

42 Chief said he would be OK with \$2,000. **Lee made a motion** to reduce the Vet Disposal line to
43 \$2,000, which is a reduction of \$575 from the requested budget. **Motion seconded** by Sue. All
44 voted in favor. **Motion carried.** Chief Gordon explained the Health line is to cover the costs of
45 rabies boosters if the ACO should come in contact with rabid animals. Michael asked why the
46 Seminars line is overspent by \$1,000 and did the Chief want to add to that line. Joe said that
47 line needs to be corrected because \$600 of that should be coming from the Payroll line instead.
48 The Seminar line is to cover the costs of the seminars themselves. The ACO's time spent at the
49 seminar is covered under the payroll line. **Tom made a motion** to accept the ACO budget with
50 gross expenses of \$15,764, revenue of \$500, and net expenses of \$15,264, pending further
51 review. **Motion seconded** by Lee. All voted in favor. **Motion carried.**

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53 **Police #4210**

54 Chief Gordon presented this budget. Lorna asked why the Health line has shown no expenses
55 in the last three years. Joe said this line is to cover the costs of psychological exams and
56 polygraph tests used in the hiring process. He has just started the hiring process, so there will
57 be expenses charged to that line. Steve asked what the Grievance Pay line is for. Joe said that is
58 in the event there is a grievance filed against the town that cannot be mediated by the Chief
59 and it has to go to an outside mediator. That line is for the time an officer would have to go to
60 a hearing regarding the grievance. Joe explained that Bereavement Pay is for the expense to
61 have an officer substitute on shifts when someone has to be out due to a death in the family.
62 Steve asked what Call Back Hours are. The Chief said if any officer should get called back to
63 work after they have finished their scheduled shift, they would receive extra pay for that. He
64 added that sometimes those events get charged to the regular payroll or overtime line instead.
65 It depends on how the officer fills out his time sheet. Additional Duties is for when one officer
66 needs to be the Field Training Officer with new employees. That officer gets a small bump in
67 pay while performing those duties. Lorna asked about Incremental Sick Days. Joe explained
68 that is a Collective Bargaining Agreement item. Union members get an additional 6 sick days
69 and that is the cost for that benefit. Joe went on to say that brings up another issue regarding
70 paying out of unused sick time. Each full time employee has 48 hours of sick time each
71 calendar year and if any of that time is not used, it is paid out to the employee at the end of the
72 year. That expense has not been budgeted for in the past. Joe advised that it should be
73 included in the budgets in the future. Union members can roll over a certain amount of unused
74 time and when that larger amount gets paid out it creates a substantial payroll liability. Other
75 department's budget can absorb the cost of the unused sick time pay out, but the Police budget
76 has much higher liability amounts than some others. Just between the Chief and the Sergeant
77 there will be 80 hours of unused sick time paid out in December. Lee asked why the telephone
78 line had increased. Joe said that at the new station they added more phones. There is one in
79 each office. The cell phones increased as well because one more phone was added. Lee asked
80 about the cruiser line. Chief Gordon said he is proposing taking \$26,000 from the Detail
81 Revolving Fund to offset the price of the leases on two new cruisers, so that line was reduced
82 after his meeting with the Board of Selectmen. He will be looking to lease an SUV and a car.

83 They will be replacing two 2011 vehicles. He explained that leasing the vehicles is a much lower
84 overall cost than purchasing them. Even after taking \$26,000 from the Details fund, there will
85 still be around \$2,000 left in that fund. **Lorna made a motion** to change the cruiser line to
86 \$25,070. **Motion seconded** by Fran. All voted in favor. **Motion carried. Fran made a motion**
87 to change the Bereavement line from \$1,217 to \$1,547. **Motion seconded** by Lee. All voted in
88 favor. **Motion carried. Lee made a motion** to accept the Police budget with gross expenses of
89 \$648,465, revenue of \$4,075, and net expenses of \$644,390, pending further review. **Motion**
90 **seconded** by Tom. All voted in favor. **Motion carried.**

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92 Joe asked the Committee to look into budgeting for sick time pay outs. He also said that he had
93 done a quick wage survey. Out of 21 towns in the area, ranging in population from 700 to
94 33,000, Sandown police personnel are the lowest paid. He would like to look at steps to get the
95 wages up to the "average" level. To bring all non-union police employees up to the area
96 average would cost approximately \$54,000. Joe added that the problem is across all the
97 departments, not just the Police. Steve told Joe that this battle needs to be fought with the
98 Board of Selectmen. Tom reported that the Board of Selectmen is looking at having a wages
99 study done to look at this issue. He is concerned with the recent tax increase the town cannot
100 afford to take a \$54,000 hit all in one year, but perhaps spread out over several years.

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102 **Rescue #4215**
103 Chief Bill Tapley, Jon Goldman, Dennis Giangregorio, and Michael Devine presented the budget.
104 **Tom made a motion** to accept the Rescue budget with gross expenses of \$47,250, revenue of
105 zero, and net expenses of \$47,250, pending further review. **Motion seconded** by Fran. All
106 voted in favor. **Motion carried.**

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108 **Fire #4220**
109 Chief Bill Tapley, Jon Goldman, Dennis Giangregorio, and Michael Devine presented the budget.
110 The Chief explained that the payroll line appears to have been increased because he included
111 the pay out of unused sick time at the end of the year. It was recently brought to his attention
112 that was why the payroll line was historically overspent, because that payment was never
113 budgeted. Tom asked why the Detail line has been overspent for two years now. Cheryl
114 explained that the line has \$1 budgeted, and any details expenses are paid out of that line, but
115 there is equal offsetting revenue for the details, so it is a net zero item. Tom said they should
116 be applauded for getting a \$500,000 grant for the new fire truck. He asked if a new truck will
117 affect the vehicle maintenance lines at all. Bill said that the maintenance costs may go down
118 with the new truck, but the inspection costs will increase in the 2018 budget because it is more
119 costly to inspect the hydraulics and ladder testing. Lorna commented that the entire Fire and
120 Rescue Departments are phenomenal. **Lorna made a motion** to accept the Fire budget with
121 gross expenses of \$148,035, revenue of \$100, and net expenses of \$147,935, pending further
122 review. **Motion seconded** by Lee. All voted in favor. **Motion carried.**

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124 The consensus of the Committee was to start any remaining meetings at 7:00 p.m. instead of
125 7:30. A new agenda with the corrected times will be posted.

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127 At 8:16, Steve adjourned the meeting.

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Respectfully Submitted,

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Cheryl Eastman

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