

Official

TOWN COUNCIL MINUTES
Regular Meeting
Wednesday, December 20, 2006

CALL TO ORDER

Chairman George Longfellow called the meeting to order at 6:30 pm.

ROLL CALL

Chairman, George Longfellow, Mike Jolin, David Ross, James Gorton, Stu Werksman, Jason Hyde, Patricia Rueppel, Paul Loiselle, and David Jodoin (Town Administrator)

Excused: Michael DiBitetto

APPROVAL OF MINUTES

December 6, 2006

P. Rueppel motioned to approve. Seconded by S. Werksman.

Voted unanimously in the affirmative. M. Jolin abstained

PUBLIC INPUT

Grace Zartarian, Farmer Road spoke at the last meeting regarding the water problems at her home.

The drainage systems are obsolete. Nothing works any longer. Ms. Zartarian would like to know if the Town Council or David Jodoin has done anything to resolve the situation. The Building Inspector has yet to address this issue. The wetland issue was addressed by the State and fines were imposed. Jason Hyde and David Ross felt the town should speak to DES.

D. Jodoin explained that Steve Couture from the Conservation Commission had given information to him but he had not been able to contact anyone at DES yet.

G. Zartarian stated she still hasn't filed a formal complaint with DES. She was told by the State to contact the code enforcement officer first but nothing has been done.

D. Jodoin recommended that G. Zartarian file the complaint anyway.

P. Rueppel asked if the developer who built out there is still in business.

G. Zartarian stated that she learned from S. Piper that Gerry Handley did most of the development up on Farmer Road. No town can have a man made structure built without a permit and I have found no permits on file. There are dikes on Whitehall Terrace diverting water down Farmer Road.

G. Longfellow stated that this issue is being addressed.

D. Hemeon urged the Council to address the pay scale issue for all employees.

NOMINATIONS/APPOINTMENTS

Available Positions:

- Building Board of Appeals, Fill-in Full Member, exp. 6-2009

G. Longfellow: I found nothing in the Town Charter for a Board of Appeals but did find it in the Administrative Code which states we can use our Zoning Board as our Board of Appeals.

M. Jolin: The Board of Appeals is spelled out under the building code. The Appeals Board you are talking about is a Building board of appeals.

D. Jodoin will look into the requirements for a Board of Appeals.

- Conservation Commission, Fill-in Alt. Members, exp. 6/2008
- Heritage Commission, (2) Fill-in Alt. Members, exp. 6/2008 & 6/2009
P. Rueppel nominated Sally Humphries for Heritage Commission.

SCHEDULED APPOINTMENTS

Public Hearing, Road Acceptance, per RSA RSA 674:40-a.

Open Public at 7:02

D. Hemeon requested that Misty Meadows, Sargent Drive, Heron View Drive and Beacon Hill Road be accepted as streets.

M. Jolin stated that if there are drainage issues that cause wash outs, we should have the developer address this issue prior to the town accepting the road.

Close Public Hearing 7:12 pm

P. Loiselle motioned for the bond reduction for \$18,851 on Misty Meadows and accepts Misty Meadows, Sargent Drive, Heron View Drive and Beacon Hill Road. D. Ross seconded the motion.

D. Hemeon stated that the maintenance bond is for two years for any major occurrences. He will check if that includes maintenance.

Roll Call

<i>P. Loiselle</i>	<i>Yes</i>	<i>M. Jolin</i>	<i>Yes</i>
<i>D. Ross</i>	<i>Yes</i>	<i>J. Gorton</i>	<i>Yes</i>
<i>P. Rueppel</i>	<i>Yes</i>	<i>J. Hyde</i>	<i>No</i>
<i>S. Werksman</i>	<i>Yes</i>	<i>Chairman G. Longfellow</i>	<i>Yes</i>

7:1 Motion carried

Kathie Northrup, Acceptance of Donation, per RSA 674:44-b.

Open Public at 7:16

Kathie Northrup, Chairman of Heritage Commission requested acceptance of a donation from Mike and Doris Sorel for \$125 for development of the seal for the Town's first roadside historic marker and \$1,500.00 from a private donation for conservation of a document found at Head Chapel.

Close Public Hearing at 7:18 pm

S. Werksman motioned to accept the donations. P. Loiselle seconded. Roll Call Vote unanimously in the affirmative.

Diane Boyce, Recycling & Transfer Department re: Monitoring Bid for Closed Landfill.

D. Boyce presented four bids and recommended ECS at a cost of \$9500, which includes engineering for ground water permits.

M. Jolin motioned to accept the bid from ECS at \$9500 and authorize the Town Administrator to sign the contract. Seconded by P. Rueppel.

Roll Call Vote unanimously in the affirmative.

OLD BUSINESS

SNHPC Brownfield's Letter of Support

M. Jolin explained that Brownfield is a term the Federal government uses to identify unused contaminated parcels of land. Across the country, people apply for funds to restore contaminated property. Southern New Hampshire Regional Planning has applied to be the designee to go after these funds and have these sites cleaned up. They have the staff to put together the applications and send them to the DEA.

P. Loiselle motioned to have a letter of support drafted by the Town Administrator. Seconded by D. Ross.

J. Hyde stated his concern with surrendering his power to them.

M. Jolin explained they would go out and find sites and apply for the funds to have them cleaned up. We could do this ourselves but why would we want to do all that work. They will have them put back on the tax rolls.

D. Ross motioned to table. J. Hyde seconded

Roll Call

<i>P. Loiselle</i>	<i>No</i>	<i>M. Jolin</i>	<i>No</i>
<i>D. Ross</i>	<i>Yes</i>	<i>J. Gorton</i>	<i>No</i>
<i>P. Rueppel</i>	<i>Yes</i>	<i>J. Hyde</i>	<i>Yes</i>
<i>S. Werksman</i>	<i>No</i>	<i>Chairman G. Longfellow</i>	<i>No</i>

Vote 3-5. Motion failed.

Vote on Original motion

Roll Call

<i>P. Loiselle</i>	<i>Yes</i>	<i>M. Jolin</i>	<i>Yes</i>
<i>D. Ross</i>	<i>No</i>	<i>J. Gorton</i>	<i>Yes</i>
<i>P. Rueppel</i>	<i>No</i>	<i>J. Hyde</i>	<i>No</i>
<i>S. Werksman</i>	<i>Yes</i>	<i>Chairman G. Longfellow</i>	<i>Yes</i>

Vote 5 – 3. Motion passed.

Fire Alarm Bids

D. Jodoin stated that the Fire Alarm bids were reviewed at the last Town Council meeting and some have now been reworked to include the scope of installation. United Video has walked the building, the Fire Department has worked with WR Bevans and Atlantic Security has done extensive work on that building when owned by the school. All have reworked their bids at the Councils request to include the scope of work to be done in detail. The packages now include the type of material to be used. We would like to begin wiring the building now that the walls have been put up.

Bids:

United Video	\$26,060.21
Bevans	\$29,967.00
BK Systems	\$57,900.00
Atlantic Securities	\$26,964.00

D. Ross motioned to accept the bid from UVS at a price \$26,060.21. S. Werksman seconded the motion.

Roll Call vote unanimously in the affirmative.

Wage Scale

D. Jodoin reviewed the proposed pay scale adjustments for the Highway, Park and Rec. and the Transfer Station Departments. These departments were some of the hardest hit by the insurance increase.

All the data for all the departments have been completed on paper, however not all of the data has been put into the computer. All the employees in the Highway, Park & Rec and Transfer Station Departments were listed with the comparables to other towns.

For someone to pick up trash in the winter for \$11.24 and then get hit for 20% insurance is difficult to fill vacant positions.

D. Ross asked about the unused money budgeted for the 5 vacant positions in the Highway Department. He also asked if the pay increase was sufficient to cover the increase in insurance.

D. Hemeon mentioned there was enough in this year's budget to cover the cost but next years budget would need to be revised.

D. Jodoin stated that the pay scales have not been revised in at least five (5) years and are now behind in spite of employees receiving their step increase. These scales should be reviewed annually.

M. Jolin: I thought we were getting to a job title with ranges to make sure a laborer wasn't going to make 25 dollars an hour and establish a range that said what you'd be paying at the entry to a maximum.

D. Jodoin: As the cost of living increases, you can't cap a laborer.

M. Jolin: No matter how many years you do a job, some jobs are only worth up to a maximum.

D. Ross: We have jobs that we can't fill because we don't pay enough money. To say someone can't be a laborer all his or her life isn't true. We have to take care of the roads, the trash and the parks and we can't get people to do it for \$12.50. I think what is being proposed is reasonable.

J. Hyde: We are putting the cart before the horse. You don't increase the wage until you know what they should be at. We need to figure out where they should be and then adjust the scale to the towns around us and there is a starting pay and a cap. You can't endlessly step people because they are here.

P. Rueppel stated that in 2000, the Town couldn't get anyone to come to work in the Highway Department and as a result, the Town had to pay bonuses of \$500 to get people to come to work. The Townspeople want services.

D. Hemeon: In the real world, laborers jobs start at \$15.00

M. Jolin: I see the pay rolls and I disagree.

D. Ross motioned to accept the proposed pay scale increases for the Highway Department, Park and Rec. and the Transfer Station effective January 1st through the end of this fiscal year. Seconded by P. Rueppel.

J. Hyde asked to clarify the goal. Is the goal to adjust the starting pay for new employees or adjust current employees?

D. Jodoin explained that you must adjust the employees in the scale so that a new employee isn't making more than someone that's been here for a number of years.

J. Hyde: My concern is you can't adjust pay because you feel bad about them being able to eat something. Do our current employees fall into the current pay band?

J. Hyde: Is this a revenue neutral proposal.

D. Jodoin: This will cost \$20,000.

G. Longfellow believes if you pay a little more than the surrounding area you will get the best employees and save in training.

M. Jolin asked where the money was coming from to fund these positions.

D. Hemeon stated it would come from the 5 unfilled positions.

Roll Call

P. Loiselle	Yes	M. Jolin	Yes
D. Ross	Yes	J. Gorton	Yes
P. Rueppel	Yes	J. Hyde	No
S. Werksman	Yes	Chairman G. Longfellow	Yes

7:1 motion carries

S. Piper asked when the other departments would be addressed. Her employee lost 1.50 per hour with the insurance increase. If employees leave as a result, it would not be cost effective to have this turn over. Employees were upset because they were not included today and please do it as soon as possible.

D. Hemeon agreed that all employees should be addressed as soon as possible.

D. Jodoin proposed delaying the 20% increase until all departments are addressed.

P. Rueppel suggested making it retroactive.

S. Piper: We are not a union and we have no one speaking for us except the Town Council and the Town Administrator. Longevity should count. It's difficult to find reliable help and we have great employees.

NEW BUSINESS

David Jodoin requested Council authorization to sign the easements for the Piaseczny property, which has already been approved. Legal counsel has reviewed the documents and approved them.

P. Rueppel motioned to accept the easements and authorize the Town Administrator to sign the deeds in reference to the Piaseczny property. Seconded by P. Loiselle.

D. Ross had a concern because the paperwork stated we already gave an easement to the Piasecznys. This easement would be strictly for water and sewer lines and never be for future construction. The driveway acts as an impoundment for water that now collect where the sewer line was placed.

Mark Adam, Zya Corp.: This land was accepted by the Town 20-30 years ago and an error was made in delineating the deed. In doing so, a sliver of land was left out. The grantors were found by the town's attorney and have granted the land back over to the town. Had it not been for our title company doing the research, you wouldn't have even known.

D. Ross is concerned that there will be digging and sewer and water pipes installed in an area where water collects in a depressed area, which is already a problem.

Mark Adam stated that the Planning Board and the Engineers have reviewed it and approved it.

D. Hemeon: Piaseczny went to the building department to get a driveway permit so there was no engineering done on lot 27 but now we can get our inspectors on the property.

Roll Call

P. Loiselle	Yes	M. Jolin	Yes
D. Ross	No	J. Gorton	Yes
P. Rueppel	Yes	J. Hyde	No
S. Werksman	Yes	Chairman G. Longfellow	Yes

Motion carried 6:2

NON-PUBLIC SESSION

***P. Rueppel motioned to enter in non-public session under RSA 91-A: 3II(a) at 9:05 pm.
Seconded by S. Werksman.***

Roll Call

<i>P. Loiselle</i>	Yes	<i>M. Jolin</i>	Yes
<i>D. Ross</i>	Yes	<i>J. Gorton</i>	Yes
<i>P. Rueppel</i>	Yes	<i>J. Hyde</i>	Yes
<i>S. Werksman</i>	Yes	<i>Chairman G. Longfellow</i>	Yes

P. Rueppel motioned to come out of non-public session at 9:15 pm. Seconded by Stu Werksman.

The Town Council voted to divulge the following non-public minutes: December 14, 2005, January 11, 2006, January 25, 2006, February 8, 2006, March 22, 2006, April 24, 2006, May 10, 2006, and June 28, 2006.

The Town Council accepted with regrets the resignation of the Finance Director, Diane Savoie, and the retirement letter submitted by the Town Planner, Charles Watson.

ADJOURNMENT

The meeting was adjourned at 9:30 pm.

Respectfully submitted,

Lee Ann Moynihan

Jason M. Hyde
Town Council Secretary