

Minutes
CANAAN BOARD OF SELECTMEN'S MEETING
TUESDAY, NOVEMBER 27, 2007

The meeting was opened at 7:00 PM by Chairman Reagan at the Canaan Fire Station. Selectmen Burnett and acting Interim Administrator Dexter Bucklin were also in attendance.

ACCEPTANCE OF MINUTES OF November 20, 2007

Having reviewed the minutes the Board voted the following: Selectman Burnett moved, Selectman Reagan seconded, and the Board voted 2-0 to accept the Minutes of the November 20, 2007 meeting as amended.

Selectman Appointment

Mr. Hudgens and Mr. Rudder were both present for the vote. Selectman Burnett stated that both had strong references and the Town was fortunate to have such qualified people interested in serving the Town. She felt that it was important to select someone who was interested in running for the position in 2008. Selectman Burnett moved, Chairman Reagan seconded, and the Board voted 2-0 to appoint Mr. Thomas Hudgens to fill the vacancy as Selectman until the 2008 Town Meeting vote. The Board thanked Mr. Rudder and hoped that he would continue to participate in Town government.

Personnel Policy Updates
Unused Vacation

The new Personnel Policies adopted in September 2007 no longer provided for the buy out of unused vacation days at the end of a calendar year. There is still a provision to pay for unused vacation time upon retirement or leaving the employment of the Town. Mr. Bucklin asked the Board to consider waiving the Policy provision that limits the number of vacation days that may be carried over to the next year to five days. After discussion the Board authorized the suspension of the five day limit into 2008 so as to allow use of as many vacation days as possible. This is waiver is for the 2007 calendar year only. Mr. Bucklin will draft a memo to Town employees for the Board to review.

Medical Insurance Buy Out

There was a lengthy discussion pertaining to whether the Town should offer a cash payment for opting to be covered on a family member's health insurance plan, and if so what should the buy out amount be. Mr. Bucklin commented that of the 68 communities in the 2000 to 5000 population group, 35 communities had no buy out provisions; 20 communities offered a flat amount running between \$600 and \$2600; 6 communities offered a % amount between 25% and 50% of the plan; 7 communities had varying

options. Mr. Bucklin suggested that a flat fee of around \$3500 (approximately half of a single person plan) might be a point of reference. The Board agreed to postpone action until next meeting.

Flexible Benefits Plan

Last meeting the Board postponed voting on the Local Government Center plan that would offer Town employee the option of having certain benefits deducted from their pay on a pre tax basis. There is no cost to the Town and the plan is voluntary for the employee. Selectman Burnett moved, Chairman Reagan seconded, and the Board voted 2-0 to have the Chairman sign the plan on behalf of the Town.

FEMA Flood Insurance Rate Maps

In order to be eligible for Flood Insurance the Town will be voting on Warrant Article at the 2008 Town Meeting amending the 1988 Town meeting vote adopting a Flood Plan Ordinance. This article will modify the existing ordinance to be in compliance with the FEMA National Flood Insurance Program and the adoption of the new Flood Insurance Rate Maps by the Canaan Board of Selectmen becomes part of the Canaan Flood Plan Ordinance. Selectman Burnett moved, Chairman Reagan seconded, and the Board voted 2-0 “by resolution of the Canaan Board of Selectmen, all lands designated as special flood hazard areas by the Federal Emergency Management Agency (FEMA) in its “Flood Insurance Study for the County of Grafton, NH” dated February 20, 2008, together with the associated Flood Insurance Rate Maps dated February 20, 2008 are declared to be part of the Canaan Floodplain Ordinance and are hereby incorporated by reference.”

Warrant Articles

The Board briefly discussed possible warrant articles for the 2008 Town Meeting Relative to a heating system for the Library/Selectmen’s offices, purchase of a sidewalk plow, advisory article for the Fair Tax Coalition and a half time Fire Chief/Emergency Management Officer. No action was taken at this time to allow for additional review.

2008 Default Budget

Mr. Bucklin presented a revised 2007 default budget and a draft of a proposed 2008 default budget. There was significant discussion as to what could be added to the modified 2007 default budget of \$3,154,963 (as opposed to the voted default budget of \$3,416,804). The Board asked Mr. Bucklin to talk with DRA and our auditors if certain items (highway block grant and positions added in 2006) could be included in the 2008 default budget.

Other Business

Jeff Majewski asked if the Selectmen would consider a Warrant Article to create a revolving fund for the Police outside duty salary account. The Budget Committee thought with the creation of such an account the Town would not have to appropriate funds for that purpose. Mr. Bucklin would research the procedure for implementing a revolving fund.

At 8:50 Selectman Burnett moved, Selectman Reagan seconded, and the Board voted unanimously to go into non public session under RSA 91-A.3© to discuss a personnel issue.

The Board came back into public session at 9:13 PM and the Meeting was adjourned at 9:15 PM.

Robert Reagan

Kristina Burnett

Thomas Hudgens
Canaan Board of Selectmen