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1 DRAFT

2 BOARD OF SELECTMEN

3 TOWN OF SANDOWN, NH

4 SANDOWN, NH 03873

- 5 **Meeting Date: November 28, 2016**
- 6 **Type of Meeting: Non Public Meeting**
- 7 **Method of Notification: Public Posting at Town Hall**
- 8 **Meeting Location: Town Hall**

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10 **Members Present:** Selectman Treanor, Selectman Tombarello, Selectman Goldman,  
11 Selectwoman Buco and Selectman Devine  
12 **Town Administrator:** Lynne Blaisdell  
13 **Recording Secretary:** Sue Reynolds

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16 Chief Gordon is here to talk to the Board in regards to the pay increase process. He  
17 presented the Board with a new chart and offered to forgo the air conditioning system at  
18 the police station. Chief Gordon explained he really wants to move forward with this so he  
19 can fill the sergeant's position and needs an increase for the sergeant's and lieutenant's  
20 position. He said he would like to move [REDACTED] into the lieutenant's position. [REDACTED]

21 [REDACTED]

22 [REDACTED]

23 [REDACTED]

24 Selectman Tombarello said if the Board approves an increase and there is a default budget  
25 next year then the Chief would have to find this money within his budget. Chief Gordon  
26 said he wouldn't lease new vehicles next year and make do with what he has. He said he  
27 currently has \$104,000.00 in 200 hours left, which leaves \$17,000 in payroll.  
28 He said it would cost him \$4,700.00 for the remainder of this year to pay out the increases  
29 he proposed. He said he is not planning to spend any more money from the overtime line  
30 and feels he can cover the entire cost of the increase that he is proposing for next year.  
31 Chief Gordon mentioned having a 1 year contract with the non-union employees in regards  
32 to encumbering the left over funds in this year's budget for next year's salaries, then he  
33 wouldn't have a problem meeting the additional expenses. Lynne said she would have to  
34 look into this, but thinks the situation is different for paying salaries. Chief Gordon said  
35 with the proposed information he said there will be money left in his budget due to the  
36 financial obligations not being needed. Selectman Devine is in favor of supporting the half  
37 year salary this year and the full suggested amount for the following year. Chief Gordon

38 said he can easily come up with half of the amount requested in his budget for next year's  
39 salaries.

40 This discussion was tabled at this time.

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61 Chief Gordon is back to finish his discussion. Chief Gordon said the tax impact would be  
62 .11 per thousand for this year. Chief Gordon said he has put together specific job  
63 descriptions for the new positions. He is asking the Board how they want to move forward.  
64 Selectman Devine is in favor of going with half on the increase this year, Selectwoman Buco  
65 said this doesn't affect her at this time but could in the future and didn't offer an opinion on  
66 this. Selectman Tombarello is in favor of going with half of this, Selectman Goldman is in  
67 favor of waiting for the matrix results and coming up with a plan to fund the increase in all  
68 of the positions within the town. Chief Gordon said if they Board at least approves the half  
69 requested it would at least allow him to move forward with the testing and restructuring  
70 the department. Selectman Treanor said he is in favor of funding the full amount  
71 requested.

72 **Motion by** Selectman Devine to pay half of the proposed amount of \$27,231.20 effective  
73 January 1, 2017.

74 **Seconded by** Selectman Tombarello for discussion.

75 Selectman Goldman would like to table this for 1 more week. Selectman Treanor said there  
76 will be no difference between this week and next week. Chief Gordon said this is the third  
77 time he has brought this before the Board and would like an answer tonight.

78 **In Favor** Selectman Tombarello and Selectman Devine

79 **Opposed** Selectman Goldman and Selectman Treanor

80 **Abstain,** Selectwoman Buco

81 **Motion failed 2-2-1**

82 Selectman Goldman said he was opposed because he wanted to take a week to look at the  
83 figures. Selectman Tombarello said he is in favor of this because he feels the Board needs  
84 to start somewhere.  
85 Chief Gordon <sup>is</sup> concerned that if he offers half of what he is requested then the lieutenant  
86 he has in mind may not take the position. There was a lot of continuous discussion in  
87 regards to how much to fund and when to start as there is concern that the budget could go  
88 to a default and then where is the money coming from.  
89 At this point Chief Gordon is asking for the whole amount proposed and Selectman  
90 Goldman said he is concerned with the Chief's increase and Chief Gordon suggested  
91 decreasing his amount.  
92 Chief Gordon will be back before the Board next week and offered to gather additional  
93 information if needed.

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96 **Motion by** Selectwoman Bucu to come out of the non-public session.

97 **Seconded by** Selectman Goldman

98 **Roll Call** Selectman Devine - yes, Selectwoman Bucu - yes, Selectman Tombarello - yes,  
99 Selectman Goldman - yes and Selectman Treanor -yes.

100 **Motion passes unanimously**

101  
102 Respectfully submitted

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105 Sue Reynolds