

Board of Selectmen
January 6, 2003
Public Session

Gerald McCarthy motioned to exit executive session. David Hall seconded the motion and the vote was unanimous.

More debate ensued. Scott stated that the Selectmen need to educate themselves. Jerry responded that maybe Scott should do the same.

All communities are having the same issues. Scott - where do you want to see the police department go?

Jerry – To twelve officers with a good increase at the end of three years to keep them here. It seems to me that if we can keep twelve people here and happy, that is better than having thirteen and a revolving door.

Kevin – We ran this by the officers and they unanimously voted that they would rather have full staffing.

Jerry – Do you think that any of the rank-and-file are going to vote against what they think their leaders want? No – I'll answer for you. Sometimes you just need to try it and find out if it works. Show them that they will get an increase. Put in place a longevity increase.

Kevin – What you hear in an exit interview is not able to be refuted by us when we cannot be present.

Jerry – What we try to do is to bring to your attention legitimate issues. You need to understand that police leadership absolutely controls the destiny of the officers that come under their organizational umbrellas. Why would they want to talk about anything?

John – Why would you need a sergeant to handle phone calls and walk-ins when you have Strafford County Dispatch? Scott – sometimes it saves time to do it that way instead of having dispatch call a unit. Mailboxes, for instance. Sergeants stats are higher than the patrol officers'.

Scott – I agree to a stipend, but sooner than three years. The issues are not starting pay, but that they can go nowhere.

Jerry – I would agree to do it at \$2,500 per officer after the two-year anniversary, and that could bring immediate relief.

Jerry made a motion that pay increases are made on the anniversary dates of an employee's tenure instead of as it is currently happening. The motion was seconded by David Hall. The vote was unanimous.

Jerry made a motion to establish a \$2,500 annual stipend for patrol officers effective starting at the completion of their second year of service, with the understanding that the total number of officers be reduced from thirteen to twelve, including the Chief of Police and the School Resource Officer. The motion was seconded by David Hall.

Discussion - Jerry asked Scott if he would make an honest try to see if this works. Scott stated that he would, however stated that he does not agree with the reduction in forces, but he will stand behind what the Selectmen do. Jerry just wants **to ensure that the change gets a fair test before it is automatically denounced as unworkable.**

The vote was unanimous.

The shift differential proposal was discussed. The proposal would be applied to sergeants and below. The shift differential will be \$1.00 per hour for the shift from 4:00 p.m. to 10:00 p.m. and a \$1.50 shift differential from 10:00 p.m. to 6:00 a.m. This was made a motion by Jerry McCarthy and seconded by David Hall. The vote was unanimous.

A motion was made by David Hall and seconded by Jerry McCarthy to start regular Selectmen's meetings at 6:00 p.m. instead of 5:30 p.m. to improve accessibility to the public. The vote was unanimous.

The meeting was adjourned at 3:02 p.m.

John Fitch, Chairman

Date

Gerald McCarthy, Selectman

David Hall, Selectman