

DRAFT

BOARD OF SELECTMEN

TOWN OF SANDOWN, NH

SANDOWN, NH 03873

Meeting Date: September 18, 2017

Type of Meeting: Non-Public Meeting

Method of Notification: Public Posting at Town Hall

Meeting Location: Town Hall

Members Present: Selectman Goldman, Selectman Brown, Selectman Cleveland and Selectwoman Buco

Town Administrator: Lynne Blaisdell

Recording Secretary: Sue Reynolds

Artie Genualdo came to speak to the Board regarding Mike Devine's job description. Artie said he sat with Mike and Selectman Cleveland to come up with a new job description and presented it to the Board. Selectman Tombarello asked if this is a change an Artie said it is a change to the old description and listed a few other responsibilities.

Selectman Goldman said that he is currently making \$20.31 per hour which is \$42,244.00 annually. Artie is proposing to move him to \$25.31 per hour which is \$ 52,644.00. Selectman Tombarello said that \$10,000.00 is a large increase and would like to see if there are other highway assistant's in other town's in the area and compare.

Selectman Goldman said Mike brings a lot to the table as a fireman in town and feels it is an intangible benefit to the Town to have Mike in this position. Selectwoman Buco asked what a laborer is being paid and Artie said \$19.00. She said she is okay with the proposed suggestion.

Selectman Brown asked if giving him a \$2.50 increase now and \$2.50 increase in a few months makes sense.

Selectman Goldman said if this happens then Mike should go to Primex to take some leadership classes.

Selectman Cleveland agrees with Selectman Brown because this is a new position.

Selectman Tombarello stated again that he would like to see a comparison from other town's but if the Board feels strongly regarding the \$5.00 increase he will vote in favor of it. Selectman Goldman suggested a \$3.00 increase now and a \$2.00 increase on April 1, 2018. Selectman Goldman asked if the Board wants to move forward with this or do they want to look at the wage matrix. Then he asked Artie to come back with his budget to see what is there to support this increase. Lynne suggesting calling a few of the 9 towns that were already surveyed to see what they pay their Highway Assistant.

There was discussion regarding giving him the entire amount now or spit the increase. Selectwoman Buco said she is okay with however the Board want to vote.

Selectman Tombarello said he would like to see a comparison and would like to be sure Artie is comfortable with his budget. He said he would like to see a united board and will vote with the majority.

Selectman Goldman said he is comfortable creating the position and creating the rate of pay according to the matrix and is comfortable doing it soon.

Selectman Cleveland feels the Board should create the new position, with a rate of pay of \$25.00 per hour in increments as his maturity level needs to improve.

Selectman Brown said he is in favor of \$3.00 now and \$2.00 later.

Motion by Selectman Goldman to create a Highway Department Supervisors position with a pay rate of \$23.31 per hour effective Friday, September 22nd.

Seconded by Selectman Tombarello

In favor, Selectman Brown, Selectman Cleveland, Selectman Tombarello, Selectman Goldman and Selectwoman Buco

Motion passes unanimously

Motion by Selectman Brown to appoint to Mike Devine to the position of Highway Department Supervisor with a raise of \$2.00 per hour pending a 90-day review.

Seconded by Selectwoman Buco

In favor, Selectman Brown, Selectman Cleveland, Selectman Tombarello, Selectman Goldman and Selectwoman Buco

Motion passes unanimously

Motion by Selectman Brown to eliminate a highway laborer's position.

Seconded by Selectwoman Buco

In favor, Selectman Brown, Selectman Cleveland, Selectman Tombarello, Selectman Goldman and Selectwoman Buco

Motion passes unanimously

Motion by Selectman Brown to come out of the non-public session.

Seconded by Selectman Tombarello

Roll Call, Selectman Brown – yes, Selectman Cleveland- yes, Selectman Tombarello- yes, Selectman Goldman – yes and Selectwoman Buco – yes.

Motion passes unanimously

Respectfully Submitted,

Sue Reynolds