

Meeting Minutes: Friday, April 13, 2012, 7:30 a.m.; Town Hall

DRAFT

- A. CALL TO ORDER:** Chuck Graham called the meeting to order at 7:30 a.m.
- B. PRESENT:** Tom Baker, Bobbi Burns, Robbie Dirsa, Chuck Graham, Larry Smith
- C. CHAIR:** Motion by Larry to elect Chuck as Chair, seconded by Bobbi and approved unanimously. Bobbi volunteered to be secretary.
- D. DISCUSSION**

Information Packet - Chuck passed out an information packet that Lori Ruest pulled together, includes compensation and benefits detail.

Action Item:

- All – Review and familiarize ourselves with information.

Goals – Board of Selectmen would like a proposal that at least covers benefits by mid-August.

Police – Robbie discussed difficulty with hiring part time staff. Preference is to use trained staff from other towns, but competing against overtime and detail work. Rate of pay appears to be the primary problem. Concern with hiring untrained staff is cost of training and then loss to full time positions in other towns.

Benefits – Reviewed current 80/20 breakdown. Tom suggested looking at plans with higher deductibles and co-pays, especially with regards to prescriptions. Robbie voiced concern that employees are frustrated with reductions in benefits. Discussion ensued on industry split being in the ranges of 50/50 to 75/25 and residents feeling this pain. Agreed better comparison is similar town.

Action Items:

- Larry will contact LCG to get a report comparing salary and benefits detail with Seacoast towns and towns approximately 20 minutes West.
- All – review and familiarize ourselves with this report prior to next meeting.

Employee Input – Robbie expressed concern that employees see the committee's purpose as cutting more from them. All agreed that we need to get employee input before making any proposals. Agreed that we need direct, face-to-face input.

NEXT MEETING: Friday, May 4, 2012; 7:00 a.m.; Town Hall

- Agenda:**
- Review comparison data from other towns
 - Create agenda for employee input session and schedule date/time

Submitted by: Bobbi Burns, Secretary