

BOARD OF SELECTMEN
PUBLIC MEETING MINUTES
January 5, 2009

Chairman Rhoades opened a public meeting at 1:15 PM in the Upper Conference room at the Town Hall located off Main Street.

Present:

Chairman Peter Rhoades
Selectman David Bickford
Selectman Ron Gehl
Town Administrator April Whittaker

Also Present: Vickie Blackden, Financial Assistant

Meetings: Chief Shawn Bernier

The Board met with Chief Bernier and April Whittaker, Town Administrator regarding compensation equity pay raises for police officer positions identified in the recent Pay Scale Study by the Local Government Center, as being below average using the comparable communities as determined by the Board of Selectmen.

Mrs. Whittaker presented a spreadsheet introducing the concept of lifting the compensation over a two-year period, initially in year 1 using the town's old pay scale system and then in year 2 raising the balance to whatever level the board recommends based on the new pay scale data per the survey. Further, it was suggested in the spreadsheet to not introduce the proposed pay raise until April 1. Mrs. Whittaker emphasized that the goal of both herself and the Chief was to be respectful not only of the tax payers of New Durham, but to be respectful of those positions that were not receiving pay raises for 2009; hence the suggestion of a two-year compensation upgrade.

The Board noted the comparisons of old versus new pay scale raises. Questions were asked why supervisory positions were also lifted. The Chief noted the maintenance of equity for fair compensation for those with more responsibilities for operations and in order to avoid compression of pay in the various positions; otherwise supervisory positions would be compromised in terms of the starting pay for police officers.

Following discussion, the board concluded that they appreciated the proposal and felt that this was a good compromise for all concerned.

Motion Rhoades, second Bickford to support the two-year pay raise cycle as cited in the spreadsheet presentation for the police department positions starting on April 1, vote 3 – 0.

The Police Chief thanked the board for the support of the pay raise proposal.

Mrs. Whittaker next discussed two other positions as cited in the pay study as being below average, again making reference to the spreadsheet denoting the same methodology as for the police officer positions.

Following discussion, motion Rhoades, second Gehl to support \$16.65 per hour starting on April 1 for the Land Use Administrator position, vote 3-0.

Noting the part-time nature of the position without benefits, motion Rhoades, second Bickford, to support \$20.24 per hour starting on April 1 for the Building Inspector/Code Enforcement Officer position, vote 3-0.

Budget 2009:

Acct: 4583 Town Historian: The board reviewed the revised figures for the Town Historian budget.

Motion Bickford, second Gehl to approve the Historian Budget as amended to \$1400, vote 3-0.

Solid Waste Meeting:

The board met with Joe Bloskey, Solid Waste Manager regarding substitute employee for the sick time that Mr. Bloskey will be out due to knee surgery and to be apprised of management alternatives in lieu of his time out.

General management discussion ensued with respect to reorganization suggestions such as making a Public Works Director position. Positives and negatives were discussed with Mr. Bloskey, and how the Solid Waste Manager's role might look should a Public Works Director's position be adopted by the board. The Board opined that it is impossible for a Selectman to give direction on a day to day basis and that there should be an individual to provide overall direction in their stead to provide the accountability.

Road Agent Meeting:

The board met with Mark Fuller seeking his opinions for a possible departmental reorganization with a view to creating a Public Works Director position.

Following discussion focused on evaluation of operations, personnel issues, infrastructure issues, and compensation issues, the board took the matter under advisement, and thanked Mr. Fuller for his input.

The Chairman noted the time at 5:45 PM and asked for a motion to recess the meeting and to reconvene at 7:00 PM; motion Gehl, second Bickford, vote 3 – 0.

Respectfully submitted, April Whittaker

