



TOWN OF NORTH HAMPTON, NEW HAMPSHIRE

THE SELECT BOARD

APPROVED MINUTES

WORKSHOP – JUNE 3, 2015 –NOON
EXECUTIVE CONFERENCE ROOM
TOWN ADMINISTRATIVE OFFICES
233 ATLANTIC AVENUE
NORTH HAMPTON, NEW HAMPSHIRE

Purpose: The purposes of this meeting are: (1) to consider three bids for the repair of the Library Roof; (2) to discuss the revision of wage ranges for non-union employees based on the 2015 NHMA Wage Survey; (3) to discuss the reduction of a beaver dam on Town owned land to prevent flooding; and (4) to discuss the seating of a Building Committee to obtain cost estimates for the new Facilities Plan presented at the Public Hearing on May 27, 2015.

1. Call to Order by the Chair, Mr. Maggiore.

Chair Maggiore called the meeting to order at 12:07 PM. Those in attendance were Selectman Miller, Selectman Stanton, Town Administrator Apple, Public Safety Director Page, Chief Tully, Chief Maddocks and Public Works Director John Hubbard.

2. New Business

2.1 Consider three bids for repair of the Library Roof;

The Select Board discussed bids that were received for repairs to the library roof and noted that none of them addressed the ventilation issue.

Henry Fuller, North Hampton resident spoke to the Select Board and offered his suggestions, as he has over 47 years of experience in the roofing field.

Discussion ensued regarding repairs to be done if the building was torn down versus if the building will be kept.

Motion by Selectman Stanton to accept the bid from CCI Builders dated May 5, 2015 in an amount not to exceed \$27,700 according to the work specified. Second by Selectman Miller. Motion carries 3-0.

Motion by Selectman Stanton to get a change order from CCI Builders for an estimate to install soffit vents and a powered ventilation roof system, with the understanding that Henry Fuller will review. Seconded by Selectman Miller. Motion carries 3-0.

2.2 Discuss revision of wage ranges for non-union employees;

Town Administrator Apple stated Finance Director Ryan Cornwell had analyzed comparable communities and added the Town of Pelham to the wage ranges as their demographics had changed in such a way that could be compared to our town.

Town Administrator Apple stated he would like the Select Board to consider changes to the compensation policy. Currently there is a strict merit policy and no cost of living increase. Last year Bob Hamilton proposed a hybrid system that uses COLA from the Portsmouth statistical area. Whatever funds are left over would be used to allocate between employees based on performance. The outcome would be keeping the part of the policy that works and discard or add to the policy in order to work with the Budget Committee.

Town Administrator Apple stated the public employee market has changed more than the simple 1.66%, and the adjustments put into the wage ranges are a little bit broader due to the changes in the public labor market.

Selectman Stanton stated while he does agree with the policy, the town does not consider the length of time an employee has been with the town and it should be noted that what you see in actual decisions reflect the Select Board's judgment on an employee's value to the town because of their experience.

The Select Board discussed adding the Director of Public Safety's position into the wage range policy as well.

Motion by Selectman Miller to accept the Town of North Hampton Wage Scales for Non-Represented Positions for Fiscal Year 2016. Seconded by Selectman Stanton with the addition of adding the Public Safety Director's position and include changes to the job descriptions for Mrs. Chase and Ms. Facella. Motion carries 3-0.

The Select Board agreed to meet for a workshop on Tuesday, June 9 at 12:00 PM.

2.3 Discuss removal of beaver dam pursuant to RSA 210:9, II on the old Corbett Property now owned by the Town;

The Select Board discussed the removal of a beaver dam after a complaint was filed for property located at 194 Bunker Hill Avenue that abuts the former Corbett property that is now owned by the Town of North Hampton. that is causing flooding onto his property. The homeowner's son suffered from the first case of EEE in New Hampshire nine years ago and is quite concerned for his family's health due to the mosquitoes.

Town Administrator Apple stated Director Hubbard can remove the dam according to the NH DES, as long as it is not within the water way and does not allow a sudden release of impounded water to cause erosion or siltation. No permit is needed.

Motion by Selectman Stanton to authorize the Director of Public Works to remove the beaver dam (s) in accordance with New Hampshire Code of Administrative Rules Wt 303.05 (j) and in accordance with RSA 210:9. Seconded by Selectman Miller. Motion carries 3-0.

2.4 Discuss the seating of a Building Committee to obtain cost estimates for the new Facilities Plan; The Select Board discussed the order of the plan and what actually is the plan.

Motion by Selectman Stanton to adopt, in principle, the recommendations of the Municipal Advisory Committee, chaired by George Chauncey and reported to the Select Board on May 11, 2015 and reinforced by the public hearing on May 27, 2015. Specifically to adopt a phased

approach to the town municipal facility consisting of the library, fire station, police station and town offices, listed in no specific order of preference. To accomplish this phased approach, we adopt the recommendation that the library be built on the so called "Homestead Property;" that the fire station be renovated or rebuilt; that the police station be renovated and brought up to standards and provide the space that has been recommended over the years; to renovate the old library for town administration offices. Seconded by Chair Maggiore for discussion.

Chair Maggiore stated he has heard nothing but support for exploring the feasibility of and practicality of costs of the plan since the public hearing

Selectman Miller stated he could not support the motion because it jumps way ahead and assumes many things which are unknown. He further stated he did not support the library building being built on the homestead property so long as there are substandard police and fire facilities. Selectman Miller stated he is willing to find out if it is even advisable to renovate the existing police and fire buildings. He further stated the first amount of money he wants to spend is on public safety.

Chair Maggiore spoke about seating a committee of people that have considerable experience in construction, engineering and architecture.

Selectman Stanton withdrew his motion. Seconded by Chair Maggiore.

Chair Maggiore stated Michael Castagna, Lauri Etela and Josh Jeffreys agreed to serve on the committee. The board also discussed asking Wally Kilgore, Peter Robie, David Raymond and Director Page.

Discussion ensued regarding the priority of construction of buildings; renovation or reconstruction of fire station; and what is the cost of implementing the proposed plan from the facilities committee.

Discussion ensued when the Select Board would like the committee to report back to them with their findings on costs. The consensus of the board was by September 14.

Motion by Selectman Stanton to have the advisory committee charged with answering the following questions: Should the fire station be renovated or reconstructed and what is the cost of constructing or rehabilitating the police administration buildings on the May 11 recommendation including costs for temporary quarters if necessary, and what is the proposed construction schedule and to report to the Select Board on or before September 14. Seconded by Chair Maggiore. Motion carries 3-0.

The board spoke about keeping the current architects, Lavalley and Bresinger.

Motion by Selectman Stanton to save both time and money, to appoint Lavalley and Bresinger architects as the prime architect to perform the following: To design a fire station to be renovated or rebuilt in its current location; to renovate the existing library for town administration offices; and to renovate the police station to be a federal conforming and adequate police facility. Seconded by Chair Maggiore. Motion carries 3-0.

2.5 Discuss title change for deputy chiefs of fire and police departments.

Selectman Stanton stated the lack of an official title as "chief" as opposed to "deputy chief" keeps them from joining professional organizations that they need to be associated with.

Chief Tully stated the title of "deputy" would not allow him to perform some important duties with FEMA and while on vacation he was not allowed to change a password because he was not designated as the fire chief. Director Page agreed that a change was needed in order for the two chiefs to perform effectively in their departments.

Motion by Selectman Stanton to change the title of the position, Deputy Chief of Police/Officer in Charge to Chief of Police, and Deputy Fire Chief/Officer in Charge to Fire Chief, Deputy Director

of Public Safety. Both title changes shall not involve a change in salary or duties and the Deputy Chief of Police and the Deputy Fire Chief shall remain positions without funding. Seconded by Selectman Miller. Motion carries 3-0.

Town Administrator Apple stated the only thing that would need to change would be their titles, as their job descriptions would remain the same.

3. Any Other Item that may legally come before the Board

The Board reserves the right to take action on any item relative to the prudential administration of the Town's affairs which circumstances may require.

Motion by Selectman Stanton at 2:26 PM to go into Non Public Session pursuant to RSA 91:3 II (a). Seconded by Selectman Miller. Roll Call vote: Maggiore, aye; Miller, aye; Stanton, aye.

4. Adjournment