

**MINUTES OF THE JANUARY 31, 2011 BOARD OF SELECTMEN'S MEETING
(continued to February 1, 2011)**

MEMBERS PRESENT: Chairman David Canada, Selectmen Tim Copeland and Bruno Federico, and Town Administrator Paul Deschaine.

At 7:15 pm on February 1, 2011, the Chair reconvened the general meeting of the Board of Selectmen.

CHAIRMAN'S REPORT: Mr. Canada wanted to address the weather for tomorrow (snow) and how that affects the Municipal Center operations. The Board agreed that the Town Offices would be open tomorrow. Mr. Deschaine stated if the Town Offices are open and the employee chooses not to report due to the weather, they will not be penalized in the form of disciplinary action, but will have to use some form of leave time.

GENERAL MEETING:

The group had a lengthy discussion on leasing police cruisers versus buying them. A majority of the Board agreed that the Town would be best served by continuing a lease program rather than putting money aside in the CIP to purchase vehicles outright.

The Board then discussed general raises in compensation for employees. The group agreed to do the same as last year and go with a 1% increase across the board. The CPI for the year, as of the last available release from the government, was .6%.

Mr. Canada stated the Library did meet the 5% reduction requested by the Board in their proposed 2011 budget (with the exception of payroll which the Board instructed to leave level funded). The Board proposed they go with the 2011 budget (\$373,669) as proposed with no specific adjustment for wages. It was noted that every department, every year, finishes with unspent money in the allotted budget. Any payroll increases granted by the Library Trustees to library employees can be funded by such unspent money.

The group then discussed the Library's request to hire a half-time maintenance person. Mr. Canada proposed looking at this for another year using the Highway Department more to assist using a defined schedule. Mr. Canada moved to re-implement the Highway Department maintenance plan from two years ago. There was no second. The group agreed that the Library would be able to find money in their budget to support hired maintenance. Mr. Copeland will get the contact person to Mr. Deschaine for the inmate work program at the Rockingham County Jail.

The group then discussed Police Chief John Scippa's proposal to realign the salary structure for the Police Department. Mr. Copeland stated that the Town requires employees to pay a lot more for health care than other towns. The police are actually taking home less money; their net is less than last year even with their raise last year. Mr. Federico stated that we were a small Town and would like us to be just above the mid-point, but not all the way at the high end of the scale that was being proposed by Chief Scippa. We cannot compete with large towns and cities. He

also stated he would prefer it be phased in over two or three years; not do it all at once. Mr. Canada proposed to give the police a 2% step increase, per the existing arrangement, plus the COLA extended to everyone else, for a total of a 3% increase. The Board agreed.

The Board then discussed the proposal for two Corporals at the Police Department. This position would be a first line supervisor (shift commander) with more responsibility and accountability. Mr. Copeland stated it is a good idea as far as an enticement to keep officers here and to give them something to achieve/incentive. He would also prefer that the current patrol supervisors were out on the street more as opposed to being inside handling administrative duties. The Board agreed that one Corporal position would be acceptable, see how that works for a year and then revisit the second Corporal position next year. The group agreed to budget \$24.50 per hour for this new position.

At 8:25 pm, Mr. Canada moved to go into non-public session to discuss personnel matters. Mr. Copeland seconded the motion, which passed unanimously.

At 9:22 pm, Mr. Canada moved to come out of non-public session and to seal the minutes due to the nature of the matters discussed. Mr. Copeland seconded the motion, which passed unanimously.

The Board then discussed the paving budget in conjunction with the Capital Improvement Plan (CIP) line for road re-building. Mr. Canada noted that there was \$84,360 left from last year's appropriation due to an accounting error by Highway Agent Fred Hutton, which resulted in overspending the operation budget account for paving, but underutilizing the CIP Road Reconstruction account, leaving a surplus in that account to be carried over to 2011. Mr. Canada stated he does not feel that this should be the year to expand the program by 50% since we are trying to cut back and there are other priorities. This program has been adjusted for inflation and feels we should just stay with it. The group agreed to match the Operating Budget at \$120,000, to be added to the above referenced surplus, resulting in a smaller increase to the program.

At 9:37 pm, Mr. Canada moved to adjourn. Mr. Copeland seconded the motion, which passed unanimously.

Respectfully Submitted,

Reviewed By,

Stacey J. Grella
Executive Assistant

Paul Deschaine
Town Administrator