

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

*DRAFT: These minutes are strictly a draft copy and are awaiting amendment or approval at a subsequent, duly noticed public meeting. Amendments to these minutes will be noted in the minutes of said meeting. The draft will be posted on the website as a draft copy for public informational use only.*

**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 Anthes noted one survey done was with certain communities as discussed but the second survey doesn't seem to meet the specific criteria of the Board of Selectmen even though in the market area, and noted the tax bases vary greatly. 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 were comparable but when looking at other areas of the state, he doesn't think they will be able to compare. 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 reinforcement 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 they need 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. 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. Town Administrator Kinmond stated there are areas that were not supposed to have been included in the survey but there was

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miscommunication on that. He stated it is difficult when using an area or radius because they don't know for sure people will travel outside of the area for work. There was further discussion on the information the Board of Selectmen would like to see for further review.

**Review Current Use Application**

**Chair Bickford made a motion to approve the current use application of Pieter Mewlenvroea 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 incomplete. **Chair Bickford withdrew the motion.**

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

Respectfully Submitted,

Jennifer Riel, Recording Secretary