

*New Durham Board of Selectmen Meeting  
May 3, 2016*

**NEW DURHAM BOARD OF SELECTMEN  
New Durham Fire Community Room  
May 3, 2016, 2:00p.m.**

**Present**

Chair David Bickford  
Selectman David Swenson  
Selectman Gregory Anthes

**Also Present:**

Scott Kinmond, Town Administrator  
Gary Thornton, Thornton and Associates  
Terry Jarvis, resident

**Call to Order:**

Chair Bickford called the meeting to order at 2:00p.m.

**Discussion:**

**Results of Wage Survey**

Gary Thornton of Thornton and Associates was introduced. A summary of the results was distributed and reviewed by the Board of Selectmen and Town Administrator Kinmond.

The market areas surveyed were discussed. Selectman Swenson noted one survey done was with certain communities but the survey doesn't seem to meet the specific criteria of the Board of Selectmen. Even though in the market area Selectman Anthes noted the tax bases vary greatly in some of the communities in the survey. He stated the tax base is an important factor they need to consider as far as what they are able to pay. Selectman Swenson concurred that the differences in tax base used needs to be factored in along with total services offered by a town.

Selectman Anthes noted that when compared to surrounding communities, wages may not be comparable but when looking at other areas of the state they will be able to compare especially in smaller communities. He stated they are limited with what they can pay but that doesn't reflect on the employees' value.

Chair Bickford stated there is also difficulty in comparing titles used between different communities. Mr. Thornton suggested continual communication with employees that they are looking at more than dollars and cents. Selectman Anthes suggested it may take a few years to work in the pay raises but also wants to make sure employees are doing their jobs and not just automatically get increases.

Selectman Swenson stated New Durham needs to be able to say where they rank in the market between the minimum and maximum. Selectman Anthes noted some individuals are happy with what they are being paid but the survey is telling them they need to pay more.

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Selectman Swenson stated they still need to look at all the positions and determine what the overall cost will be before decisions can be made. Selectman Swenson stated there are towns and cities that were not supposed to have been included in the survey. Town Administrator Kinmond indicated that Mr. Thornton will come back with corrected data. Specifically, Mr. Thornton was asked to provide survey data excluding those communities not on the originally approved listing for survey data collection (i.e. exclude Dover, Rochester, Moultonborough, Sanford, Newfield, etc.) In addition, Mr. Thornton was to provide a spreadsheet showing quartile breakout by position of this data and compare it to current wage rates of New Durham.

**Review Current Use Application**

**Chair Bickford made a motion to approve the current use application of Pieter Meulenbroek of Alton, NH for New Durham Map 259, Lot 20 and put 16.52 acres into current use and leave 2 acres out of current use.** Discussion: The application was reviewed and it was determined the information provided was thought to be incomplete. **Chair Bickford withdrew the motion.**

**NEED MOTION ON ADJOURN, 2ND, AND VOTE FOR ADJOURNMENT.**

The meeting was adjourned at 4:45p.m.

Respectfully Submitted,

Jennifer Riel, Recording Secretary

**Final Approved 05-16-16**