

**Minutes**  
**CANAAN BOARD OF SELECTMEN'S MEETING**  
**TUESDAY, December 11, 2007**

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

**ACCEPTANCE OF MINUTES OF December 4, 2007**

Having reviewed the minutes the Board voted the following: Selectman Burnett moved, Selectman Hudgens seconded, and the Board voted 3-0 to accept the Minutes of the December 4, 2007 meeting as amended.

**Personnel Policy Update**

**Vacation Policy**

In reviewing the Personnel Policy it was noted that the draft of the proposed policy had maintained the same vacation schedule that was in existence but that the new policy included an additional week of vacation after fifteen years of service; for a total of 25 days. Members on the policy review committee had not recalled any discussion on increasing vacation time to 5 weeks. It was the consensus of the Board that it was not the intention of the Selectmen or the Committee to add a fifth week of vacation after 15 years and the Policy should state that employees will be entitled to four weeks of vacation after 10 or more years of service.

**Modification To Policy Re: Police Contract**

Mr. Bucklin reviewed with the Board suggested wording changes in the new Personnel Policy that may answer concerns raised by Union officials relative to differences between the two documents. The Board will meet with the Chief on Friday to review the suggested changes.

**Budget Request from CASA**

The Board reviewed a request from CASA, Court Appointed Special Advocate, to see if the Town would appropriate \$500 for their agency. This is a non –profit organization

created to provide advocacy for the state's abused and neglected children. After a brief discussion Selectman Hudgens moved, Selectman Burnett seconded and the Board voted 3-0 to support the request. Mr. Bucklin would ask the Budget to consider this request on Thursday night.

### **Medical Coverage Contract**

The Board reviewed and voted to authorize the Chairman to sign the medical coverage contract with the Local Government Center to provide health, dental, and insurance coverage to Town Employees.

### **2008 Default Budget**

Selectmen Reagan and Hudgens, along with Mr. Bucklin and Jeff Majewski from the Budget Committee met with Don Bora and Bob Anderson at the DRA offices in Concord earlier in the day. Among other issues discussed, there had been a long discussion about the creation of a Default Budget and what could be included and what could not be included. Due to the vagueness of the legislation, the DRA has taken the position that the local governing body is the authority on what is included and excluded in the Default Budget. Specifically in the case of a Default Budget based on the previous year could include a 3% raise given in the Default year and the two town employees that were on full time status in 2007. There would be no question about a contractual agreement with a collective bargaining agency, but is an agreement made by the Selectmen regarding salary increases of at will town employees and other Town employees an 'obligation' and therefore allowable in a default budget? The DRA said it would not second guess the Selectmen on issues like that. After additional discussion the Board signed the 2008 Default Budget with a total appropriation request of \$3,357,014, which includes the 3% salary increases granted to all non union employees in 2007.

### **Other Business**

Board will meet with interested parties on Friday December 14<sup>th</sup> at 9:00 AM in the Selectmen's Office to discuss Transfer Station land options.

The Board will meet with Chief Franks at 11:00AM.

Reggie Barney appeared before the Board to inform them that down town would be decorated for Christmas. He said two lights by the Library were out and asked if Tom could replace them. The Board agreed.

Al Posnanski inquired about the status of the vouchers for next year. Selectman Hudgens showed the flyer that will be handed out at the Transfer Station and placed on the Web and in area newspapers.

At 8:07 Selectman Burnett moved, Selectman Hudgens 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 8:35 PM and the Meeting was adjourned at 8:36 PM.

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Robert Reagan

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Kristina Burnett

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Thomas Hudgens  
Canaan Board of Selectmen