

SELECTMEN'S MINUTES
JUNE 11, 2012

The Selectmen's meeting for Monday, June 11, 2012 started at 6:30 p.m. Present were Selectman Malloy, Selectman Hatch, Chairman Clark, Administrator Scruton and Clerk McNeil. Selectman Pratt and Selectman Gaudiello were absent

Chairman Clark welcomed everyone and led in the Pledge of Allegiance.

APPOINTMENTS

Discussion of Earned Time with Employees – Administrator Scruton updated everyone on the \$130,000 short fall due to earned time being cashed in and not appropriated in the budget. How do we make up for this amount of money? The Board had asked the employees to come ask questions, make comments and help with a resolution. Chairman Clark opened the meeting to the employee comments. Gary Homiak, who works for the Police Dept., presented some ideas hoping to come up with a resolution. The police and fire have to work 24/7. They reach the cap much sooner than other departments and will be forced to take time off requiring to fill shifts at an overtime rate. Mr. Homiak offered the following short term solution: freeze the sick bank as previously implemented, allow an employee to exceed the earned cap of 320 hours periodically during the remainder of 2012 (as long as they have a plan to use the time before the end of the year), if surplus funds are identified prior to the end of the year, that the employees be offered the opportunity to purchase some time. And, the following long term solution: the possibility of being able to purchase, in small increments throughout the year, the 96 hours of holiday pay, which no other department accrues within their earned time. George Joy also spoke for the Police Department. He stated that there is no one solution that will work across the board for every department. He stressed customer service for the Police Department and staffing. If our police officers are "forced to take earned time rather than purchase it, they would be running short-staffed for approximately 160 extra shifts". Adam Winkler again spoke about the Police Department. He thanked the Board for helping get a raise this year and for listening to the employees. This also affects moral. Chief Conway followed up with the history of how earned time came about. He further stated that "we can buck up and get through for 2012" but has a concern about what will happen in 2013. He offered the following suggestions: freeze the sick bank as previously implemented, allow an employee to exceed the earned time cap of 320 periodically during the remainder of the year as long as they have a plan to use the time before the end of the year, if surplus funds are identified prior to the end of the year that the employees be offered the opportunity to purchase some time at that point if they choose. Chairman Clark felt that the Board will probably not make a decision tonight. He further stated that the money does not appear in any budget and doesn't reflect the true cost of the town. The Board is looking for input and not trying to cut benefits. They have "the employee's best interest at heart". Selectman Malloy asked why now and what was different this year? A new auditor was hired and they wanted to know why this wasn't

being charged as there was no line in the budget. Mike Morrissey, from the Highway Dept., asked where the money for short term disability was coming from. Administrator Scruton noted that there may be money in the Administration budget for short term disability. John Huckins stated that he isn't a town employee but noted his wife is a town employee. He commented that if someone has to take time off money will be spent out to make up for that person being out. Jere Calef, from the Highway Department, has worked since 1987 and has never turned in earned time and hopes that the earned time won't be cut back as the employees have all earned that time. Chairman Clark thanked everyone for coming and for their input. Selectman Hatch moved to continue with the "freeze" for two more weeks when the full Board is present and to continue the discussion with all comments going through Administrator Scruton that will be forwarded on to the full Board. It was unanimously voted in the affirmative. There are two issues - how to handle this year and future years.

REVIEW OF MINUTES – May 21, 2012 & June 4, 2012. Selectman Hatch moved to accept the minutes of May 21, 2012, seconded by Selectman Malloy. It was unanimously voted in the affirmative. Selectman Hatch moved to accept the minutes of June 4, 2012, seconded by Selectman Malloy. It was unanimously voted in the affirmative.

STAFF REPORT

Town Clerk - Kim Kerekes noted that the Civil Forfeiture Warrant for unlicensed dogs was ready to be signed by the Board. She also reported that during the month of May there was a 21% increase in revenues over the 2011 figures and a 7.3% increase for the year. May was the first full month of on-line payments with 49 being processed.

Finance Director - Carolyn Berryment stated that she is waiting for information from audit.

Road Agent – Peter Cook stated that the crushing of material behind the town shed started today. The paving operation for this year will start later on in July.

PUBLIC COMMENTS

No Comments

STAFF REPORT

Administrator Scruton

1. Administrator Scruton reported that the Boy Scouts would like to park their trailer at Fire Station. It was approved all but the winter months.

Selectmen's Minutes

June 11, 2012

Page – 3 –

2. Mrs. Goodwill has giving money to have the sign improved to look more like a kiosk with a box for maps at the Goodwill Conservation area on Route 9. This matter will be on the Planning Board agenda in two weeks. Selectman Hatch moved to authorize that the town be exempt from their own zoning rules and to allow the repair/rebuilding of this sign, seconded by Selectman Malloy. It was unanimously voted in the affirmative.
3. The Highway Dept. recently sold four items as surplus property adding \$16,859.99 to the general fund.
4. Administrator Scruton's Employment Agreement revision was ready for signatures.

Clerk McNeil requested signatures on the following:

1. Intent to Cut for Warren Light
2. Timber Tax Warrant in the amount of \$3,825.67
3. Abatements #18 - #20
4. Civil Forfeiture Warrant
5. Vendor Manifests dated 5/24, 5/31 & 6/7
6. Payroll Manifests dated 5/20, 5/27 & 6/3

OLD BUSINESS

Planning Board Appointments – wait for a full Board

NEW BUSINESS

Planning Board Chair, John Huckins asked if one of the Selectmen would replace Selectman Pratt during the summer when he is unable to attend Planning Board meetings. Selectman Hatch volunteered for the job. Selectman Malloy moved to appoint Selectman Hatch as an alternate selectmen to the Planning Board for Selectman Pratt, seconded by Chairman Clark. Selectman Hatch abstained from the vote. It was unanimously voted in the affirmative.

SELECTMEN'S REPORT

Selectman Hatch reported that at the last School Board meeting they were working on end of the year projects.

Selectman Malloy moved to go into non-public session at 7:20 p.m. per RSA 91-A: II, a c, d or e to discuss reputation, seconded by Selectman Hatch. Chairman Clark asked for a roll call – Malloy – aye, Hatch – aye, Clark – aye. It was unanimously voted in the affirmative.

Selectmen's Minutes
June 11, 2012
Page – 4 –

The Fire Chief discussed a code enforcement issue and the requirement for a sprinkler system in a meeting room.

Selectman Malloy moved to come out of non-public session at 7:45 p.m., seconded by Selectman Hatch. It was unanimously voted in the affirmative.

Meeting adjourned at 8:00 p.m.