.2 *Roll Call*

Members present:

Joseph Castricone  
Jack Cannon, Vice Chairman  
Stephen O. Landau  
Robert E. Brown

Selectmen absent:

James Hassam, Chairman

Members of the Public present, at various times:

John Colman  
Barbara Dolloff  
Midge Gould  
Andrew Hadik  
Hilary Hall  
Bonnie Healy  
Patricia Martin  
Steve Moltenbrey  
Darrell Quinn  
Matt Rittenhouse, Tri-Town Times Reporter  
Carolyn Scott  
Leroy Scott  
Angela Sherwood, Finance Director  
Rhonda Lamphere, Budget Committee Chair (arrived 8:40 PM)  
And other persons unknown to the recording secretary

1.3 *Pledge of Allegiance*

Vice Chairman Cannon lead attendees in the pledge of the Allegiance.

1.4 *Chairman's Additions or Deletions*

Selectman Landau wants to add a brief Non-public under RSA 91-A:3 II(e) – litigation.

## 1.5 Public Comment

John Colman, 74 Derry Road, stood and was recognized; he stated that he was here to let the board know that he is unhappy with the way the building inspector was treated. He said he would have liked to address Jamie (Chairman Hassam) as well but it's ironic that he is out sick. John said that James has been out for a while and is out again tonight and yet, the Board found that that was one of the reasons to let the inspector go. The inspector was sick, in the hospital and as he understood it, the inspector even had a doctor's note. He said it seems unfair we keep one individual but we let another one go for the same thing.

To Selectmen Castricone, Mr. Colman said he has known him a long time. Mr. Colman stated he has lived in this town "all my life" and you are a relatively newcomer to the town but you are even more a newcomer to the selectmen's board, and yet you feel that you can pass judgment on a guy that's been in the business for 35 plus years. Mr. Colman said the inspector was appointed by the governor to different positions, three different governors as a matter of fact, so it would stand to reason that he knows his job.

He said that his understanding of the inspector's job is to investigate and find out who is obeying the law in town, who is following the rules, and who is not. He stated he did not think the inspector should have been reporting to Selectmen Castricone about what his duties are until he comes up with something that needs to have the selectmen respond. Mr. Colman stated even though he did not agree with some of the things that the inspector was doing, he was doing his job – that was what you were paying him for, and he was doing his job well because from what he heard there were many people unhappy so obviously he was stepping on toes. He was doing his job enforcing rules and regulations that probably had not been enforced in years. So, if we are not going to support a "guy" that's doing his job and knows his job, then it does not speak very well to the Board.

Mr. Colman added that the town has a change of personnel all the time. People are leaving positions in town and while he does not know what the reasons are, he suspects that the Selectmen are part of it. He said he feels this guy got a raw deal. He obviously stepped on somebody's toes and not just poor communications as claimed. Mr. Colman thanked the board and returned to his seat.

Vice Chairman Cannon asked if there were any further public comments; as no further members of the public wished to speak, Vice Chairman Cannon closed public comment at 7:10 pm.

## II Appointments

### 2.1 Steve Moltenbrey – Stevens Hall Restoration

Mr. Moltenbrey stated he wanted to bring the board up to speed as to where they were at with Stevens Hall, give a proposal and finalize the project. He took some pictures and said selectmen Cannon had seen the downstairs. Selectmen Cannon acknowledged that he had gone in last week and stated that so far so good. Steve asked if anyone else had seen the ceiling and the work that has been done..

Steve stated that the dining room walls were redone and painted and he received \$1,000 from historical society of the \$1,550. The ceiling repair cost \$1,500 to a total of \$2,050. He said we have \$6,800 in encumbered funds for the restoration of the building, leaving a total right now of \$4,750.

Steve said that he was approached by MLM Contracting, the company that did the work downstairs, and they had been approached about possibly doing the upstairs and what it would cost. A conversation ensued. Steve stated that the-long-and-the-short-of-it was: the cost to re-do the ceiling in the upper hall is \$10,000.

He said that some one approached the historical society and offered to donate \$3,000 for the repair of that ceiling. Steve informed the board that he spoke with Web Anderson of the historical society and they are willing to pick up another \$2,000.

He stated they would apply another \$2,500 if the town is willing to pick up \$4,500. This would be to get the ceiling in the upper hall repaired in the same manner that the downstairs is repaired and repainted, including the rose and gold around the light fixtures and fan.

The only remaining project to be done would be the floor refinishing. The company that did the downstairs is giving an estimate of \$3,339.65. They will hold to that but he does not want to do that until the very last. He said this would include the stairs, the downstairs and the dining area.

He stated in addition to cleaning the upper hall and putting an additional coat on the upper hall, because his equipment is already there, we might as well spiff it up before the rededication. Steve said the total is \$7,829.65 which would put us over the amount we have encumbered by \$3,079.65.

Steve continued: We currently have a maintenance line for floor maintenance/custodial at the post office for \$1,000 for this year but the floor was just replaced and we are not going to expend that amount because it does not require wax or stripping. We have \$1,650 custodial for Stevens Hall, which is not contracted out because we have Allyson doing it now. This leaves us with \$429.64 to make up the difference. He stated he can absorb that in the general building maintenance line to cover the cost of the \$4,500.

With the \$5,500 donated from the historical society, his recommendation is to go forward. With the society money and the \$4,500 requested, we will still do the floors. He said what he needs from the board is the acceptance of the donation of \$5,500.

Selectmen Cannon asked if Hilary Hall had anything to add and invited her to join the discussion at the table. Hilary confirmed that the historical society was going to vote on the \$2,500 but it is pending until a vote at Monday night's meeting. Therefore, the town's amount could go up \$2500 if it is not voted in on Monday. Steve responded that his proposal was contingent on getting the \$2,500.

Hilary said she also received a call from JLP painting on doing the ceiling upstairs. His drawback before was he did not have the insurance required to do work for the town. She asked him to

resubmit an estimate and proof of insurance by the first of next week to the town.

Hilary stated she is on the docket for the meeting next Thursday night to give the board an update regarding the rededication of Stevens Hall and also about a kitchen matter. This will give the society an opportunity to vote on the \$2,500. Steve stated he had not received the proposal from this contractor and the last time he submitted a proposal to Hilary not to him, did not have insurance and he would not consider his proposal. Vice Chairman Cannon stated to Steve that we cannot consider it until we know we cannot consider it. Hilary stated she asked the contractor to Fax the proposal directly to the town.

Vice Chairman Cannon replied to accept the \$10,000 but Selectman Castricone stated by our own policy, anything over \$5,000 has to go out to bid. Steve said the town is only paying \$4500, the rest is not town funds. Selectman Castricone stated he knows there's another business in town that is interested in making a bid. Steve replied to Selectman Castricone to have them contact him so he would have all the information. Vice Chairman Cannon stated they would have to talk directly to Steve. Steve reiterated he would need the opportunity to speak with the contractor.

Vice Chairman Cannon said that this should be tabled for a week and asked Steve to come back with any additional knowledge. Also, it is contingent on the historical society for that donation but he trusts that Web is going to make that happen. He said one week is not going to make or break this deal.

Selectman Brown added that the historical society donating the \$2,500 would be in their best interest. Hilary stated that the historical society has already donated a lot of money toward Stevens Hall. The lights were already purchased/ordered and that money cannot be recouped. Steve replied: because of this he would like to move forward.

Vice Chairman Cannon stated if the historical society vote doesn't go our way, the \$7,000 would be more than we contemplated for this project. Steve replied that he would not suggest we do it if it was \$7,000.

Steve said he is looking at a known quality of work and that's why he is recommending going forward but he is comfortable with waiting a week. Vice Chairman Cannon asked if there was a risk on waiting a week. Steve said he cannot promise anything. Selectman Brown offered that they wait a week and solve it at their next Selectmen's Meeting.

Selectmen Landau stated that this is not all of the repairs that the building needs; namely, the porch has to be repaired/replaced so understand this amount would only be for the interior of the building.

Steve replied the building was built in 1909 and it will never be done. Selectmen Landau said he was not suggesting that anything that was built even yesterday was ever going to be done; but the point is that it was stated "it would complete all the work." Selectman Landau pointed out that we have already been out to have an architect take a look at it because there is harm there and it has been brought to our attention a couple of times because the rails and other things are not solid. Selectman Landau explained that all he is stating is that there is additional work that still needs to be done. He added: "maybe these other repairs will not need to be done next week, but it cannot

wait ninety years. "

Steve replied when he said done, he meant ready for the restoration. The other work is significant and exciting work but it cannot even be considered with the funds available. Selectmen Landau agreed that with the funds we have now; but he added: do we need an entire interior and not have anybody able to get in the building because the front steps do not work.? Steve replied that the steps are sound enough. In return, Selectmen Landau said and the ceiling is sound enough that it will hold if we do not get the money.

Without objections, it was agreed to discuss the issue further and vote at the next meeting.

Mr. Moltenbrey and Hilary Hall departed at 7:21 pm

## 2.2 Budgets

### 2.2.1 Transfer Station and Landfill

Andrew Hadik and Bonnie Healy stepped forward to present this budget.

At the start, Selectman Castricone announced that he wanted to apologize to both of them. He explained that after meeting with Andrew, he understands a few more things and that it would be premature in going forward with his motion. He said that he will not be bringing up his motion. Andrew said that he understood that Joe was motivated by trying to help the taxpayers, too; and that he thought it would bear out that in one respect, it was a worthwhile exercise.

Andrew stated he would look at the column and he will start from the bottom with the solid waste fill disposal line. He said after talking with Lloyd this morning, this was a \$600 line they reduced by \$400.

He said Mrs. Sherwood informed him there would need to be a mowing line. The original total for this line was \$2,000 but after speaking with the individual who would be doing the work, it is now estimated at \$1700.

He had come in with a number of \$59,000 for waste disposal, but he actually just received the last bills for December and the way he projects this is by taking the last six months and doubling that and seeing what that comes up to; that came up to \$57,500. Mr. Hadik continued his process that he upped this line by \$1,000 to \$60,000 because with possible higher gas prices, fuel surcharges, and if the townspeople bring in more waste; a \$1,500 pad would not be sufficient.

Moving up to next section, the site work has been reduced to \$500 from \$1,000. The telephone line dropped down to \$350 because Bonnie has agreed to give up her cell phone. Moving to the two salary lines, full and part-time, he was told they were filled in by the Selectmen but after talking to Selectman Castricone and looking at what Lloyd did, he has developed a matrix of hourly distribution. Andrew stated he did not know how much detail they wanted but Selectman Castricone supplied the rates for the matrix. He discovered that Lloyd's full-time salary was less than it should be and the part-time was more than it should be. Andrew stated that he has detailed

descriptions of this if they wanted to see or to discuss them.

The bottom line is that with these changes, it takes the budget down almost \$15,000 less than last year and a decrease of 9.7%. After going through the last 9-10 years of our Annual Reports, at one time, the transfer station's budget was at \$167,000 and this was due to the volume of material coming through the transfer station. This budget is one with no fat/padding and to go any lower would be cutting services and in short, he thinks it's remarkable that it is almost \$15,000 less than it was last year.

Selectman Landau said he has two problems with it. One, Bonnie tries to get a hold of him a number of times; for \$350 for her to have that phone and as the manager and certified person handling the Transfer Station and Lloyd is unable to be there, it is necessary to have the other phone. As the liaison, if he needs to get a hold of her or if someone else needs to get some information, he thinks that phone is important and does not think for \$350, we are talking about a lot.

The second point is we talked a little bit and he asked Bonnie, as the manager, about getting information about resealing the black top there. The reason why is the same reasons why it has been done on the roads, we want to maintain it so we do not to replace it. The gentlemen gave us a proposal, we have the proposal in, and one of the things that he did say was that he can combine his work with other work being done in town and that would bring it down at a much lower cost. So, instead of the site work line being \$500, he suggests raising it to \$1,500. Andrew agrees it would be cheaper to seal cracks in lieu of grinding and repaving later.

Selectman Landau said that to come up with another \$1350.00, it would still be \$13,650 less than last year with a little bit of space to be able to handle it. Considering the fact that the revenue side on this is the one thing that seems to be always in our favor, he would like to increase the budget proposal by \$1350. Selectman Brown asked how much the proposal was for sealing the yard. Selectman Landau replied that he thought it was about \$2,600. He stated the proposal was broken down in various sections and piece by piece. Selectman Brown said he would only agree to that if the \$1,000 were to be used for the seal coat only. Selectman Landau asked what happens if someone comes in and damages a wall? Selectman Brown replied that the seal coat would not be able to be done. Selectman Landau said we would get the wall repair with money from their insurance as in the past, but we might need to lay it out beforehand, and it would have to come out of a line and that line would be site work. He added that he was not opposed to it being strictly for sealing, but what else do you think could be done down there? He would like the \$1500 in the site work with the intent of the Board that \$1000 goes toward the sealing, but what happens if he finds a spot that needs to be cut out and replaced? That's not sealing.

Selectman Brown said he would set aside \$1,000 for sealing and \$500 for strictly site work. Vice Chairman Cannon stated we're usually not within the budget for the site work each year anyway. Selectman Landau replied that the totals do not have the grants taken out but we are still over our budget. Vice Chairman Cannon stated that whatever is needed on this line, we do every year. Mr. Hadik replied that those projects that were charged to the site work line were agreed to by the Board of Selectmen. Selectman Brown asked what are we going to do with this line? He said he had a bigger issue with the phone than with the seal coating. He also stated that this budget has a \$14,000 decrease. Mr. Hadik stated he was not going to push the cell phone issue but has not seen

any estimates, bids or paperwork on the seal coat. This is why for normal contingencies, \$500 was put on this line. He does feel better communication is needed on what the money on this line is used for.

Selectman Brown moved to add \$1,000 to the site work line for seal coating and \$500 for site work to this budget's site work line, Selectman Castricone seconded, with no further discussion, Selectman Brown, Castricone and Vice Chairman Cannon voted in the affirmative, Selectman Landau was not in favor with the vote being three in favor and one nay; so moved.

Selectman Brown stated he thinks the big reduction is great. Selectman Landau replied he appreciates the reduction but is not happy with this. Mr. Hadik said he cannot make everybody happy here. Selectman Landau said you're not expected to and your job is to handle the recycling and the numbers there, you do an excellent job there, and Bonnie and Lloyd do an excellent job with handling the transfer station.

Vice Chairman Cannon spoke about the staffing, he wants better information on every paid position of town employee jobs., He advocated for a full-time administrator to evaluate the value and efficiency to the hours of which we are assigning people. He said if we're not getting that, we should cut those hours and redirect our funds to another department in need or cut them out completely. He stated this is the role of a town administrator. He also said everyone will have an opinion, this is why an independent executive in this town will gather that information and make recommendations, then it's our decision on whether we go forward or not. Mr. Hadik stated he would want an administrator with the correct education and training for a town of our size, not someone who comes from a larger city with a totally different infrastructure and way of doing things. Selectman Landau proposed that if this administrator is hired, which he is not necessarily in favor of, and we do this as a professional position, that we would not be taking a look at any one department. Vice Chairman Cannon reiterated it would be for every paid position.

Selectman Castricone made a motion to accept the Solid Waste/Transfer Station Budget as proposed with modifications of \$1500 going to site work which brings the bottom line to \$139,794 . Selectman Brown seconded the motion. There being no further discussion, Vice Chairman Cannon called the vote. Selectmen Castricone, Brown, and Vice Chairman Cannon voted in the affirmative and Selectman Landau was opposed. Motion carried.

Vice Chairman Cannon reminded everyone that the landfill budget still needed to be discussed. He had a question about the well monitoring going up almost 30%. He asked if we contemplated getting additional proposals for that service because it is over the bid policy thresholds. Mr. Hadik said that he read the year-end summary and an engineer also looked at it and pointed out the part about a new chemical that the water has to be tested for, a new requirement. Unfortunately, it is expensive. My guess is that the increased money reflects that lab work because we sample three times a year. It might be that this year we have to take that hit. If there is an absence of it, then Nobis Engineering lobbies DES on our behalf after several years of testing and we're not taking hits to get the testing requirement lifted to save the town money. Andrew stated that the monitoring well line started out around \$26,000 and it has come down substantially over time as this lobbying effort goes on. We could put it out to bid, but if somebody underbids Nobis, they are going to be basically starting from scratch. If we don't stay with the current company, there will be added

costs, to create reports, etc., that we already have with the current company.

Vice Chairman Cannon motioned to accept the Nobis Engineering's contract, Selectmen Landau seconded, no further discussion, vote was taken with all in favor; so moved.

Selectman Castricone motioned to accept Landfill budget of \$14,690, Selectmen Landau seconded, no further discussion, vote was taken all in favor; so moved.

Mr. Hadik and Mrs. Healy departed at 7:52 pm.

### 2.2.2 Police Department

Vice Chairman Cannon moved to accept the \$417,349 police department budget, Selectman Castricone seconded, no further discussion, vote was taken with all in favor; so moved.

### 2.2.3 Benefits

Mrs. Sherwood went over some columns. She stated the break down of health insurance at 27.3% health and 5.5% dental currently. We won't know how much that decreases 60 days before the policy ends, June 30<sup>th</sup>. So at that time, we can certainly have the figures to amend that. Vice Chairman Cannon stated we have been lucky where those increases have not materialized; we are going to budget for the worse case. She said that we are' but if it drops another 10%, it's still a phenomenal amount of money.

Selectman Brown inquired what the total increase was. She stated the total increase on the benefits is 36% over last year's approved budget, which is different because that was approved by the budget committee not necessarily the salaries that the Board of Selectmen approved. So, that's an increase on what the budget committee approved. We are currently \$27,000 under funded this year. Vice Chairman Cannon suggested that Angie add a column that shows: budget-approved actual so that we can see the steps, and so that it is not as big as what it appears.

Selectman Brown stated the way this report reads, there is a huge difference. Angie passed out a spreadsheet of under funded salaries and benefits for last year by different positions. Vice Chairman Cannon said that it was about \$70,000. Angie repeated that we have the raises that were given and what the budget committee actually approved. The variance in salaries was \$23,655. The variance in retirement was \$3,277, in variance in Medicare \$312 and in FICA \$16 making the total under funded for salaries and benefits for last year \$27,261.

Vice Chairman Cannon commented on the school budget hearing last week. He said that a couple of members of the budget committee said that they were not going to tell you what lines to hit, to the school board, we are just going to give you a number to work with that. But it's really odd that they said the school board is better qualified to make those decisions and yet they feel completely empowered to hit on every line that they can think of in our budget. So, I guess they don't feel we're qualified to manage the budget that we have. He said that he is appreciative that the made the comments that they did because he is expecting the exact same treatment on the Selectmen this year. Just tell us what number you want and we will figure out if we can get there. If we cannot, we will present another budget at the town meeting.

There is an RSA that says the Selectmen are in charge with managing the prudential affairs of the town. Having salaries in line with the competitive environment in southern New Hampshire, which he did a very detailed analysis and presented to all the board and we were unanimous at giving these raises. The reports indicated we needed to do that; firstly to retain people and secondly, to attract people.

Selectman Landau stated if you treat your people who are working for you, no matter who they are, like you expect to be treated. Everybody does not get health and dental insurance throughout the county, but also what you need to do and understand, we have no control, we cannot adjust it. We buy health insurance through the group from the Local Government Center. The other portion of this is, we need to offer this, because if you do not offer it, there is a major health insurance problem in this country. He is not saying the Federal government needs to take it over; he is not in favor of that at all, but he is in favor of making sure people are covered.

Vice Chairman Cannon would like to consider an increase in the contribution rate by the employees. He wants Angie to make a model, 2.5% increase in contribution and a 5% increase in contribution; it's not 5% of their salary, it's 5% of the value of the benefits.

Selectman Brown agreed and he would like to see the actual percentage of increase because the figures are on the \$27,000 and the increase is probably quite a bit less than that.

Mrs. Sherwood stated that the match for family/couple is 10% and single is 5% for employees. She confirmed the model they want is 12.5 and 15 % and 7.5 and 10%.

Vice Chairman Cannon stated we have gone several years without an increase. After we review the models, then we can make a decision. Selectman Landau said that the point being made is that we're looking at the numbers so that somebody doesn't come back into us and state that we are changing the contribution. Vice Chairman Cannon stated the model will be the financial impact to the employee on an annual basis; how much that equates to. Mrs. Sherwood stated that she will have the model for next week.

Selectman Landau made a motion to accept the benefits budget as presented tonight pending further review, Selectman Castricone seconded, no further discussion, the vote was all in favor; so moved.

Mrs. Sherwood stated the executive budget will need to be approved because there has been additions. The 3% wage increase. Selectman Brown asked Angie what the total percentage increase this year is. She stated 15.7% over the approved budget committee's budget. We've only increased 8.7% over two years.

Vice Chairman Cannon stated the increase is 15% over 30% of the budget. We need to know what the tax impact is.

Selectman Brown said with absorbing insurance increases, we cannot do raises at all this year. Selectman Brown made a motion to reduce the 3% salary pool from \$34,924 to \$1, Selectman

Castricone seconded, Selectman Landau asked what will happen if benefits go down. Selectman Castricone replied that there would be an increase just not as much. Vice Chairman Cannon stated that not getting raises is commonplace due to the economy. Selectman Landau stated he needs more information and would like to take a closer look at some of these lines. Selectman Landau stated that he would rather leave at least \$1,000 in the salary pool line rather than just \$1.00.

Vice Chairman Cannon, Selectman Castricone and Selectman Brown voted in the affirmative, Selectman Landau abstained, the vote was three in favor; so moved.

Mrs. Sherwood stated she needed to decrease her budget; it was a misallocation. Her postage line projection was \$1,300 and needs to be \$1,100. It would be adjusted from \$119,045 to \$118,845.

Selectman Castricone motioned to make the adjustment, Selectman Brown seconded, the vote was all in favor; so moved.

Mrs. Sherwood wants to add a department request column to the town report for clarity.

Selectman Brown made a motion that Mrs. Sherwood's request to include finance department budget in the town report report, Selectman Castricone seconded, the vote was all in favor; so moved.

Selectman Brown made a motion to accept the fire dept budget as submitted in the amount of \$241,645 pending further review, Selectman Castricone seconded, the vote was all in favor; so moved.

Selectman Landau made a motion to accept the rescue truck lease amount of \$44,333.22 pending further review, Selectman Castricone seconded, no further discussion, the vote was all in favor; so moved.

The Board has a request for the appointment of two part-time police officers. Selectman Landau made a motion to sign the appointment paperwork pending the Board's review of seeing them, Selectman Castricone seconded, the vote was all in favor; so moved.

(Rhonda Lamphere, Budget Committee Chair arrived at 8:40 pm.)

#### 2.2.4 Final Review of Overall Budget

Vice Chairman Cannon asked Finance Director Sherwood when the budget had to be handed in to the Budget Committee. She replied January 22<sup>nd</sup>. He suggested that she submit this first effort and that the Selectmen continue to work on it. If the Board makes adjustments, the Selectmen will provide those. He suggested that we do not have to finalize the budget until April. Chairman Hassam has proposed that he would like to run a budget workshop to look for other areas to reduce.

#### 2.2.5 Warrant Articles

Mrs. Sherwood stated she had a wish list from the various departments. Finance Director asked

the Board about the addition of a Warrant Article for a Town Administrator. Vice Chairman Cannon said he had a job description and salary. He will touch base with Diane Gorrow or Gordon Graham and see if he can get some template language for that warrant. Angie stated all warrant articles need to be to the budget committee by March 8<sup>th</sup>.

Selectman Brown asked about the Petitioned Warrant Article that Bryan Remillard brought to the Board. Mrs. Sherwood said that she talked to the Department of Revenue and they said it goes in exactly as it is and it is advisory only. It means the people can vote yes they want to do it but the Board of Selectmen can do whatever they want, essentially. Selectman Landau added that any petitioned article goes on strictly the way the petition came in to the Board.

Mrs. Sherwood still investigating getting a new building inspector and putting feelers out.

## **ROUND TABLE**

Selectman Castricone stated that if Mr. Malley had questions or comments for the Board, that he is welcome to come to a meeting.

### Public comment

Rhonda Lamphere said she was watching from home and because Mrs. Sherwood had no microphone she could not be heard on the television. She asked the Selectmen to provide a microphone so that the public could hear what is going on.

In regards to the discussion about changing the budget format in the town report, she said that two years ago the Selectboard voted to take out the column in the budget that Mrs. Sherwood was talking about earlier because it was the Selectmen's budget that is given to the Budget Committee and not the individual department's budget request. She expressed that she thought we would like to know the history of that and that the budget committee did not decide to drop the department's column as suggested by Mrs. Sherwood.

She stated to Selectman Landau about town employee plans exceeding the national standard.

She stated that the budget committee is not shown in a positive light by the selectmen.

Selectman Landau stated he is concerned about the benefits for town employees. He wants the benefits to be the very best possible to keep and to attract employees.

Vice Chairman Cannon stated he sees that the budget committee has a double standard.

Rhonda replied that the budget committee does the best they can.

As there were no further comments public comments were closed at 8:58pm.

Selectman Landau made a motion go into non-public litigation RSA 91-A:3, II(e), Selectman Castricone seconded, the vote was all in favor; so moved.

## **III Meeting Business**

No minutes were approved at this meeting.

**IV Adjourment**

9:10 pm motion to adjourned, the vote was all in favor; so moved.

Respectfully Submitted,

Brenda Hoskyns,  
Recording Secretary from Staff Hunters