

**Enfield Board of Selectmen
Public Works Facility
Enfield, New Hampshire**

MINUTES of January 7, 2007

Board of Selectmen: Curtis Payne, Chairman; Rebecca S. Stewart; Donald J. Crate, Sr.

Administrative Staff: Steven Schneider, Town Manager; Alisa D. Bonnette, Recording Secretary; Ken Daniels, Director of Public Works; Richard A. Crate, Jr., Chief of Police

Others: Alex Vogt, Bureau of Highway Design, Alan Hanscomb, and other members of the NH Department of Transportation (NHDOT); Paula Rowe; Wayne Piekarski; Rene Demers; Sherry Jones; Peter Weatherdon; Rod Lovely; Larry Stone; Dan Kiley; Joe DePalo; Officer Jeff Hunold, Officer Roy Holland, Sergeant Ken May, Officer Will French, Enfield Police Department; and other members of the public

BUSINESS MEETING

I. CALL TO ORDER

Mr. Payne called the meeting to order at 6:05 pm.

II. NHDOT PUBLIC OFFICIALS/PUBLIC INFORMATION MEETING

Alex Vogt, NHDOT Department Manager introduced the staff from NHDOT. He explained that this is an informal presentation of the NHDOT plans for about 4 miles of NH Route 4A from the Lebanon town line, east to Evenchance Road, and is referred to as Section B.

The portion of NH Route 4A from the intersection east to the Lebanon town line (Section A) was completed in 2004 and 2005. The portion of NH Route 4A from LaSalette headed east (Section D) was completed in the summer of 2007. The section from Evenchance Road to LaSalette (Section C) is slated for construction when the Shaker Bridge is replaced in 2010 and 2011.

During the 2007 road construction of Section D NHDOT learned a lot about the condition of NH Route 4A in Enfield. As a result of this and lack of funding the Section B project has been scaled back.

In Section B, which is being discussed this evening, NHDOT proposes to do all of the work within the vehicle right-of-way (ROW) with pavement and drainage improvements. The project will be included with other District 2 pavement projects to be done in the summer of 2008. NHDOT is conscious of pollution and will take steps to limit any effects on Mascoma Lake.

There will be a slight cost to the Town for manholes and manhole covers, but otherwise the project is funded 100% by the State. The State anticipates spending \$200,000.

The project will include removing 1 ½" of pavement and putting down 1 ½" of new pavement. There will be no elevation changes; they will match the existing cross slopes. Areas on the displayed plan indicated in yellow indicate where regarding of roadside ditches will take place. They will not be reconstructing drainage as they did in Section A.

The Town will be notified 10 days prior to paving so manhole work can be completed.

Paving should take less than a week to complete. Some utility poles may be relocated. This is a fairly minor roadwork project at this point.

Alex Vogt invited questions.

Rob Lovely of 89 NH Route 4A questioned the drainage plan. His house is the one closest to the road. Mr. Grandmaison, of NHDOT, explained that they would be reshaping the existing ditches and be sure the surface water drains to the existing drainage system. NHDOT understands there are some major drainage issues coming across the roadway. Mr. Lovely will share further thoughts with NHDOT after the meeting.

Paula Rowe asked how wide the project would be. What's the purpose of the project? Mr. Vogt explained that the purpose is to get pavement that will last longer than the existing pavement. The existing pavement is a combination of overlays, sand layers, etc. NHDOT will put in better quality pavement. They will not be widening the road through this area. Initially they wanted to widen the roadway, but with all of the driveways and confinements it becomes a much larger project. The State does not have the money to do the larger project.

Mr. Vogt went on to say that if it's a real safety issue they might look at it. They've noticed deficiencies, but unless there have been accidents.

Rene Demers of 48 NH Route 4A said it's a nice lake and scenic. At what point, and what would it take to get a sidewalk or even a wider shoulder? If it were wider there would be better visibility. It would be quite an undertaking to make it wider, but sight distances are bad. Mr. Vogt replied that for a sidewalk to be installed, a request would be required from the Town. A maintenance agreement would also be required as the Town would be responsible for maintenance of the sidewalks once installed.

Mr. Demers asked about a wider shoulder. Mr. Mason pointed out that wider roadways usually increase traffic speeds.

Mr. Demers mentioned that there are currently icing problems. He would like to see another culvert at his property. One end of his driveway has been lowered by the road crew to prevent icing but the driveway is now so low it's unusable. The car bumpers drag on it. Mr. Vogt said NHDOT would take a look at it.

Sherry Jones of 51 NH Route 4A told NHDOT that her well is right in her driveway. What will happen [to her well] when NHDOT starts digging? There is a manhole that is probably not 10'

from her well. There is no other water. She hopes the NHDOT doesn't affect her water. Mr. Grandmaison and Mr. Vogt replied that it would be all surface work. Ms. Jones asked whom she should contact if there is a problem? Mr. Vogt? Mr. Vogt replied that she could call him. Mr. Grandmaison added that they'd be sure the construction crews are aware of conditions such as this.

Sherry Jones' neighbor said that drainage comes up the drains in his basement. Where is drainage going to go? Mr. Grandmaison explained that the drainage will be directed to a nearby catch basin and then directed across the street. It should all be subsurface water by that time.

Mr. Lovely asked if they are going to use existing drainage system has it been determined that the culverts are in good repair and free flowing?

Mr. Grandmaison replied that NHDOT determined the system in Lebanon was worst and needed repair.

Larry Stone asked how far from the yellow line they are going to go? In some places there is no ditch. There is also a tree within that area. Mr. Grandmaison replied that they would double-check that corner.

Paula Rowe asked why the State didn't look at sidewalks or wider shoulders? Mr. Vogt replied that they looked at it, but it resulted in a lot of impacts. When NHDOT first began to look at this project there didn't seem to be a lot of interest in sidewalks. Ms. Rowe replied that there's a real safety issue.

Mr. Demers stated that one shoulder or sidewalk on one side would be good – on one side of the road or the other. Mr. Vogt stated that NHDOT would re-stripe the white line to a 10' lane to give the impression of a narrower lane; people may go slower. The intent is not to widen the paved roadway at all. Mr. Lovely commented that he wouldn't want anything that would encourage drivers to go faster.

The public present at this meeting was generally in favor of a sidewalk.

Police Chief Crate asked about when the work would be done. Mr. Vogt explained that the paving would take less than a week. Before that Ken Daniels may want to do some manhole work. After paving, NHDOT will re-stripe and do minor ditch work. The project should begin in late spring and be completed by early fall of 2008.

Steve Schneider asked if a wider shoulder or even a sidewalk was being considered for Section C (Evenchance to LaSalette) or does it fall under the bridge project? Mr. Vogt said it would be part of the bridge project, but will essentially be pavement. Discussion ensued regarding the road width. The project would result in two 10' lanes with 2' to 4' shoulders.

Mr. Schneider explained that part of the problem for pedestrians is the uneven surface at the edges of the roadway.

A question was posed about connecting to the municipal sewer system. How would State approval be obtained? Mr. Vogt explained that it would depend if the Town were going to install

it or not. If the Town were doing the installation the Town would contact the District 2 office. Mr. Daniels noted that the sewer main would cross the road to a manhole.

Mr. Iskandar asked if NHDOT has selected a construction company. He was informed that they had not. Bidding would take place in February, opened on or about March 1st, and then sent to Governor and Council for approval. Work should start the end of April.

Ms. Jones noted that Mr. Vogt said they learned a lot doing the other NH Route 4A projects. Is this project scaled back because NHDOT spent too much on the others? Mr. Vogt responded by saying the cost is too high. Ms. Jones asked if NHDOT scaled back this project so they could work someplace else? Mr. Vogt said they don't have the funds to do anything else.

Peter Weatherdon asked if homeowners should do driveway paving before or after the project is done. Mr. Grandmaison replied that it could be done either way; it would make no difference.

It was asked if there was anything feasible to do to the corner, such as a pedestrian sign in the middle of the road? Mr. Lovely believes the question alludes to any traffic calming measures that can be taken. Mr. Vogt stated they NHDOT has not come up with any. The original questioner noted that slightly narrower lanes will slow traffic and an apparent shoulder should help slightly.

Wayne Piekarski asked if someone inspected all the drains to be sure they're all working properly. Mr. Grandmaison replied that there didn't appear to be any non-functioning drains. Mr. Vogt believes NHDOT has looked at them.

Paula Rowe would like to ask the Board of Selectmen to write to the State to request they incorporate more into the project, besides paving, to address safety.

Mrs. Stewart asked is this due to excessive speed? This is an old area of town. There's probably only so much that can be done without taking property. Maybe speed control would help. If you try to go 30 to 35 mph through this are you have people on your tail. Paula replied that she wouldn't drive over 30 mph.

Mr. Demers said it looks like we're going to have to see accidents and injuries before this is looked at further.

Mr. Stone feels speed is a problem, but that the corner surprises you no matter your speed. Maybe straightening the road a bit to give a little more sight distance might help.

Another individual mentioned that the main problem with the speeding is that it's a "super highway" from Route 4 to the Lebanon line. This corner is just another 1/3 of a mile from where it's very open to where it's very narrow.

Joe DePalo suggested widening and banking the road more. Mr. Vogt's response was that if you bank it more it tends to encourage speed.

Chief Crate said that to widen for sidewalks costs more and people lose parking and property. The Police Department has tested and evaluated speeds in this are. The speeds they were seeing

weren't excessive. Accidents the Department has seen were due to driver error. The Department can run radar, but they aren't seeing a huge amount of speed, at least nothing they can prosecute in court. The Department can get out more frequently by Evenchance to watch speeds. With new paving people tend to speed up. Chief Crate expects more people would complain about losing their property. The issue here is more in the Town's court than NHDOT's.

Dan Kiley stated that the problem is obvious – the road is stuck between a mountain and a lake and everyone built as close to the lake as possible. It's also a State highway and many people are driving 50 mph. You aren't going to see people going 25 mph for that short stretch.

Mr. Lovely stated that maybe more signage is a cheap alternative, a "populated area" sign perhaps. Mr. Vogt responded that a certain amount of signs are OK, too many and they are ignored.

Me. Demers asked about lowering the speed limit in this section to 10 mph from Memorial Day to Labor Day. Or seasonally lower the speed to 20 or 25 mph. Mr. Lovely seconds that suggestion. Mr. Vogt replied that, by State statute, State highway speeds are a minimum of 30 mph.

Mr. Stone asked if any guardrails were going to be installed. He was informed that no guardrails are in the plan.

Walt Taylor noted that when the Police Department speed sign was up it was temporarily, but it had a tendency to slow people down. Chief Crate replied that the sign is \$4,000 and is not in the Town's budget in 2008. It was used, on loan, for compiling statistics. They were testing and evaluating the equipment.

Mr. Taylor asked what responsibility the State has once the water crosses the road. There's some erosion taking place near his home where it gets across the road and is just dumped there. Other areas have drainage pipes that carry the water to the lake. Mr. Vogt replied that it's the State's responsibility to get it across the road. If the State were putting in a new system they would be sure it doesn't impact the property, but that is not the case here. Generally, the State has no responsibility.

Ms. Jones pointed out that the ditching in Lebanon is lined with stone, yet in Enfield NHDOT is not going to do that? Mr. Vogt said that was true. In Lebanon NHDOT changed the flow.

Mr. Vogt was asked how much the first mile in Lebanon cost. Mr. Vogt replied that it cost \$2.6 million. Curtis Payne pointed out that they spend \$2.6 million in Lebanon and they're spending \$200,000 in Enfield.

Mr. Payne thanked everyone for coming. It all seems to be about money. We have a jail to build, a school, a library and now we want added safety. How do we want to fix this? Safety costs money.

The meeting was recessed at 7:02 PM and reconvened at 7:15 PM.

III. APPROVAL OF MINUTES

Mr. Crate moved to adopt the minutes of December 17, 2007 as printed; Mrs. Stewart seconded, vote unanimous.

IV. COMMUNICATIONS

Phil Neily, Building Inspector/Health Officer, Field Inspection Report, May 19 Lot 6

Trustees of Trust Funds Report as of September 30, 2007

About \$20,000 in interest has accrued.

Planning Board Public Hearing Notice:

One of the hearings is for property on George Hill. The other is a boundary line adjustment.

Comcast Correspondence ~ Rate Changes

Applications for Parade Permits

Listen and Bonnie CLAC ~ Letters of Thanks:

This is the time of year we pay regional organizations the funds appropriated at Town Meeting.

Wetlands Correspondence:

The Board received correspondence from Thomas Burack, NH DES Commissioner, to Dr. George Seiler, dated 12/12/07 and correspondence from Dr. George Seiler to Thomas Burack, dated 12/17/07.

As part of New Business the Selectmen have a petitioned warrant article for Town Meeting. Commissioner Burack says the Town can adopt a manual, but the State isn't going to go along with Mr. Seiler's plan.

UNH T² Center ~ Scott Johnston, Senior Roads Scholar

The Board received a letter of recognition of Scott Johnston as Senior Roads Scholar.

NH DES Correspondence to SAU 62, September 2007 Groundwater Monitoring

V. BOARD REPORTS

Capital Improvements Program Committee:

The CIP Committee meets next on Thursday, January 10, 2008.

Planning Board:

The next meeting of the Planning Board is scheduled for Wednesday, January 9, 2008.

Budget Committee:

The Budget Committee meets next on Saturday, January 12, 2008. They will go over capital costs and finalize the budget.

VI. TOWN MANAGER'S REPORT**Employee Benefits:**

Mr. Schneider will talk later about employee benefits.

Use of Whitney Hall:

The Town has a theatre group in the Whitney Hall Auditorium until Town Meeting. The Selectmen should consider what they want to do.

An hour and a half was spent with four guys moving things for Elections. Things moved around fairly quickly. Mr. Schneider will have a conversation with Mr. Coons about whether he wants to go with a multi-year agreement or stick with a one-year agreement. A one-year agreement doesn't require Town Meeting approval.

Mrs. Stewart thinks the current arrangement is working quite well for Mr. Coons. Attendance has been satisfactory. The theatre has gotten maybe 450 to 500 people to come into Town that wouldn't have otherwise and they have spent money elsewhere as well. Mr. Coons has not had a conversation with Mrs. Stewart that leads her to believe he wouldn't want a multi-year agreement.

Mr. Schneider said it's a question of weather. If it's bad weather we may need to use other staff to set up elections. There have been some hiccups with the Library communicating with the theatre group. The theatre does not impact the Town Offices much. Mr. Coons did commit to having something outside in the summer and some classes in the summertime.

Elections:

The Board discussed coverage of the Elections. Mr. Payne will cover from 8 AM to 9 AM and then return at 4:00 PM, Mr. Crate will cover from 9 AM to 11:30 AM; Mrs. Stewart will cover 11:30 – 4:00 PM and all three Selectmen will be present when the polls close at 7:00 PM.

Town Report:

The Chairman of the Board of Selectmen traditionally drafts the report for the Town Report. Mr. Payne will have it prepared for the next Selectmen's meeting.

VII. PUBLIC COMMENTS**Dan Kiley ~ Public Works Department:**

Kudos to the Public Works Department for doing a great job with all the snow. Enfield is as good as it gets between Enfield and Woodstock where Mr. Kiley travels.

Dan Kiley ~ Whitney Hall Auditorium Use:

Mr. Kiley would like to see the theatre issue come up at Town Meeting to see if the Town wants any single organization to have exclusive use of Whitney Hall.

Mr. Schneider replied that Enfield has neighbors with similar arrangements: Lebanon and Claremont.

Mr. Kiley that all of the theatre groups he's been involved with don't rehearse at the same location every time.

Mr. Schneider explained the difference with Lebanon and Enfield; the Opera House has a separate body that schedules things. The theatre groups schedule with a third party.

Mrs. Stewart added that there are certain groups that have exclusive use of the space in Lebanon. No one had an interest in the Whitney Hall space until this past year. She thinks there's a need to consider the economic development something like this provides. She would not discourage Mr. Coons.

Mr. Kiley took exception to Mrs. Stewart's statement that no one was using the space. It's the largest meeting space the Town has.

Mrs. Stewart replied that the Town does have the Community Building.

Mr. Kiley stated that the Whitney Hall Auditorium is not being used as a theater, it's being used as a space; it can be done in any space. He understood the stage was going to be used.

Mrs. Stewart believes Mr. Coons does intend to use the stage. The Town needs to clean it off first. Mr. Coons' personal style is what drove how he used the space. He prefers theatre in the round.

Mr. Payne said for the most part he's loath to have a multi-year lease, but Mr. Coons' productions are excellent.

Dan Kiley ~ School Meeting:

Mr. Kiley reminded the Selectmen there is a school meeting next week.

Discussion ensued regarding the plans for a new school, and the cost of the project, which is estimated at \$39.5 million. This does not include the 22 new positions that the School Board has not been talking about.

VIII. OLD BUSINESS**Main Street Parking:**

Mr. Vogt's emails with Mr. Schneider have been running hot and cold. Initially he was positive the Town could put parking spaces in the area in front of the Laundromat, but as other people responded to him, he has changed his mind.

The State clearly admits the plan showed parking spaced in front of the Laundromat, but final implementation of the project differed. It is believed that through the design stage and that the spaces were including in the striping plan.

CATV:

Mr. Payne announced that they hope to have a meeting soon.

Grafton County Correctional Facility ~ Project Update December 2007:

The Board received a copy of the latest newsletter regarding the Grafton County Correctional Facility. Mr. Schneider informed the Board that the scope hasn't changed at all. They ask some good questions of themselves – How much will it cost? How will be pay for it? They're looking at green alternatives; mostly heat. The bond vote will be in early February.

Mr. Schneider sent a letter to them last month stating that if they have extra space they should rent it out as quickly as possible to get the revenue. They're looking at 70 new employees and the costs add up.

Mrs. Stewart in the flyer that they don't know the impact this will have.

Mr. Payne said we need a jail.

Mrs. Stewart added that our facilities are lacking but it doesn't make up for poor planning.

Chief Crate agreed with the need for it. He doesn't want his officers driving to Berlin or Merrimack. He believes the Board is looking at a scaled back project. The Sheriff pulled out his portion voluntarily. Mr. Schneider pointed out that was a \$5 million reduction, that and the removal of a whole housing pod.

Mr. Payne stated they planned; they didn't budget. Mrs. Stewart responded that is what she was alluding to. They could have put money away knowing we'd come to this point, but failed to do so.

Discussion continued regarding school cost, jail costs, the cost to the taxpayers and the expected voter response.

WCNH.net:

A meeting will be held next week to review deliverables from PacketFront.

Employee Benefits Discussion:

Information was passed out to the Board. Mr. Schneider has also sent some emails to the Selectmen regarding this issue.

A memo was provided that explains his proposal to increase the employee contribution to health insurance. He also proposes adding one more holiday – Columbus Day and/or an additional personal day. The only cost for this addition would be for overtime for the Police Department. He also proposes establishing retirement accounts for full time employees to which the Town would match up to 1% of their base salary. This would impact the budget about \$15,000.

There are other changes that he will recommend at a later date in 2008. They include examining wellness benefits, a bonus pool, health/prescription review and leave buy-back.

There's always a lesson to be learned and he has apologized for not mentioning the impact up front. Mr. Schneider stated that the Board and employees might not agree with him, but hopefully understand his logic behind it.

Mr. Schneider met with the Police Department and Public Works Department, and has spoken with the office staff as well.

All employees are to contribute 5% toward their health plan. Those on the Blue Choice plan will have their contribution increase from 3% to 5% and those on Matthew Thornton will have their contribution increase from 0% to 5%. To help offset this impact employee will receive a guaranteed 2.5% cost of living adjustment (COLA).

There was some frustration that some of what we talked about hasn't happened. Some things are easier for elected boards to understand. These things take time. There are things Mr. Schneider thinks can be done within this budget that can help employees and not affect the budget.

Mr. Schneider discussed time off. From a financial standpoint it has little impact except for Police. Adding Columbus Day, road crews aren't likely to be called out, unlike Civil Rights Day. An additional personal day has no financial impact.

Mr. Schneider explained the impact of establishing a deferred compensation of up to 1% of base salary into a retirement, which totals about \$15,000.

Mr. Schneider is asking employed to become partners in what they do after they're done working for the Town. The one for one contribution for retirement and contribution to health care doesn't put money in the employees' wallets but provides benefits for the long term.

Mr. Schneider has two constituents to serve, the people that work with him and the 5000 people that employ him. This begins to address some of his goals that the Town's benefit plan be adaptable, and cost effective for employees and those that pay our salaries.

He has gone over the individual impacts this plan will have on employees.

There are other things he thinks the Town needs to have as part of its benefits plan, including wellness. Playing on that theme he can do it in a cost effective way. The Police Department, for instance, need to be physically fit to do their job.

A bonus pool would provide for 4 or 5 bonuses each year to award employees. The recognition has an impact for not a lot of money.

Mr. Schneider will continue to review the health and prescription plans. If insurance goes up 10% next year it will be in increase of \$41,000 in costs. In 2 years that could be \$82,000. The pace that insurance rates increases is dramatic and he has to review costs every year to minimize the impacts on the employees and employer.

Lastly, leave buy-backs have been successful where he's been. Leave can be flexible so the employee can be paid for unused leave. A dollar in 2008 is less than a dollar in 2020 will be. He does not think we're ready for this due to the financial impact.

Creating a plan that's adaptable and can change with the times is important. It's hard for groups that aren't used to it to digest all at once. Mr. Schneider will be talking about this more in the future.

Mr. Payne stated that Mr. Schneider is the Town Manager and it's his decision. The Selectmen are an advisory body. What Mr. Payne is hearing from employees is the change came as a shock. Mr. Schneider is back on track with getting the feedback, especially from the Police Department. The Selectmen and Town Manager are temporary and thing can change. The police officers plan to be here for their careers. Mr. Payne asked the officers present how they feel.

Chief Crate said that as communication, it has been going very well. Chief Crate made a proposal to pay the 5% and then to use the Pay Plan as it's intended. The COLA wasn't a true reflection of increases in the cost of living. All of the people that work in his department want to be able to take care of their families but not at the expense of their neighbors. For this year they're giving up 5% for insurance premiums and for a family plan it's about \$700. Retirement is about \$700 of his salary and for him it covers it, but he needs to look at the impact on his newest officer.

Chief Crate went on to say that days off and sick time – he's not using it. More days off for him don't mean anything. For other employees with a lot of time built up it doesn't mean as much. We have good employees. Roads aren't as well maintained in other communities. Our court cases that are presented aren't the same as other communities. We have good people. If an officer is lost it's not just the cost of training lost, but the experience of officers is lost as well. If cuts need to be made they need to come from other places, not our employees. As with the skateboarders, before we put regulations in place we need to give them a place to go.

Mr. Schneider agreed with everything Chief Crate said. It becomes harder and harder to find the \$20,000 out of the operational side to balance the human side. He wants the employees to be happy, but needs to have things on the on the operational side to protect them. He does not have all the answers. And it may not serve everyone. He has 30+ people to consider and has to try and get it to work for the people that have been here a long time as well as the newcomers. It's always going to be difficult to match Lebanon and Hanover.

Chief Crate replied that it's about quality of life.

Discussion ensued regarding the balance of benefits to employees, employee retention, and the cost to taxpayers, financial and otherwise, of both the benefits and the loss of employees.

Chief Crate said employees need to feel valued. On the police side, every other employee has a retirement plan, but the Town does not pay Social Security for police officers. We won't get Social Security because we haven't contributed. That's a benefit we're not going to se. Benefits have to be similar.

Sergeant Ken May said, a year ago, when this was discussed, he heard he had to pay 5%. He looks at his neighbor, a good neighbor that helps him out. That's Enfield. He wouldn't want his neighbor not to get what he needs so his own family can have this. Sergeant May discussed the buy-backs. If he's maxed out on his tick time or other time and can get paid for the unused time it would be a benefit to him. He hasn't seen the planning or implementation of these other programs. And we're only looking at \$10,000, \$15,000 or \$20,000 savings. Lets not take away from a guy who works his way up – be generous to all. We need to find some common ground.

Officer Roy Holland hasn't spoken to Social Security yet. The biggest part for him is a lot of uncertainty at this point. He's at the peak of that mountain where it's beneficial to cash in vacation time, but he's also a family man and likes the time off. Time off may not be as helpful, but if he can cash that time in... He doesn't want to call in and leave another officer hanging. The biggest uncertainty for him is we could have four new people on the Board of Selectmen and in the Town Manager's position and we could have that 5% insurance co-pay but the other programs aren't in place. Employees used to have a pay scale; he agrees with merit raises. What's the long-term outcome? It's 5% this year, but he needs an idea when changes will be made so he can plan.

Officer Jeff Hunold, when he looks at something like this, he doesn't want to see his neighbors suffer so he can go on vacation. It's a hard pill to swallow, paying the 5% so the town can save maybe a ¼% of the budget. He's going to lose out on 2% of whatever raise he gets, without anything else in its place. It's striking a balance. One percent into retirement is free money to the employee. He'll take it, but the real upside he sees is the uncapped sick time that you can turn around and be paid for.

Sergeant May thought it was a package deal. Officer Holland also expected it would come as a package; a whole package would be easier to swallow.

Chief Crate said one good thing about this Town, we can have this discussion with the Board of Selectmen and Town Manager. Thank you.

Mr. Schneider said the balance is the hardest thing; one of the most difficult things he has to do. The Police Department and Public Works Department have to work holidays and in the middle of the night. Show me another job where you have to work under these same conditions. The public may see they get paid good money and only pay X% of health insurance, but they don't see the intangibles. Perception is reality. The perception is the employees don't pay anything for their health insurance, so that's the reality.

Dan Kiley said in every company he's worked in you could buy back your unused sick time. He's not a great believer in paying off vacation time – he's a believer in using vacation.

Mr. Payne stated that when you have that badge and a gun you're never off.

Sergeant May stated that he's invested a lot of time here. As soon as Mr. Schneider apologized he wanted to move on. He thinks a great agreement can be worked out.

Mr. Payne noted that even if they don't agree with you the communication is needed.

Mrs. Stewart agrees with the concept of sick time buy-back. She took sick days regardless. You get penalized for being on the job. And she agrees with taking vacations; you need to decompress. She thinks you feel better about your career versus your job. Her personal opinion, in conjunction with asking for a 5% contribution, implement a sick day buy back and 1% matching retirement plan. She's looked at the dollars and overall the contributions are not a lot, but it's still money out of the employees' pockets. No one can compensate the people that put their lives on the line. She expressed her appreciation to all employees in all departments – we

have great employees. One of the reasons she ran for Selectman is she doesn't want to move again and in part it's because of the employees.

Mr. Crate wants everyone to be happy. He doesn't care what it costs. Keep everyone happy. Keep them or it will cost more in the long run.

Mr. Schneider said this would be revisited.

2008 Budget:

The last Budget Committee meeting is on January 12. After that's done the framework is ready to put together the numbers.

Sick time was discussed. Typically people use 5 or 6 days a year. Perhaps buy-back on a sliding scale can be considered. The more you cash in the larger amount you get; not a dollar-for-dollar buy-back.

IX. NEW BUSINESS

Multi-Year Rate Guarantee Program:

PLT2011 Resolutions for Participation in the Multi-Year Rate Guarantee Program of LGC Property Liability Trust and Workers Compensation were presented to the Board for consideration.

Mr. Payne moved to approve the 2 resolutions for property liability and workers compensation; Mr. Crate seconded, vote unanimous.

Alternate Inspector of Election Appointment:

Mrs. Stewart moved to appoint Nancy White as an Alternate Inspector of Election; Mr. Crate seconded, vote unanimous.

Petitioned Warrant Article for Adoption of Official Wetlands Standard:

The Board received a petition for adoption of an official wetlands standard that will appear on the 2008 Town Meeting warrant.

Administrative Items:

The Board reviewed and approved the following documents: Veterans Tax Credits, Land Use Change Tax, Property Tax Refunds, Disabled Exemption.

X. OTHER ITEMS

Town Report:

The Board discussed the dedication of the Town Report and the individual who will be featured in the memoriam.

CONFERENCE

I. ADJOURNMENT

Mrs. Stewart moved to adjourn at 9:15 PM; Mr. Crate seconded, vote unanimous.