

2025-12-15 Board of Selectmen Minutes

Town of Canterbury, NH
Board of Selectmen
Date: 2025 December 15
Location: Meeting House

Selectmen: Scott Doherty (Chair), Beth Blair, Calvin Todd

Town Administrator: Ken Folsom

Department Heads: Sam Papps (Town Clerk-Tax Collector), Justin Crotty (Police Chief), John O'Connor (Road Agent), Michael Gamache (Fire Chief), Rachel Baker (Library Director)

Library Trustees: Rick Crockford (Chair), Deborah Snow, Rick Zeller, Ron Routhier, Sarah Melasecca (Alternate)

Others Present: Kal McKay (Admin Assistant), Edgar Rivera (Libertad Press NE and CPCNH Rep), Ruth Heath (Energy Committee Chair), Beth McGuinn (Energy Committee Member and CPCNH Rep)

1. Call to Order
 - a. The meeting was called to order at 5:03 p.m.
2. Department Heads
 - a. Michael Gamache (Fire Chief)
 - i. Chief Gamache distributed Canterbury Fire Department Selectmen's Report 11/17/25 through 12/15/25.
 - ii. There have been 342 incidents so far this year.
 - iii. In the last month, the FD dealt with the search for the missing person at Canterbury Behavioral Health (see 12/1/25 section 3) and a serious car accident on Shaker Road that likely involved speeding. There have also been numerous fires that Canterbury FD assisted with: 2 in Boscawen, 1 in Gilmanston, and 1 in Northfield.
 - iv. Chief Gamache elaborated on the propane leak at Canterbury Behavioral Health from last month's report (11/17/25 section 3.e.). A tree falling caused the leak. There were no injuries and no lives were at risk. The response from Eversource was delayed. After 3 hours a training crew coincidentally happened by and was able to fix it. The FD got some good information that should help expedite future Eversource response in similar situations.
 - v. The FD has had to visit 17 Nottingham Road 3 times for illegally burning construction material in their yard. The 3rd time they issued a written warning. If it happens again, they will issue a monetary fine.
 - vi. Chief Gamache explained that State burn permits are available. Just call the FD if you need assistance with the process.
 - vii. In 2025 the FD had to respond to the self-storage business on Hall Road 10 times for false alarms. This is in violation of the Fire Alarm Ordinance. Chief Gamache will be sending them a bill at the end of the year.
 - viii. There is one potential new member in consideration.
 - ix. The contract with Loudon EMS (to provide backup coverage for the eastern part of town) is ready to be signed and would be effective 1/1/2026. The Selectboard confirmed their approval.
 - x. The new fire engine will start being built in January and should be done in May with a delivery of June.

- xi. The Emergency Operation Plan is required to be updated every 5 years for grants and assistance during catastrophes from the state and federal governments. Canterbury last updated in 2012. Chief Gamache identified the issue when he started with Canterbury, but hadn't been able to prioritize it until now. Chief Gamache and Ken are working on getting a grant to get 50% match to update the EOP. There was enough surplus money in the 2025 budget to cover the match. The EOP will cover all depts. not just FD. They expect to finish it before next summer.
- xii. FD members attended a carbon monoxide (CO) summit at the Fire Academy. Chief Gamache submitted information about CO to the monthly newsletter.
- xiii. On Thursday, members will be attending a meeting in Laconia about large animal rescue. Different departments have different tools that can be borrowed for lifting large animals.
- xiv. Concord Dispatch is upgrading their radio system, so our 2-year old radio will need to be reprogrammed. People calling 911 won't notice any difference.
- b. Justin Crotty (Police Chief)
 - i. Chief Crotty distributed Canterbury Police Department Selectmen's Report 11/16/25 through 12/14/25.
 - ii. There have been 12 Incidents, 3 Arrests, 3 Accidents, 31 Citations, and 327 Calls for Service this month. The State Police assisted with 4 calls.
 - iii. The officers have completed 2 trainings.
 - iv. They were short an officer for a week while Officer Dumas was away at training for the Army National Guard. In February, Officer Dumas and/or Chief Crotty might be away for another Army National Guard training. If that happens, Chief Crotty will have to figure out coverage so it isn't just Officer Westgate for the whole week.
 - v. The calls for service are normal for this time of year.
- c. Rachel Baker (Library Director)
 - i. Rachel thanked Mary and Kal for collaborating on accounting and payroll.
 - ii. Rachel is compiling the end of year stats for their annual report. This year they have processed 110 new patrons from 62 households. This is much higher than normal.
 - iii. The Polar Express event went well with over 40 children and their families. The event is funded completely by FOEPL.
 - iv. The Mrs. Clause Storytime is Thursday at 10 am. It usually gets ~50 people in attendance.
 - v. 2026 programs are scheduled, about 24 for the Town Hall. Rachel thanked the Town for use of the space and she will contact Mary/Kal about reserving the building.
 - vi. The Library Trustees will be back later without Rachel to discuss the 2026 budget.
- d. Sam Papps (Town Clerk-Tax Collector)
 - i. Sam distributed the All Unpaid Receivables Listed by Warrant 12/15/2025.
 - ii. Sam hasn't heard from Beulah Fellowship or the owners of any of the 3 properties that will be up for deeding in May/June.
 - iii. The due date for the current bill is next week. Escrow payments haven't come in yet, but will likely be in by the end of the week.
 - iv. Eversource sent a \$600K check for the tax bill based on the new utility assessment.
- e. John O'Connor (Road Agent)
 - i. The new lights in the Highway garage have been installed. John thanked the Selectboard.
 - ii. They are doing winter work around town.
 - iii. T3 is down. T7 needs a new sander chain.
 - iv. The loader is currently getting repaired. They are resealing the axles and putting in a new center bearing articulation.

- v. Ken and John interviewed a new applicant for the Highway Dept. They both liked him and his background and reference checks were good. His name is Shawn Hennington and he just moved to town from Arkansas. The Selectboard agreed to hire him. He will start on Monday.
- f. Deputy Moderator
 - i. Sam Papps came back and discussed the need for a Deputy Moderator.
 - ii. The new Moderator, Jessica Treadway, is responsible for appointing a Deputy but Sam hasn't heard from her about that or about the trainings they need to schedule.
 - iii. There is no formal job description for Deputy Moderator, but generally it is someone also trained in the Moderator position who can fill in if needed. They must be a registered voter in Canterbury.
 - iv. Beth will contact Jessica Treadway.
- 3. Administration
 - a. The Selectboard signed:
 - i. Beth made a motion to sign the Accounts Payable Manifest in the amount of \$108,609.40. Scott seconded. All in favor by roll call, motion carried.
 - ii. Beth made a motion to sign the Payroll Manifest in the amount of \$93,997.43. Scott seconded. All in favor by roll call, motion carried.
 - iii. Notice of Intent to Cut Wood or Timber Map 257 Lot 6 on Morrill Road.
 - iv. The Selectboard discussed complaints Beth has been hearing about the logging trucks on Hackleboro Road. Calvin thought they were being respectful, but Beth said on her end of the road they have been going fast and a couple walkers have had to dive into bushes. Beth has urged those with complaints to call Chief Crotty.
 - v. Appointment slip to make Gary Spaulding a full member of the Zoning Board of Adjustment.
 - 1. Kal explained that this is due to Christopher Evans resigning from the ZBA. Randi Johnson and Gary Spaulding have both been ZBA alternates for a few months. The ZBA discussed amongst themselves and determined that Gary would be the best to succeed Christopher since Gary used to be a full member and Randi wants more time to learn the ropes before becoming a full member.
 - vi. Interfund transfer from Sam Lake House Capital Reserve Fund to TDBank Operating A/C in the amount of \$31,126.82.
 - 1. This is to pay for the renovation of the Sam Lake House Garage per Warrant Article 2025-11.
 - 2. They will be doing the drywall this week. There is still electrical, HVAC, and painting work to be done. The construction is not even half way through. The vendors were paid half upfront and half at completion.
 - vii. Scott moved pursuant to RSA 674:57 to declare all land designated as special flood hazard areas by the Federal Emergency Management Agency (FEMA) in its "Flood Insurance Study for the County of Merrimack New Hampshire" dated January 23, 2026, together with the associated Flood Insurance Rate Maps (FIRM) dated April 19, 2010 and January 23, 2026 are declared to be part of the Town of Canterbury's Zoning Ordinance. Beth seconded. All in favor by roll call, motion carried.
 - 1. Kal explained that this is to correct the language provided by the NH BEA that the Selectboard voted for on 11/17/2025. Canterbury has panels on the old and new maps, so both dates must be referenced in our Zoning Ordinance.
 - b. Previous Minutes Approval
 - i. Kal reviewed the suggested changes for the 11/18/25 draft minutes.

1. The only significant change was inserting sections g-j starting at line 41. This expounds more on the conversation about the Transfer Station.
- ii. Scott made a motion to approve the public minutes as amended for the Selectboard meeting on November 18, 2025. Beth seconded. All in favor by roll call, motion carried.
- iii. Kal reviewed the suggested change for the 12/1/25 draft minutes.
 1. Move line 48 to the end of line 29 for clarity.
 2. Line 110: Replace “The proposed budget from the Library Trustees increases wages by 9.6% for an overall budget increase of 6.9%” with a list of the actual numbers for wages, overall budget, and contribution from the trust funds.
 3. Line 118: Remove “by \$15K” since that is now on line 110.
 4. Line 227: Replace “\$320K” with “\$275K” since at that point in the conversation the discussion was about the Library Expenses subtotal, not line 4550.
- iv. Scott made a motion to approve the public minutes as amended for the Selectboard meeting on December 1, 2025. Beth seconded. All in favor by roll call, motion carried.
- v. The only change needed for the 12/3/25 minutes is adding that Beth is the person who took the minutes.
- vi. The Selectboard noted that the new fees for the Transfer Station need to be announced. The changes will be effective 1/1/2026. Kal and Beth will post that in the appropriate places.
- vii. Scott made a motion to approve the public minutes for the Selectboard meeting on December 3, 2025. Beth seconded. All in favor by roll call, motion carried.
- c. Scott moved to authorize Town Administrator Ken Folsom to sign the contracts with HealthTrust for the 2026 employee health insurance plans. Beth seconded. All in favor by roll call, motion carried.

4. Energy Committee re C-PACER

- a. Ruth Heath and Beth McGuinn of the Energy Committee attended.
- b. Beth McGuinn explained that the C-PACER program provides favorable loan terms for businesses who want to do energy efficiency work on their buildings (e.g. insulation, solar).
- c. Ruth spoke with Tax Collector Sam Papps and Assessor Mandy Irving this afternoon. One of the unanswered questions they had for her is if businesses who are renting space could apply.
- d. Scott asked what sort of liability the Town would be taking on for this program.
- e. Ruth explained that the C-PACER program was made possible by state legislation in 2025 and there is further legislation expected in 2026 that would require a warrant article to implement a C-PACER district. This warrant article wouldn't require that the Town participate in the program, but would allow the Selectboard to have a public hearing to decide whether or not to participate. If the Selectboard approve, they would sign a participation agreement with the BFA.
- f. Ruth distributed several documents: C-PACER FAQ, C-PACER process, draft warrant article language.
- g. Ruth explained that the warrant article language came from the NH Business Finance Authority and has been approved by NHMA. Approving the program would put Canterbury on the BFA's list of C-PACER towns. When someone tried to obtain one of these loans from the BFA, the Town would be asked to provide a letter saying that the person is in good standing with the Town regarding their taxes.
- h. The Selectboard would be responsible for establishing the borders of the C-PACER district. They could draw custom lines, select preexisting districts (e.g. Commercial, Industrial), or allow it for the whole town. They could also add language to allow it for home businesses.
- i. Beth Blair expressed concern about why no other towns are doing this even though the program has been in place since 2010. The official BFA list shows no participants, but a google search showed 10 large cities. She is concerned about the work this may cause the town office.

- j. Ruth said that small towns like Durham are participating. (Note: Durham has a population of 15K) She explained that no one signed up until 2025 because the new legislation removed a lot of the hoops municipalities would have had to go through with the 2010 version of the program.
- k. Ruth doesn't believe this will put strain on the office staff. When the loan starts, the Assessor puts a special assessment on the property, and when the loan ends, it is removed. If the person doesn't pay their loan, the lender goes after them. She wasn't sure what would happen if the person was paying their loan, but not paying the property taxes.
- l. Ken expressed concern about the program. He spoke with the Assessor and Tax Collector about the Town's roll in the program. He thinks this is a good idea for larger towns and cities, but Canterbury is very small and this program is only for commercial properties, not residential.
- m. The Selectboard asked Ruth to get more information on the program. They will do more research and talk to town employees.

5. Energy Audit Email from Ron Litalien

- a. Ken explained that he was cc'd on 2 emails in which Ron Litalien (Energy Committee Member) was communicating with an energy company to do a free audit at the Municipal Complex. He tried to contact Ron to ask what this was about, but Ron didn't respond until after the meeting was scheduled for Wednesday. He still isn't sure what this is about.
- b. Ruth and Beth McGuinn explained that they had contacted the company to ask for prices for a level 4 energy audit and the company jumped right to offering to do a lower level audit for free. Ron was on vacation, which is why he didn't respond for a few days.
- c. Even though the free one wouldn't provide the more detailed information that the Energy Committee wants (like cost savings for specific things like insulation), they still feel this is valuable since the last audit was in 2010. Ron will ask about their price for a level 4 audit.
- d. Ken will notify town staff tomorrow about the audit on Wednesday and arrange for passage into secure parts of the building.

6. Community Power Rates

- a. Beth McGuinn and Edgar Rivera (Canterbury's reps to CPCNH) attended.
- b. Beth McGuinn explained that because CPCNH is now setting separate rates for each utility, it is possible that there could be some CPCNH plans that have higher rates than the utility companies and some that have lower rates.
- c. CCPC would like the Selectboard to put an adder on the default community power rate as long as it would still allow the default rate to be lower than the one offered by the utility company. This is the same thing they have voted for the last couple of cycles, but this time they would also need to specify that the default rate could be different depending on which utility company the person is using.
- d. Because of how the meetings for the utility companies, CPCNH, and the Selectboard fall, the Selectboard must make a decision tonight on the default rate(s) for Canterbury before CPCNH sets their rates. Beth McGuinn drafted resolution language that would account for the potential rates.
- e. There was discussion about the proposed language. The last paragraph about the Renewable Energy Capital Reserve Fund can't be included, that must be part of a warrant article.
- f. CPCNH are still trying to make it so that the adder could be added to all of the rate levels, not just one. They are also still working on a plan for folks doing net metering.
- g. Beth McGuinn will return to the first Selectboard meeting in January to let the Selectboard know what the final rates ended up being.
- h. Scott moved that Canterbury Community Power will adopt the Canterbury Basic Rate as its default rate only if the Granite Basic Rate, set by the Community Power Coalition of New Hampshire (CPCNH) at its upcoming December 18, 2025 board meeting, is below the utility default supply rate. Under that condition, the Canterbury Basic Rate will equal the Granite

Basic Rate plus an adder that is the greatest of 1-4 mils above the Granite Basic Rate, so long as the Canterbury Basic Rate remains below the utility default supply rate. Customers will be able to opt down to the Granite Basic Rate set by CPCNH. Canterbury Community Power will adopt the Granite Basic Rate, set as described above, as its default rate if the Granite Basic Rate is higher than or equal to the default utility supply rate. Under that circumstance, customers will be able to opt up to the Canterbury Basic Rate with a rate 2 mils above the Granite Basic Rate. We understand that it may be possible for the default rate for customers of one utility (Eversource or Unitil) to be Granite Basic and the default rate for customers of the other utility to be Canterbury Basic.

- i. Beth Blair seconded. All in favor by roll call, motion carried.
- 7. The Selectboard discussed meeting with the Budget Committee one more time before the public hearing for the budget. To accommodate the time needed to get end of year numbers and to post the public hearing, they decided to have an extra meeting on Wednesday 1/14/26.
- 8. Library Trustees re 2026 Budget
 - a. Library Trustees Rick Crockford (Chair), Sarah Melasecca (Alternate), Deborah Snow, Rick Zeller, and Ron Routhier attended the meeting.
 - b. Scott thanked the Trustees for attending and explained that the Budget Committee (BC) recommended funding the Library at \$265K for 2026. The BC expressed concern about if the Library's trust funds would be able to continue supplementing the Library's budget, especially if the economy goes south.
 - c. Rick emphasized that the increase from 2025 to 2026 in the wages that would be raised through taxes (line 4550.1) is only \$14K. He said the trusts are very healthy and contain \$642,387. He has been a Selectman in another town before and understands the need to closely monitor the budget, but thinks that looking at percents rather than dollar amounts is inadvisable. This jump in wages is to bring the staff to a livable wage, going forward only the annual COLA given to other departments would be needed. In 2014, the Circulation Manager Rose was working for \$10 an hour. They could not ask the same of someone starting today.
 - d. The trust funds will contribute \$23,946 towards wages in 2026.
 - e. Ron Ruthier spoke more about how percent comparisons aren't helpful because 6.9% for a smaller department like the Library is not much compared to the same percent for a larger department.
 - f. Scott talked about how he is not concerned about the raises, but the overall Library budget. The Trustees can decide what to do with the bottom line amount recommended by the BC. The Library's budget in 2025 was \$257K, the BC proposed \$265K for 2026. An \$8K (3%) increase. He emphasized the concern about if the trust fund would be able to fund what it promises if the market takes a dive next year.
 - g. Beth said that when she looks at how our library pays compared to other libraries, she doesn't see much of a difference.
 - h. Ron pointed out that the reason Elkins Library has a higher operating budget than the others in the town by town comparison is because we have a much larger collection, more patrons, more hours, and more programs.
 - i. The group reviewed the cost per hour calculation for the libraries on the town by town comparison. It used the operating costs and hours from the spreadsheet of all libraries in the State. This doesn't account for many of the differences between the libraries (e.g. size, patrons), but it is another way to try and compare.
 - j. Ron pointed out that during the budgeting process last year, the Library reduced their budget by \$18K (from \$276K in 2024 to \$257K in 2025). They would not have done that if they knew they would be penalized for it this year.

- k. Ken explained that surplus's from departments depend on what happens each year. The FD is on track to underspend their 2025 budget by much more than the Library Weatherization WA cost. In Ken's experience, comparison with other similar towns is how all municipalities do their budgeting. It is never exactly apples to apples but they pick towns with similar demographics to get close. The towns on this comparison have been used by Canterbury for budgeting for 6-7 years. This comparison shows that Canterbury spends 2-3 times as much on our library. Comparing budgets for departments across towns is one way to try and make these decisions about numbers rather than personalities.
- l. Ron again asserted that the Trustees would not have cut the budget last year if they knew it would limit this year. Beth explained that every department cut. Ron disagreed and pointed out that the Police Chief got a 9% raise. Calvin explained that was due to the position being changed from part-time to full-time. (Note: The 2024 Town Report shows how much each department decreased/increased; some went up, some went down.)
- m. Calvin explained the Selectboard is also looking at the Police Dept.'s budget for the same reasons. He is trying to be cognizant of the increase coming to the School District taxes next year and thinks \$10K is worth saving.
- n. The Selectboard confirmed that this draft budget doesn't yet include the health insurance numbers and those numbers will not be included in the \$8K increase proposed by the BC.
- o. Beth explained that she loves the Library and uses it frequently; this is about balancing the budget as a whole. She explained a lot of the cutting in the budget process happens before a formal draft is even brought to a public hearing.
- p. Pretty much all programs done at the Library are funded by FOEPL (Friends of Elkins Public Library). Wages and health insurance are the biggest items in the budget.
- q. Calvin asked if Mary Ann and Mary Ellen would be replaced by a full-time position when they both retire. Ron didn't know and Calvin responded that they need to think longer term.
- r. Calvin also spoke about how his family loves the Library and this is not personal. There is still time to find middle ground before the budget is finalized.
- s. There was discussion about the cost per hour of the different libraries in the town by town comparison. There was speculation about the reason that the cost per hour is higher at Elkins. The need for more staff to be working at the same time to manage the larger space, number of programs, collection size, and number of patrons was thought to be a factor.
- t. The number of patrons for a library is calculated by using a clicker when someone walks through the door.
- u. Sarah Melasecca felt that this was a good question to ask, but cost per hour doesn't reflect the full value that the Library offers to the Town. She believes the budget proposed by the Trustees makes sense based on the utilization and value offered.
- v. There was discussion about which libraries Canterbury should be compared to. Rick Crockford suggested Lyme, Grantham, Epsom, Sandown, and Antrim since they have similar program attendance, visitors, and service hours. Beth asked for the wages at those libraries, no one knew at the time. Ken explained that Antrim, Sandown, and Grantham's operating budgets are at \$5M and their tax rate is \$8. (Note: Canterbury's 2025 operating budget was \$3.4M and the tax rate was \$4. The rate would have been \$5.22 without a contribution from the Unreserved Fund Balance).
- w. There was discussion about the Library Trustees covering the difference between the \$265K and the originally proposed \$275K. The Trustees would need to discuss this at a meeting. The Trustees will hold an extra meeting on 1/12/26 so that they can have an answer before the Budget Committee meeting on 1/14.

9. Old Business

- a. 2026 Warrant Articles

- i. Kal reviewed the drafted language for the warrant articles the Selectboard have discussed throughout the year. If the Selectboard approve, these will be sent to legal counsel for review and then a public hearing will be scheduled.
- ii. Adder Funds: WA 2025-14 created the Renewable Energy CRF and put \$1K into it from taxes, but didn't authorize the Selectboard to put adder funds from Community Power into the CRF. This WA would so authorize the Selectboard and would allow for a contribution up to \$6K. Normally the DRA requires exact dollar amounts, but using "up to \$x" was deemed acceptable in previous years for other WAs. So far, the Town has earned ~\$5,200 in adder funds from Community Power. Because the utility companies have been dropping their rates very low, we don't anticipate the adder rate will be the default, so we don't anticipate much more revenue than what has already been accumulated. An open question is if the "CPCNH adder funds" has a more official name than what is drafted here.
- iii. Off Duty Detail Funds: Some towns use revolving funds to pay for and accept revenue funds from details that Police/Fire do for companies (e.g. traffic control for powerline work). A revolving fund would allow these line items to be removed from the operating budget, which will make budgeting more accurate. RSA 31:95-h allows the creation of these funds. This would be two WAs, one for the Police and one for Fire/Rescue.
- iv. Sam Lake House Expendable Trust Fund: DRA yet again said we are handling the Sam Lake Trust wrong. They want us to create an ETF and take all the money we have ever gotten from the trust held by Citizens Bank out of the CRF and put it into the ETF. This warrant article would create the ETF and transfer the correct amount into the new account. The Trustees of the Trust Funds are doing the calculation to figure out what money should have been put where. The other question for legal is if the phrase "home place" is appropriate. That is the phrase used in Sam Lake's will, but there have been questions about what buildings and land that includes.
- v. Veteran's Tax Credit: In response to changes the State made to how the veteran's tax credits work, this WA would help bring the total credits back to where they were before under RSA 72:27-a.
- vi. The Selectboard approved for these to go to town counsel.
- vii. There are other warrant articles the Selectboard have discussed, but those are normal monetary ones that do not require town counsel's review.
- viii. They still need to make a final decision on the packer truck for the Transfer Station.
- ix. The Selectboard will try to only discuss this and finalize the budget at the 1/5/26 meeting.

b. Merrimack County Budget Hearing

- i. Ken and Beth attended the Merrimack County Budget Public Hearing on 12/12/25 to discuss the effect of the proposed nursing home renovations (80 new beds and a memory care unit) on EMS costs and coverage.
- ii. The whole County delegation was there including the State Reps and Commissioners.
- iii. The County Administrator did a summary of the proposed budget. Ken tried to ask questions but was told this wasn't the correct forum. Ken will try to get on the agenda for the County's Budget Sub-Committee.
- iv. For 2026, the cost for coverage by Penacook Rescue Squad went up \$2,700 for Canterbury and almost \$200K for Boscawen. 43% of the call volume for Boscawen is to the County facilities. If the County continues to not contribute money to PRS and the call volume keeps increasing, then PRS will either have to add another ambulance (which the towns can't afford) or they will not be available for EMS calls to Canterbury.
- v. Canterbury has stayed with PRS for many years because they have very reasonable costs and good service. If PRS went out of business, the Town would have to rely on mutual aid

while finding another service or buying/hiring to have our own ambulance. PRS is not likely to go out of business any time soon.

- c. Municipal Building Lighting Audit
 - i. A company came in and evaluated the lighting in the Municipal Complex for free. Ken has the report at the office for anyone who wants to review it.
 - ii. This company can come in and do 100% smart lighting throughout the building. Smart lighting can do things like tell the lights to dim if there is a lot of light coming in through the windows from outside.
 - iii. The cost would be \$44,644. Util would provide an estimated incentive of \$11,780. The remaining \$32,864 would be paid through our energy bills for up to 120 months. Due to the expected annual savings of \$4,243, this would have no tax impact to the Town. Once the initial cost is paid off, we would continue to have the \$4K in savings each year.
 - iv. Ken asked the School District if they were interested in this too, but they were not.
- d. Salt Shed Costs
 - i. See Selectboard minutes 12/3/25 for previous discussion.
 - ii. Ken looked at the costs for construction of salt sheds with steel trusses and a roof in other towns.
 - 1. Woodstock: 2023 built 100 ft x 38 ft for \$240K
 - 2. Raymond: 2025 built 22 ft x 40 ft for \$67,200. They did their own site work.
 - 3. Sandown: 2022 built 50 ft x 62 ft for \$118K plus electrical and site work.
 - iii. The current salt shed in Canterbury is 60 ft x 40 ft.
- e. Library Budget continued
 - i. The Selectboard will bring the decision from the Library Trustees on 1/12 to the Budget Committee on 1/14.
 - ii. The Selectboard discussed the rising cost of living in NH and the paradox of how paying living wages to town employees causes the cost of living to rise making those wages unlivable.
 - iii. The Selectboard discussed the difficulty there has been with finding people to work for the Town and how it ties into the state-wide and nation-wide problem.
 - iv. From the towns that Canterbury traditionally compares itself with, we are in the middle of the pack for wages.
- f. Retirement at Transfer Station
 - i. Andres Romero will be retiring from the Transfer Station at the end of the year.
 - ii. The Selectboard discussed the logistics of celebrating his retirement.
 - iii. The position is being advertised, but there have been no applicants for either of the two part-time Transfer Station Attendant positions that are open.
 - iv. The new Highway Dept. employees have been informed that part of their job is filling in at the Transfer Station when needed. They said they don't have a problem with doing that.
 - v. People Ready has been unreliable, but they are also an option if needed.

10. Adjournment

- a. Scott made a motion to adjourn the meeting at 8:08 p.m. Beth seconded. All in favor by roll call, motion carried.

Next Meeting: 2026 January 5, 5:00 p.m. at the Meeting House

Minutes submitted by Kal McKay, Administrative Assistant