

**SUNAPEE BOARD OF SELECTMEN
6:30PM Town Meeting Room
Monday, December 3, 2018**

REVIEW OF ITEMS FOR SIGNATURE:

MOTION TO APPROVE THE FOLLOWING CZC's:

Parcel ID: 0121-0037-0000 118 Fernwood Point Rd., Deirdre & George Wachtel Revoc

Parcel ID: 0107-0045-0000 46 John Avery Rd., Hebert Family Revoc. Trust

By Selectman Gottling, seconded by Selectman Hastings. Unanimous.

MOTION TO APPROVE THE FOLLOWING LAND DISTURBANCE BOND:

Parcel ID: 0107-0045-0000 46 John Avery Rd., Hebert Family Revoc. Trust

By Selectman Hastings, seconded by Selectman Gallup. Unanimous.

MOTION TO APPROVE THE FOLLOWING YIELD TAX:

Parcel ID: 0224-0005-0000 135 Sleeper Road, Michael & Mary Colby

By Selectman Gallup, seconded by Selectman Gottling. Unanimous.

APPOINTMENTS

Chairman Trow turned the meeting over to Chief Cahill, Vice Chairman of the ABC Committee.

7:00PM-ABC COMMITTEE

The committee received the revised Water and Sewer Expenditures Summary sheet for their books. The committee was given a "homework" assignment at the last meeting, which was to update their 2018 ABC report with the 2019 budget recommendations. The Board reviewed and made comments regarding their 2019 ABC Budget Recommendations report that needs to be presented to the Board by the Town Budget Public Hearing on January 8th. The warrant article for Phrase Three of the Cold Storage Building amount was changed from \$53,200 to \$69,000.

The unit will be used by the Police and Fire Departments and will be constructed at the Safety Services Building instead of at the Highway Garage. **Motion to adjust the warrant article for Phrase Three of the Cold Storage Building to \$69,000 and the building can be put at the Safety Services Building by Selectman Gallup, seconded by Chairman Trow Unanimous.**

The committee went over the proposed recommendations and some changes were suggested to the Public Service section of the recommendations. **Motion was made to make the changes by Scott Hazelton and seconded Chief Dan Ruggles. Unanimous.** The following sentence will be also added to the Public Service section; the Budget Advisory Committee recognizes and appreciates the efforts of all the associations within the community that do contribute to offset tax dollars. The ABC Committee will review and submit their 2019 Budget Recommendations Report on December 17th at 7:00PM.

SELECTMEN ACTION

•Change Street Name for Lake/Main Street in Georges Mills

Chairman Trow said there has been a request to rename a road in Georges Mills. The road is Lake Avenue, which the resident would like renamed to Lake Avenue, GM. Donna Nashawaty said that just prior to her coming onboard there was a new mapping and E911 listing done. Every street was looked at and several street names were changed. In the case of Lake Avenue and Main Street in Georges Mills there was a decision made to renumber each address to begin with

1000, so if you saw the address 1025 Lake Avenue you knew it was in Georges Mills. This same resident made a request to replace the street sign with the name Lake Avenue, GM. This resident felt that was the decision made during the house numbering. Donna Nashawaty has researched the BOS (Board of Selectmen) minutes and checked with Fire Chief Dan Ruggles and cannot find anything regarding this street name. In order to change a street name there must be a public hearing. Both Police and Fire Chiefs were in attendance because the budget meeting was taking place, and both offered some input. The Police Chief read from: "The State of NH, department of Safety has guidelines in their publication "Addressing Standards Guide" that directly relates to a State Statute governing this process. The guide outlines under Street Naming that each street within a municipality should be given its own unique road name to prevent confusion on the part of emergency responders. And further state that in the case of existing road names which are identical or confusingly similar, recommend that the municipality rename on or more of these roads to eliminate the potential confusion in responding to an emergency at these locations. The municipality is not bound by the statutes to make any changes to road names that were assigned before August 14th, 2005." Chief Ruggles stated that since Main St and Lake Ave were in existence prior to 2005, a compromise was made back before then, that the house numbers would start with 1000, distinguishing the address from the other Lake Ave and Main Street in Sunapee. I have since found that was in 2001. Selectmen Gallup who was on the board then remembers that happening. Both Chiefs provided input that if the street names were to be changed, they should be a completely different name. When the Board agreed, Donna Nashawaty brought up that the resident asking for the name change might not be interested if he knew the name would change completely. Donna Nashawaty suggested she come up with a process and come back to the Board.

•Recreation Reappointment-Charleen Osborne, 3 Year Term

Motion to approve the reappointment of Charleen Osborne to the Recreation Committee for a 3-year term by Selectman Gottling, seconded by Selectman Hastings. Unanimous.

•Donna Nashawaty said Betty Ramspott reported that on the second issue tax billing, which was due today, 88% of the monies has been collected.

CHAIRMAN'S REPORT

•Chairman Trow received an email from Maria Colby, who is Director of Wings of the Dawn, which is the Wildlife Rehabilitation Center in Henniker. Maria Colby is requesting that the Town of Sunapee put a Lead Tackle Disposal Box at the Transfer Station. Chairman Trow shared the email with Scott Hazelton who asked the state if it was ok, the state said if the box is marked for tackle only. Wings of Dawn will purchase and delivered the box to the Transfer Station. **Motion that the Board expresses its support for the Lead Tackle Disposal Box and grant permission for the Highway Department to mount the receptacle by Selectman Gallup, seconded by Selectman Hastings. Unanimous.**

Topics Selectman Augustine would like to discuss:

•Vote on 2019 town employee pay increase

Selectman Augustine said there has been a proposal for the pay increase in 2019 and he feels the Board should further discuss this and then vote on it separately from the budget.

Selectman Augustine said the Board received information in their packet for what the state will be, which he found was very helpful. His understanding is that the Town Employee will get a 2.2% COLA starting in January if the budget passes in March and a 2.5% step on their anniversary with a successful review, for a total of 4.7%. Social Security recipients will get a 2.8% increase and the state will get a 1.5% COLA, both starting in January. Donna Nashawaty said the state will get a 1.5% COLA, but they also get a step increase, which is 3% to 5% between steps. The state added a step #9 to their pay table and sometimes they don't get it every year, sometimes it's 2 years hence the 5% increase. Donna Nashawaty did an average of 4 full-time state employees that held the same job for the past 5 years at the state and seven full-time town employees that had the same job for the past 5 years to do a comparison. She summarized the salary they started at in 2012 and ended in 2017 was approximately 2.9% average for the state employee and approximately 2.3% average for the town employee, which includes when the town pay table was adjusted. The jobs were randomly chosen. Donna Nashawaty read what the surrounding towns COLA would be in 2019. Selectman Augustine asked based on the Town Manager's research that the proposed 4.7% COLA and Step is not out of line with the other towns. Donna Nashawaty believes it is right in line with the other towns. Selectman Augustine asked if the Board needed a motion or a vote on the 4.7% increase or is this built into the operating budget and when the town votes on the total budget that would cover it. Donna Nashawaty said relating to the step, the Personnel Rules and Regulations for the employees contains the pay table that was approved by the BOS last year. That would need a vote if you were going to freeze it, otherwise it's part of the personnel plan and happens automatically. The operating budget that the Town Manager proposed to the Board that contains the 2.2% COLA is now the Board's budget. If the Board does not want the 2.2% COLA in the budget, then they have to take it out. The default budget would not have the 2.2% COLA in it. Selectman Augustine asked if this Board can make the COLA whatever they want, Donna Nashawaty replied that is correct. Chairman Trow said the Board has accepted the October COLA number from the Town Manager year after year so the number is consistent. Donna Nashawaty said by applying an annual COLA to the pay table it keeps the pay table in line for the future.

•Recreation Director Hours

Selectman Augustine said in the proposed budget there are 30 hours a week for the Recreation Director, is that the correct number of hours for the job. Chairman Trow's question would be is do we feel we are not getting the recreation activities that we would like. Are we getting what we expect or hope to get from it? Selectman Augustine said that the town shares the Zoning Administrator and Assessors with New London and they aren't expected to work 70 hours a week, but the Recreation Director is? Donna Nashawaty replied that the town hired the Recreation Director for 30 hours. Chairman Trow said what they do in their other hours is up to them it's their free time.

•Status update on potential use of cash-back credit card to pay for Town expenses

Selectman Augustine asked for an update on the cash-back credit card program. Donna Nashawaty said that research is still ongoing. It has to be done with the bank you have your primary relationship with. The bank is going through some personnel changes and Donna Nashawaty is waiting for Bar Harbor to assign someone to the town. There was a person assigned to the town that has retired

•Status update on potential composting program at the transfer station

Discussed during ABC Committee portion of meeting.

•Recap of Turkey Trot including net profit realized

There are still outstanding bills and the online registrations fees have not been received. There are no final numbers.

•Town employee job openings

The Town has made an offer to a candidate for the Foreman position which he accepted and upon a positive background and reference check will start in 2 weeks. There is also an opening for a part-time Police Officer, Water & Sewer Laborer and a Library Clerk position.

TOWN MANAGER REPORTS

•Veterans Affair

Donna Nashawaty received an email from Veterans Affairs asking if the town would put a letter in their Town Report regarding services offered by the White River Junction VA Medical Center. After some discussion, the Board decided not to allow it in the Town Report, but the Town Manager can send it out as a News & Announcements on the town website.

•Follow-up on Public Comment from November 19th meeting.

Donna Nashawaty said at the last meeting that during public comments it was stated that the state employees did not receive a COLA last year. After some research it was found that statement was incorrect. Documentation detailing the state employee's COLA was included in the BOS meeting packet.

•Abbott Library Deed Update

The deed was changed to include the second time capsule and the Attorneys are now talking to each other.

•Update on Deliberative Session Dates

Donna Nashawaty sent the letter requested by the BOS to the School Superintendent regarding athletic events scheduled on important meeting dates. They have taken it under advisement.

•Monthly Revenue & Expense Reports

The Board received the November revenue and expense reports.

Meeting adjourned at 9:39PM

Respectfully Submitted by,

Barbara Vaughn

Administrative Assistant

**SUNAPEE BOARD OF SELECTMEN
MEETING AGENDA
6:30PM Town Office Meeting Room
Monday, December 3, 2018**

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CZC's:

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LAND DISTURBANCE BOND:

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YIELD TAX:

Parcel ID: 0224-0005-0000 135 Sleeper Road, Michael & Mary Colby

2. APPOINTMENTS

7:00PM-ABC COMMITTEE

3. PUBLIC COMMENTS:

4. SELECTMEN ACTION

- Change Street Name for Lake/Main Street in Georges Mills**
- Recreation Reappointment-Charleen Osborne, 3 Year Term**

5. CHAIRMAN'S REPORT

Topics Selectman Augustine would like to discuss:

- Vote on 2019 town employee pay increase**
- Recreation Director Hours**
- Status update on potential use of cash-back credit card to pay for Town expenses**
- Status update on potential composting program at the transfer station**
- Recap of Turkey Trot including net profit realized**
- Town employee job openings**

6. TOWN MANAGER REPORTS

- Follow-up on Public Comment from November 19th meeting.**
- Abbott Library Deed Update**
- Update on Deliberative Session Dates**
- Monthly Revenue & Expense Reports**

7. UPCOMING MEETINGS:

12/05-7:00PM Conservation Commission, Town Meeting Room

12/06-7:00PM Zoning Board, Town Meeting Room

12/10-7:00PM Fire Engineers, Safety Services Building

12/11-5:30PM Recreation Committee, Town Meeting Room

12/13-7:00PM Planning Board, Town Meeting Room

12/17-6:30PM Board of Selectmen, Town Meeting Room

Subject: 2019 Advisory Budget Committee (ABC) Budget Recommendations

The proposed 2019 Operating Budget that was submitted to the Town Manager totals \$7,642,681. The proposed budget is an increase of \$346,378, or 4.7%, more than the approved 2018 Operating Budget. Note: this includes 53 weeks of Payroll at a cost of \$43,152.66 for the additional week.

The proposed 2019 General Government Budget totals \$5,767,436. The proposed budget is an increase of \$295,598, or 5.4% more than the approved 2018 General Government Budget.

The primary components of the General Govt Budget include:

- Public Works which includes the Highway & Transfer Station and that comprises 40.69% of the Operating Budget. The proposed Public Works budget totals \$2,346,955. This is an increase of \$168,954 or 7.8% over the 2018 approved budget (this increase contains \$75,000 added to the paving budget line from Warrant article 23 of the 2018 Town Meeting);**
- Public Safety which includes the Police, Fire, Ambulance, EMS, & Safety Services Building and that comprises 21.95% of the Operating Budget. The proposed Public Safety Budget totals \$1,265,835. This is an increase of \$53,313 or 4.4% over the 2018 approved budget;**
- General Government which includes Executive, Finance, Government Buildings, Town Clerk, and other smaller departments, and that comprises 20.75% of the Operating Budget. The proposed General Government budget totals \$1,196,818. This is an increase of \$48,880 or 4.3% over the 2018 approved budget;**
- Public Service which includes the Library, Recreation, Welfare, and various annual events, and that comprises 11.02% of the Operating Budget. The proposed Public Service budget totals \$635,466. This is an increase of \$30,811 or 5.1% under the 2018 approved budget;**
- Debt Service comprises 5.9% of the Operating Budget. The proposed Debt Service budget totals \$322,362. This is a decrease of \$6,360 or 1.91% under the 2018 approved budget.**

The Enterprise Funds include the Water and Sewer Department and the Hydroelectric Plant, and are managed by the Water and Sewer Commission and the Board of Selectman respectively. The Commission and Board are responsible for setting rates to offset spending.

- The proposed Water Department budget is \$529,090. This is an increase of \$17,481 or 3.4% over the 2018 approved budget.**
- The proposed Sewer Department budget is \$1,112,243. This is a increase of \$32,500 or 3% more than the 2018 approved budget.**
- The proposed Hydroelectric Plant budget is \$233,912. This is an increase of \$799 or .3% more than the 2018 approved budget.**

2019 Town Warrant Articles Summary

Article	Description	Amount	New Tax dollars raised in 2019	Not Recommended	Revenue Offset/No increase to tax rate
	Records preservation Town Clerk	\$10,000	\$10,000		
	Purchase new voting booths	\$8,659	\$8,659		
	Add to Highway & Transfer Station Equipment Capital Reserve	\$135,000	\$135,000		
	Purchase and equip new Highway Dump Truck with plow and sanding apparatus CR H-4	\$184,000			\$184,000
	Phase 3 Cold Storage Building(funds from Hydro)	\$53,200			\$53,200
	Add to Used Highway Equipment Capital Reserve	\$25,000	\$25,000		
	Add to Town Buildings Capital Reserve Fund	\$40,000	\$40,000		
	Add to Fire Equipment Capital Reserve	\$115,000	\$115,000		
	Fire Quick Response Vehicle CR	\$125,000			\$125,000
	Add to Bridges Capital Reserve	\$50,000	\$50,000		
	Capital Reserve for Software/Technology	\$10,000	\$10,000		
	Capital Reserve Fund Buy Trustes equity in Old Abbott Library	\$50,000	\$50,000		
	Conservation Fund **	\$55,000	\$55,000		
	Add to Milfoil Control Non-Capital Reserve Fund	\$5,000	\$5,000		
	Cemetery Trust from Fund Balance				
	Police Dept Full Time Secretary Position	\$21,520	\$21,520		
	Sewer Pump Stations Upgrade (Sewer Funds)	\$370,000			\$370,000
	Refurbish the Water & Sewer Dept 2003 CAT Backhoe (W&S Funds)	\$30,000			\$30,000
	TOTALS:	\$1,287,379	\$525,179		\$762,200

\$15,000 tr
\$169000

**not Reduced by Land Use Change Tax Revenue

*\$ 105,000 new tax dollars raised in 2015

*\$ 250,000 new tax dollars raised in 2016

*\$ 485,000 new tax dollars raised in 2017

\$ 600,000 new tax dollars raised in 2018

The Proposed 2018 Recommendations:

>**Public Works:** This budget affects all residents who travel over our Town roads and bridges, use the Town boat launch and parking facilities, or use the Town transfer station including participating in the annual household hazardous waste days. Funding the Highway Department goes towards maintaining, repairing, and/or resurfacing the Town's fifty-one plus miles of paved and gravel roads including maintaining the storm water system. Additionally, the Highway Department services and maintains all of the Town's vehicles and equipment including Sunapee School District's school buses. The budget contains petroleum products within it that are subject to the volatility of commodity pricing which an increase in cost is expected. ABC recommends the Transfer Station continue to explore methods to decrease the amount of solid waste that is processed through the Town's facility like the Take-it or Leave-it shop. The shop has been very successful in removing and repurposing solid waste items that would have cost the taxpayers money. ABC recommends the Transfer Station launch a pilot project in conjunction with the New Hampshire Department of Environmental Services (NHDES) for composting yard and leaf waste and in the future food waste. ABC recommends accepting the budget as presented.

>**Public Safety:** This budget provides funding for the protection and preservation of life and property to Sunapee residents, businesses and the Town. In addition, it provides protection for the town's public safety employees in the performance of their duties. ABC encourages our public safety departments to research state and federal programs to bring funds to our community where it's practical. ABC recommends accepting the budget as presented.

>**General Government:** This budget ensures the Town Office personnel and the Town Clerk/Tax Collector have the equipment, software, and means to maintain the tax base, collect the taxes, and track spending. Funds in the budget provide for the maintenance, repairs and/or improvements at the Town Office, and for other municipal buildings. All major repairs and/or improvements are completed in accordance with the Building Maintenance Capital Reserve Plan. ABC recommends town officials continue to upgrade technology to improve access, as well as town information for all residents. ABC further recommends the protection and preservation of official Town records. ABC recommends accepting the budget as presented.

>**Public Service:** This budget funds Library, Recreation and Welfare programs for all town residents. ABC recommends that current services and programs be maintained through the budget in relationship to what the residents want and are requesting. ABC recommends coordination of services with outside agencies and other Town departments. ABC recommends accepting the budget as presented.

>**Public Debt:** Public debt is incurred by 60% voter approval of prior town warrant articles for town buildings and infrastructure as an investment in the community. ABC Committee recommends pursuing any available options to reduce public debt.

>**Enterprise Funds:** The Town of Sunapee has three (3) enterprise funds, which are supported by the revenue they generate. Water and Sewer is supported by user fees and the Hydroelectric Power Plant is supported by the revenues it generates. Enterprise funds submit their budgets to the Board of Selectmen and they are incorporated into the overall budget. The net effect to the tax rate is zero. ABC acknowledges the Enterprise Funds' budgets as presented.

>**Warrant Articles:** Sincere efforts have been made to work on warrant articles that meet the needs of the town. Each warrant article is discussed and reviewed individually before being considered for approval. ABC recommends that the Board of Selectmen consider drawing funds from the Hydroelectric Power Plant, Capital Reserve Funds and Undesignated Fund Balance when funding request are within the guidelines. ABC recommends continuing this practice.

Respectfully submitted:



**TOWN OF SUNAPEE
Volunteer Interest Form
For Town Committees, Boards, and Commission**

Name: Osborne (Last), Charleen (First) Date: 11/29/18

Sunapee Registered Voter: Yes () No

Mailing Address: 284 Route 11
Sunapee NH 03782
Street Address (if different): _____

Lived in Sunapee Since: 2002 Home Phone: 763-5453 Work Phone 763-0152

E-mail: clarivee.osborne@gmail.com Fax: _____

1. Please indicated the Board/Commission/Committee you would like to serve on in order of preference.
(1-First Choice, 2-Second choice, etc.)

- | | |
|--|---|
| <input type="checkbox"/> Abbott Library Trustee | <input type="checkbox"/> Advisory Budget Committee |
| <input type="checkbox"/> Capital Improvement Committee | <input type="checkbox"/> Conservation Commission |
| <input type="checkbox"/> Crowther Chapel Committee | <input type="checkbox"/> Fireward |
| <input type="checkbox"/> Planning Board Alternate | <input checked="" type="checkbox"/> Recreation Committee |
| <input type="checkbox"/> Thrift Shop | <input type="checkbox"/> Upper Valley Lake Sunapee Regional |
| <input type="checkbox"/> Zoning Board Alternate | |

2. For consideration:

a. Occupation: self employed b. Employer: Stitch Witch Canvas
c. Length of current employment: 6 yrs d. Education: _____
e. Relevant Experience: Rec Com. member for 6 years

f. Do you feel there may be any *conflict of interest* with your personal beliefs, occupation, or employer if appointed to serve on any of the above boards, commissions, or committees? Yes No

g. Volunteer Time Available _____ hours per week (daytime) _____ hours per week (evenings)
_____ hours per week (weekends)

h. Did you previously serve on any Municipal or School District Board/Committee/Commission? Yes No

i. If yes, please indicate Town/Position: Sunapee, Rec Com.

j. Are you willing to serve as an Alternate? Yes ___ No

k. Are you willing to serve on a Sub-Committee? Yes ___ No

3. Why do you want to serve on this board/committee? I love our recreation programs and want to support our community

4. What attributes and/or qualifications can you bring to the Board/Committee/Commission? I have coached youth, I am active in the school and have been a board member for 6 years

5. Your reasons for wanting this/these appointments /appointments are:

I want to continue to serve our Community

6. Additional Comments:

Charles Osborne
(Signature)

11/29/2018
(Date)

Please send completed application form and resume, if available, to the Town Manager's Office, 23 Edgemont Road, Sunapee, NH 03782 (telephone 603-763-2212, fax 603-763-4925)

“considered public information and may be distributed or copied”

Recreation Committee

Meeting Minutes

9/11/2018

Opening

The regular meeting of the Recreation Committee was called to order at 5:30PM on 9/11/2018 in Town Hall Meeting Room by Chair Charleen Osborne.

Present

Dan Hayward, Maria Fair, Scott Blewitt, Charleen Osborne, Megan Oxland, Ed Winters

Guest

Mike LaVoie

Soccer issue brought up by guest:

Mike LaVoie came to the meeting at the request of Scott to address his concerns during soccer. Mr LaVoie wanted his son to be able to move up from the Kinder level and be able to play with the 1st and 2nd graders. He spoke with the coach and felt that his son's skills were not expanded on, wanted a refund (pro-rated?)

The committee discussed current policies and explained our philosophy on recreation sports and the committee's decision-making progress. The committee stands by it's policies on keeping kids with their peers.

Youth Soccer

1. Late signups will only be accepted when there is room on the team.
2. Late fees to be discussed at next meeting.
3. Need adult referees

Current numbers: Kinder:22, Grade 1&2: 28, Grade 3&4: Girls 13, Boys 16, Grade 5&6: Girls 12, Boys 10

Veterans Field

1. Discussion about creating a warrant article to create a Trust Fund. Trust Fund to be created without a request for funds from the taxpayers.

2. Creation of a 501(c)3 completed. "Friends of Sunapee Recreation. Initial founders. Charleen Osborne, Steve Marshall, Mike Terry, Dan Hayward, and Paul Skarin.

Turkey Trot

12th Annual Turkey Trot. Discussion about registration, coordinating volunteers, and sponsors.

Christmas in Harbor

Wagon Rides (Rec Sponsor), Looney Lunge (Rec Sponsor). Will we stick with this? We should check and see what the other plans are.

Membership

Charleen Osborne and Dan Hayward term expires Oct 2018. Ed made a motion to accept Dan & Charleen for renewal, Maria seconded. All in favor. Maria Fair brought up her term expiring and that she has been on the committee for 10 years and was not going to seek re-election. After looking up the date, Maria does not expire until July 2019. Maria discussed swapping to become an alternate if there was an interest in a full-time member until her term expires. Currently 1 Full time vacancy and 2 part time vacancies remain.

Yacht Club Donation

The Lake Sunapee Yacht club wants to donate 6 Opti (beginner) sailboats. They can be used to replace our sunfish and parts are readily available. Maria made a motion to accept, and to donate some or all of our used Sunfish sailboats to Bucklin Beach in New London seconded by Dan. All were in favor.

Adjournment

Meeting was adjourned at 6:26 Motion by Dan, seconded by Maria, adjourned by Chair Charleen Osborne. The next general meeting will be at 5:30pm on 10/9/2018, in Town Hall Meeting room.

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News Release

For Immediate Release

April 23, 2018

Contact:

Governor Sununu Press Office

(603) 271-2121

Sununu.Press@nh.gov

Governor Chris Sununu Announces Tentative Contract Agreements With All Four State Employee Unions

Concord, NH – Today, Governor Chris Sununu announced that the State of New Hampshire has reached tentative contract agreements with the four State employee unions. The agreements will provide cost-of-living increases to employees and make changes to certain policies that will reduce the administrative burden on the State and better align work incentives.

"I am pleased that we were able to come together and reach an agreement that both recognizes the tremendous work of our State employees and protects the interests of the State's taxpayers," Governor Sununu said. "We have an excellent collective bargaining process in place, and that process worked. While neither side got everything it wanted, both sides kept faith with the process, negotiated in good faith, and achieved a fair compromise that delivers a true win-win for the State and its hard working employees. This is truly the New Hampshire way, and I extend my sincere thanks to all involved for their hard work in getting us to this point."

Employees represented by the State Employees Association (SEA), the New England Police Benevolent Association (NEPBA), and the New Hampshire Troopers Association will receive a 1.5% raise effective the first pay period after execution of a final contract and another 1.5% raise in January of 2019. State corrections officers, who are represented by Teamsters Local 633, will receive a 9.1% raise effective July 1, 2018. The larger increase for corrections officers reflects a market adjustment to better align corrections officers' pay with other states.

In return, employees are agreeing to make certain changes to sick leave and bonus leave policies that will allow the State to reduce administrative costs and ensure that incentives are structured in a fair manner.

The four contracts will cost about \$13.5 million in general funds in fiscal year 2019. The agreements must still be ratified by each union and by the Legislature.

Marc Beaudion, President of the NHTA, said "the New Hampshire Troopers Association is pleased to have reached an agreement with the State that is fair for the Troopers while being fiscally conservative for the State."

"The SEA is pleased to announce that they have reached the terms for a tentative contract settlement with the State," said Jim Niall, Chairman of the SEA Master Bargaining Team. "The SEA and the State

are working to finalize the agreement language and the SEA has scheduled a meeting of its bargaining senate on Thursday April 23rd 2018 to review the tentative agreement."

"Teamsters Local 633's negotiating committee wholeheartedly supports this contract settlement," said Jeff Padellaro, Secretary/Treasurer of Teamsters Local 633 of NH. The brave men and women of the NH Department of Corrections work long hours in a very dangerous environment, and I am glad that the State has recognized the need to become more competitive in order to attract and retain corrections officers through this agreement. We now call on the legislature to support and fund this contract."

Chief Negotiator Ronald Scaccia from NEPBA stated, "After a long and arduous journey we are happy to finally get an agreement with the State of NH that shows some respect for the hard work, dedication, and loyalty to the critically needed law enforcement personnel of the State of NH, especially in these times when being in law enforcement is extremely hazardous and under appreciated. Hopefully going forward the State recognizes that to retain its qualified law enforcement personnel who risk their lives for the citizens of NH they must offer competitive wages and benefits."

Office of Governor Christopher Sununu
State House | 107 North Main Street | Concord, NH 03301
(603) 271-2121 | fax: (603) 271-7680

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President's Message: Tentative agreement details

Posted by mmoriarty on [April 24, 2018](#)

Dear members:

Today we signed a *tentative* agreement with the state. We look forward to presenting you with a detailed outline of the agreement and reviewing our negotiations to date with the state at our Bargaining Senate meeting this Thursday, April 26, at 7 p.m. at the Grappone Conference Center in Concord.



SEA/SEIU Local 1984 President Rich Gulla

As you weigh the merits of the agreement, it is our job to provide you with the information to make an informed decision. We understand that you may have many questions, and we encourage you to share those with us for discussion on Thursday.

Below are some highlights from the Tentative Agreement:

- Total of 3% cost of living increases
 - The first increase of 1.5% is effective once a final contract has been signed
 - The second increase of 1.5 is effective the first pay period following January 1, 2019
- An additional step in the matrix has been added, effective first pay period following Jan. 1, 2019
 - Employees will be eligible to move to this 9th step after 3 years at the 8th step
 - Employees will be eligible for the 8th step after two years at the 7th step (change from the current 3 years at 7th step)

- An additional floating holiday has been added to make a total of three floating holidays.
- Accrual of Bonus leave will be eliminated effective after this fiscal year.
- Boot reimbursement is reinstated, per fiscal biennium (eliminates the “sunset” status of the article and protects the reimbursement in the event we are in evergreen with the CBA.)
- The supplemental sick leave plan is modified in this tentative agreement and will be effective after January 1, 2019. It creates a hybrid system using a short-term disability plan combined with supplemental sick leave. For a brief overview of the hybrid plan with more discussion to follow at the bargaining senate, please click [here](#).

Media reports that a tentative agreement had been signed yesterday were premature, and we urge all members to attend the Bargaining Senate meeting at the Grappone Center this Thursday at 7 p.m. We remind members that voting is limited to those in the Bargaining Senate, however if a Bargaining Senate member wishes to designate a proxy, he/she must notify Kristen Cocuzzo at kcocuzzo@seiu1984.org, as soon as possible.

In solidarity,
Rich Gulla

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Tweet 95 people like this. [Sign Up](#) to see what your friends like.

SEIU LOCAL 1984

STATE OF NEW HAMPSHIRE
SEA / TEAMSTERS / ALL UNREPRESENTED
FULL TIME ACTIVE EMPLOYEES
MEDICAL (HMO & POS) AND DENTAL PLANS
EFFECTIVE 1/1/2019

HMO - MEDICAL

PLAN	EMPLOYEE SHARE		AGENCY SHARE		TOTAL
	<u>26 PP</u>	<u>ANNUAL</u>	<u>26 PP</u>	<u>ANNUAL</u>	<u>ANNUAL RATE</u>
One Person Plan	\$20.00	\$520.00	\$319.94	\$8,318.44	\$8,838.44
Two Person Plan	\$40.00	\$1,040.00	\$639.84	\$16,635.84	\$17,675.84
Family Plan	\$60.00	\$1,560.00	\$1,027.74	\$26,721.24	\$28,281.24

POS - MEDICAL

PLAN	EMPLOYEE SHARE		AGENCY SHARE		TOTAL
	<u>26 PP</u>	<u>ANNUAL</u>	<u>26 PP</u>	<u>ANNUAL</u>	<u>ANNUAL RATE</u>
One Person Plan	\$20.00	\$520.00	\$349.52	\$9,087.52	\$9,607.52
Two Person Plan	\$40.00	\$1,040.00	\$699.03	\$18,174.78	\$19,214.78
Family Plan	\$60.00	\$1,560.00	\$1,122.46	\$29,183.96	\$30,743.96

DENTAL

PLAN	EMPLOYEE SHARE		AGENCY SHARE		TOTAL
	<u>26 PP</u>	<u>ANNUAL</u>	<u>26 PP</u>	<u>ANNUAL</u>	<u>ANNUAL RATE</u>
One Person Plan	\$2.00	\$52.00	\$19.03	\$494.78	\$546.78
Two Person Plan	\$4.00	\$104.00	\$36.24	\$942.24	\$1,046.24
Family Plan	\$6.00	\$156.00	\$64.46	\$1,675.96	\$1,831.96

Pay period is every 2 weeks @ state

Sunapee 2019

ABSOS20/401KDED								
	ABSOS20/40							
2019 Rates @52 Weeks		% Change	Town	Employee 10%	Yearly Rate	Town Annual	Employee Annual	Weekly
Single	\$717.15	10.50%	\$645.44	\$71.72	\$8,605.80	\$7,745.22	\$860.58	\$16.55
2 Person	\$1,434.30	10.50%	\$1,290.87	\$143.43	\$17,211.60	\$15,490.44	\$1,721.16	\$33.10
Family	\$1,936.31	10.50%	\$1,742.68	\$193.63	\$23,235.72	\$20,912.15	\$2,323.57	\$44.68
			\$0.00					
<u>2018 Dental Rates-FINAL</u>								
Single	\$42.24	2.30%	\$ 36.96	\$5.28	\$506.88	\$443.52	\$63.36	\$1.22
2 Person	\$81.77	2.30%	\$ 71.55	\$10.22	\$981.24	\$858.59	\$122.66	\$2.36
Family	\$148.77	2.30%	\$ 130.17	\$18.60	\$1,785.24	\$1,562.09	\$223.16	\$4.29
<u>Insurance Declined</u>								
							Annual	Weekly
Single							\$1,936.31	\$37.24
2 Person							\$3,872.61	\$74.47
Family							\$5,228.04	\$100.54
<u>AB20</u>								
Single	\$889.68		\$ 645.44	\$244.24	\$10,676.16	\$7,745.28	\$2,930.88	\$55.30
2 Person	\$1,779.36		\$ 1,290.87	\$488.49	\$21,352.32	\$15,490.44	\$5,861.88	\$110.60
Family	\$2,402.13		\$ 1,742.68	\$659.45	\$28,825.56	\$20,912.16	\$7,913.40	\$149.31



**STATE OF NEW HAMPSHIRE
DIVISION OF PERSONNEL**

**Summarized Benefit and Employment
Information for Full-Time Employees**

MEDICAL (includes Prescription Drugs) & DENTAL BENEFITS

MEDICAL

Medical and Dental coverage is available on the 1st day of the month following the completion of one full month of full-time regular employment. Employees selecting either the HMO or POS plans and/or Dental coverage will be required to contribute a set amount per pay period depending on the plan selected. For a complete listing of contributions by plan: <http://das.nh.gov/hr/MedicalandDentalContributionCharts.asp>

Health Maintenance Organization (HMO):

Managed care plan that requires members to coordinate their care through a Primary Care Physician (PCP) and access services from In-Network New England Providers. Members can receive either a paid health club membership (not greater than \$450 per calendar year) at a participating facility (Minimum workout requirement) or up to \$200 reimbursement per calendar year for eligible home exercise equipment. Members are also eligible for biennial credit of \$100 per family member for prescription eyeglasses or contact lenses.

Point of Service (POS):

Point of Service plan allows members to coordinate their care and access services from both In-Network New England Providers as well as with Out-of-Network Providers. Care sought with Out-of-Network Providers is subject to applicable deductible, co-insurance amounts in addition to amounts exceeding the allowable benefit.

Members enrolled in either the HMO or POS plan are also eligible for up to \$150 per family per calendar year for attending approved Community Health Education classes under the State's Community Health Education Reimbursement Program (CHERP).

DENTAL

Dental coverage is available on the 1st day of the month following the completion of one full month of full-time regular employment. For summaries of Benefits & Benefit Booklets go to: http://das.nh.gov/hr/health_benefits_active.html.

- *Part-Time employees may also be eligible for Medical/Dental Insurance.*

HEALTH REWARD PROGRAM - Health Trust offers

Employees will receive a \$200 Health Reimbursement Arrangement (HRA) benefit for completing a Health Assessment Tool (HAT) and become eligible for up to \$300 in gift cards from a list of retailers or a Visa gift card for completing 3 Health Rewards Activities during that plan year. Go to <http://das.nh.gov/wellness> for more details about this program and other wellness opportunities.

OTHER BENEFITS OFFERED

NH RETIREMENT SYSTEM *same*

Mandatory contribution for full-time employees is 7% per pay period for Group I Employees, 11.80% per pay period for Group II Fire and 11.55% per pay period for Group II Police. Go to: http://das.nh.gov/hr/retirement_benefits.html

LIFE INSURANCE PLAN

Basic group term life insurance coverage of \$50,000 is available to employees on the 1st day of the month following the completion of one full month of full-time regular employment paid for by the State. Additional plans are available for full-time employees through voluntary selection. For available plans go to: http://das.nh.gov/hr/life_insurance.html *1.7890 of base salary*

FLEXIBLE SPENDING PLAN *same*

Pre-tax medical and/or dependent childcare flexible spending plans are available to employees on the 1st day of the month following completion of one full month of full-time regular employment through voluntary selection. For additional information about Flexible Spending Plans go to: http://das.nh.gov/hr/flexible_spending.html

DISABILITY, CRITICAL ILLNESS AND ACCIDENT INSURANCE

Various plans available through a separate vendor for full-time employees through voluntary selection. Go to: http://das.nh.gov/hr/other_voluntary_benefits.html for additional information regarding these voluntary benefits. *Town offers 662/390 Disability*

DEFERRED COMPENSATION PLAN

457 (b) Public Employees Deferred Compensation Plan is a Pre-tax savings plan available to full-time AND part-time employees through voluntary selection. Go to: <https://das.nh.gov/employeeportal/comp-savings/deferred-comp/> *not offered*

EMPLOYEE ASSISTANCE PROGRAM (EAP)

Confidential and voluntary programs that provides assistance to all employees and their family members. Go to: <https://das.nh.gov/employeeportal/health-wellness/employee-assistance-program.aspx> for more information.

For more information about benefits go to: <https://das.nh.gov/EmployeePortal/benefits/> *Through Health Trust*

UNIONS

New England Police Benevolent Association (NEPBA) *none*

New Hampshire Troopers Association (NHTA)

State Employees Association (SEA)

Teamsters Local 633

Employees may be required to pay an agency fee or union dues as a condition of employment. For further information about Labor Relations go to: http://das.nh.gov/hr/labor_rel/labor_relations.aspx

HOURS AND PAY POLICIES

STANDARD WORK WEEK

Full-time employees work a basic week of 37.5 or 40 hours, depending upon job assignment. Overtime may be required for certain positions.

SALARY INCREASES

Employee performance is evaluated annually. A full-time employee who receives a satisfactory evaluation will receive a salary increment on their anniversary date if the salary range allows for an increment.

LONGEVITY - none offered

Upon completion of ten (10) years of continuous full-time service, an employee receives a \$300 annual bonus, plus \$300 for each 5-year period thereafter.

OVERTIME

Employees are compensated for authorized hours worked in excess of the basic workweek. (Authorized overtime worked may be compensated in cash or compensatory time off, depending on available funding).

HOLIDAYS

State Employees are entitled to ten (10) holidays during the calendar year. In addition to those ten (10), State employees who are employed on a full-time basis are eligible for three (3) Floating Holidays.

8 Holidays
4 personal days

State of New Hampshire
Department of Administrative Services
Division of Personnel
28 School Street
Concord, NH 03301
(603) 271-3261 or TDD Access relay NH 1-800-735-2964
<http://das.nh.gov/hr/index.html>
(EOE)

LEAVE ACCRUAL POLICIES

ANNUAL LEAVE

CONTINUOUS SERVICE	MONTHLY ACCRUAL	DAYS/YEAR	MAX DAYS
00-01 Year	1.00 Day	12	12
02-08 Years	1.25 Days	15	32
09-15 Years	1.50 Days	18	38
16-20 Years	1.75 Days	21	44
21+ Years	2.00 Days	24	50

.67 Days

*

SICK LEAVE

CONTINUOUS SERVICE	MONTHLY ACCRUAL	DAYS/YEAR	MAX DAYS
00-08 Years	1.25 Days	15	90
09-15 Years	1.25 Days	15	105
16+ Years	1.25 Days	15	120

Accrues .67 days per month max 80 hours 10 days

Employees represented by different unions may have different holiday and/or leave accrual policies.

For further information about Labor Relations go to:
http://das.nh.gov/hr/labor_rel/labor_relations.aspx

* 1-5 years 10 days
4 6-15 years 1 day added to a max of 20 days

This brochure is intended to present a summary of benefits and employment information only and is not intended to represent any statement of promise or guarantee. All information is subject to change.

APPENDIX A

WAGE SCHEDULE - A000 37.5 HOUR WAGE SCHEDULE

Effective: June 08, 2018

GRADE	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08
01								
ANNUALLY	20,923.50	21,489.00	22,054.50	22,717.50	23,361.00	24,063.00	24,706.50	25,369.50
BI-WEEKLY	804.75	826.50	848.25	873.75	898.50	925.50	950.25	975.75
HOURLY	10.73	11.02	11.31	11.65	11.98	12.34	12.67	13.01
02								
ANNUALLY	21,489.00	22,054.50	22,717.50	23,361.00	24,063.00	24,706.50	25,369.50	26,071.50
BI-WEEKLY	826.50	848.25	873.75	898.50	925.50	950.25	975.75	1,002.75
HOURLY	11.02	11.31	11.65	11.98	12.34	12.67	13.01	13.37
03								
ANNUALLY	22,054.50	22,717.50	23,361.00	24,063.00	24,706.50	25,369.50	26,071.50	26,890.50
BI-WEEKLY	848.25	873.75	898.50	925.50	950.25	975.75	1,002.75	1,034.25
HOURLY	11.31	11.65	11.98	12.34	12.67	13.01	13.37	13.79
04								
ANNUALLY	22,717.50	23,361.00	24,063.00	24,706.50	25,369.50	26,071.50	26,890.50	28,704.00
BI-WEEKLY	873.75	898.50	925.50	950.25	975.75	1,002.75	1,034.25	1,104.00
HOURLY	11.65	11.98	12.34	12.67	13.01	13.37	13.79	14.72
05								
ANNUALLY	23,361.00	24,063.00	24,706.50	25,369.50	26,071.50	26,890.50	28,704.00	29,776.50
BI-WEEKLY	898.50	925.50	950.25	975.75	1,002.75	1,034.25	1,104.00	1,145.25
HOURLY	11.98	12.34	12.67	13.01	13.37	13.79	14.72	15.27
06								
ANNUALLY	24,063.00	24,706.50	25,369.50	26,071.50	26,890.50	28,704.00	29,776.50	30,868.50
BI-WEEKLY	925.50	950.25	975.75	1,002.75	1,034.25	1,104.00	1,145.25	1,187.25
HOURLY	12.34	12.67	13.01	13.37	13.79	14.72	15.27	15.83
07								
ANNUALLY	24,706.50	25,584.00	26,617.50	27,631.50	28,704.00	29,776.50	30,868.50	32,136.00
BI-WEEKLY	950.25	984.00	1,023.75	1,062.75	1,104.00	1,145.25	1,187.25	1,236.00
HOURLY	12.67	13.12	13.65	14.17	14.72	15.27	15.83	16.48
08								
ANNUALLY	25,584.00	26,617.50	27,631.50	28,704.00	29,776.50	30,868.50	32,136.00	33,364.50
BI-WEEKLY	984.00	1,023.75	1,062.75	1,104.00	1,145.25	1,187.25	1,236.00	1,283.25
HOURLY	13.12	13.65	14.17	14.72	15.27	15.83	16.48	17.11
09								
ANNUALLY	26,617.50	27,631.50	28,704.00	29,776.50	30,868.50	32,136.00	33,364.50	34,651.50
BI-WEEKLY	1,023.75	1,062.75	1,104.00	1,145.25	1,187.25	1,236.00	1,283.25	1,332.75
HOURLY	13.65	14.17	14.72	15.27	15.83	16.48	17.11	17.77
10								
ANNUALLY	27,631.50	28,704.00	29,776.50	30,868.50	32,136.00	33,364.50	34,651.50	35,997.00
BI-WEEKLY	1,062.75	1,104.00	1,145.25	1,187.25	1,236.00	1,283.25	1,332.75	1,384.50
HOURLY	14.17	14.72	15.27	15.83	16.48	17.11	17.77	18.46
11								
ANNUALLY	28,704.00	29,776.50	30,868.50	32,136.00	33,364.50	34,651.50	35,997.00	37,459.50
BI-WEEKLY	1,104.00	1,145.25	1,187.25	1,236.00	1,283.25	1,332.75	1,384.50	1,440.75
HOURLY	14.72	15.27	15.83	16.48	17.11	17.77	18.46	19.21
12								
ANNUALLY	29,776.50	30,868.50	32,136.00	33,364.50	34,651.50	35,997.00	37,459.50	39,097.50
BI-WEEKLY	1,145.25	1,187.25	1,236.00	1,283.25	1,332.75	1,384.50	1,440.75	1,503.75
HOURLY	15.27	15.83	16.48	17.11	17.77	18.46	19.21	20.05
13								
ANNUALLY	30,868.50	32,136.00	33,364.50	34,651.50	35,997.00	37,459.50	39,097.50	40,696.50
BI-WEEKLY	1,187.25	1,236.00	1,283.25	1,332.75	1,384.50	1,440.75	1,503.75	1,565.25
HOURLY	15.83	16.48	17.11	17.77	18.46	19.21	20.05	20.87
14								
ANNUALLY	32,136.00	33,364.50	34,651.50	35,997.00	37,459.50	39,097.50	40,696.50	42,471.00
BI-WEEKLY	1,236.00	1,283.25	1,332.75	1,384.50	1,440.75	1,503.75	1,565.25	1,633.50
HOURLY	16.48	17.11	17.77	18.46	19.21	20.05	20.87	21.78

APPENDIX A

WAGE SCHEDULE - A000 37.5 HOUR WAGE SCHEDULE

Effective: June 08, 2018

GRADE	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08
15								
ANNUALLY	33,364.50	34,768.50	36,172.50	37,635.00	39,097.50	40,696.50	42,471.00	44,167.50
BI-WEEKLY	1,283.25	1,337.25	1,391.25	1,447.50	1,503.75	1,565.25	1,633.50	1,698.75
HOURLY	17.11	17.83	18.55	19.30	20.05	20.87	21.78	22.65
16								
ANNUALLY	34,768.50	36,172.50	37,635.00	39,097.50	40,696.50	42,471.00	44,167.50	46,059.00
BI-WEEKLY	1,337.25	1,391.25	1,447.50	1,503.75	1,565.25	1,633.50	1,698.75	1,771.50
HOURLY	17.83	18.55	19.30	20.05	20.87	21.78	22.65	23.62
17								
ANNUALLY	36,172.50	37,635.00	39,097.50	40,696.50	42,471.00	44,167.50	46,059.00	47,950.50
BI-WEEKLY	1,391.25	1,447.50	1,503.75	1,565.25	1,633.50	1,698.75	1,771.50	1,844.25
HOURLY	18.55	19.30	20.05	20.87	21.78	22.65	23.62	24.59
18								
ANNUALLY	37,635.00	39,097.50	40,696.50	42,471.00	44,167.50	46,059.00	47,950.50	49,939.50
BI-WEEKLY	1,447.50	1,503.75	1,565.25	1,633.50	1,698.75	1,771.50	1,844.25	1,920.75
HOURLY	19.30	20.05	20.87	21.78	22.65	23.62	24.59	25.61
19								
ANNUALLY	39,097.50	40,696.50	42,471.00	44,167.50	46,059.00	47,950.50	49,939.50	52,045.50
BI-WEEKLY	1,503.75	1,565.25	1,633.50	1,698.75	1,771.50	1,844.25	1,920.75	2,001.75
HOURLY	20.05	20.87	21.78	22.65	23.62	24.59	25.61	26.69
20								
ANNUALLY	40,696.50	42,471.00	44,167.50	46,059.00	47,950.50	49,939.50	52,045.50	54,717.00
BI-WEEKLY	1,565.25	1,633.50	1,698.75	1,771.50	1,844.25	1,920.75	2,001.75	2,104.50
HOURLY	20.87	21.78	22.65	23.62	24.59	25.61	26.69	28.06
21								
ANNUALLY	42,471.00	44,167.50	46,059.00	47,950.50	49,939.50	52,045.50	54,717.00	57,096.00
BI-WEEKLY	1,633.50	1,698.75	1,771.50	1,844.25	1,920.75	2,001.75	2,104.50	2,196.00
HOURLY	21.78	22.65	23.62	24.59	25.61	26.69	28.06	29.28
22								
ANNUALLY	44,167.50	46,059.00	47,950.50	49,939.50	52,045.50	54,717.00	57,096.00	59,572.50
BI-WEEKLY	1,698.75	1,771.50	1,844.25	1,920.75	2,001.75	2,104.50	2,196.00	2,291.25
HOURLY	22.65	23.62	24.59	25.61	26.69	28.06	29.28	30.55
23								
ANNUALLY	46,059.00	48,048.00	50,193.00	52,377.00	54,717.00	57,096.00	59,572.50	62,244.00
BI-WEEKLY	1,771.50	1,848.00	1,930.50	2,014.50	2,104.50	2,196.00	2,291.25	2,394.00
HOURLY	23.62	24.64	25.74	26.86	28.06	29.28	30.55	31.92
24								
ANNUALLY	48,048.00	50,193.00	52,377.00	54,717.00	57,096.00	59,572.50	62,244.00	64,974.00
BI-WEEKLY	1,848.00	1,930.50	2,014.50	2,104.50	2,196.00	2,291.25	2,394.00	2,499.00
HOURLY	24.64	25.74	26.86	28.06	29.28	30.55	31.92	33.32
25								
ANNUALLY	50,193.00	52,377.00	54,717.00	57,096.00	59,572.50	62,244.00	64,974.00	67,918.50
BI-WEEKLY	1,930.50	2,014.50	2,104.50	2,196.00	2,291.25	2,394.00	2,499.00	2,612.25
HOURLY	25.74	26.86	28.06	29.28	30.55	31.92	33.32	34.83
26								
ANNUALLY	52,377.00	54,717.00	57,096.00	59,572.50	62,244.00	64,974.00	67,918.50	70,843.50
BI-WEEKLY	2,014.50	2,104.50	2,196.00	2,291.25	2,394.00	2,499.00	2,612.25	2,724.75
HOURLY	26.86	28.06	29.28	30.55	31.92	33.32	34.83	36.33
27								
ANNUALLY	54,717.00	57,096.00	59,572.50	62,244.00	64,974.00	67,918.50	70,843.50	74,022.00
BI-WEEKLY	2,104.50	2,196.00	2,291.25	2,394.00	2,499.00	2,612.25	2,724.75	2,847.00
HOURLY	28.06	29.28	30.55	31.92	33.32	34.83	36.33	37.96
28								
ANNUALLY	57,096.00	59,572.50	62,244.00	64,974.00	67,918.50	70,843.50	74,022.00	78,000.00
BI-WEEKLY	2,196.00	2,291.25	2,394.00	2,499.00	2,612.25	2,724.75	2,847.00	3,000.00
HOURLY	29.28	30.55	31.92	33.32	34.83	36.33	37.96	40.00

APPENDIX A

WAGE SCHEDULE - A000 37.5 HOUR WAGE SCHEDULE

Effective: June 08, 2018

GRADE	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08
29								
ANNUALLY	59,572.50	62,244.00	64,974.00	67,918.50	70,843.50	74,022.00	78,000.00	81,666.00
BI-WEEKLY	2,291.25	2,394.00	2,499.00	2,612.25	2,724.75	2,847.00	3,000.00	3,141.00
HOURLY	30.55	31.92	33.32	34.83	36.33	37.96	40.00	41.88
30								
ANNUALLY	62,244.00	64,974.00	67,918.50	70,843.50	74,022.00	78,000.00	81,666.00	85,410.00
BI-WEEKLY	2,394.00	2,499.00	2,612.25	2,724.75	2,847.00	3,000.00	3,141.00	3,285.00
HOURLY	31.92	33.32	34.83	36.33	37.96	40.00	41.88	43.80
31								
ANNUALLY	64,974.00	68,055.00	71,233.50	74,470.50	78,000.00	81,666.00	85,410.00	89,427.00
BI-WEEKLY	2,499.00	2,617.50	2,739.75	2,864.25	3,000.00	3,141.00	3,285.00	3,439.50
HOURLY	33.32	34.90	36.53	38.19	40.00	41.88	43.80	45.86
32								
ANNUALLY	68,055.00	71,233.50	74,470.50	78,000.00	81,666.00	85,410.00	89,427.00	93,463.50
BI-WEEKLY	2,617.50	2,739.75	2,864.25	3,000.00	3,141.00	3,285.00	3,439.50	3,594.75
HOURLY	34.90	36.53	38.19	40.00	41.88	43.80	45.86	47.93
33								
ANNUALLY	71,233.50	74,470.50	78,000.00	81,666.00	85,410.00	89,427.00	93,463.50	97,500.00
BI-WEEKLY	2,739.75	2,864.25	3,000.00	3,141.00	3,285.00	3,439.50	3,594.75	3,750.00
HOURLY	36.53	38.19	40.00	41.88	43.80	45.86	47.93	50.00
34								
ANNUALLY	74,470.50	78,000.00	81,666.00	85,410.00	89,427.00	93,463.50	97,500.00	101,517.00
BI-WEEKLY	2,864.25	3,000.00	3,141.00	3,285.00	3,439.50	3,594.75	3,750.00	3,904.50
HOURLY	38.19	40.00	41.88	43.80	45.86	47.93	50.00	52.06
35								
ANNUALLY	78,000.00	81,666.00	85,410.00	89,427.00	93,463.50	97,500.00	101,517.00	105,553.50
BI-WEEKLY	3,000.00	3,141.00	3,285.00	3,439.50	3,594.75	3,750.00	3,904.50	4,059.75
HOURLY	40.00	41.88	43.80	45.86	47.93	50.00	52.06	54.13

APPENDIX A

WAGE SCHEDULE - A000 37.5 HOUR WAGE SCHEDULE

Effective: January 04, 2019

GRADE	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09
01									
ANNUALLY	21,255.00	21,820.50	22,386.00	23,068.50	23,712.00	24,433.50	25,096.50	25,759.50	26,481.00
BI-WEEKLY	817.50	839.25	861.00	887.25	912.00	939.75	965.25	990.75	1,018.50
HOURLY	10.90	11.19	11.48	11.83	12.16	12.53	12.87	13.21	13.58
02									
ANNUALLY	21,820.50	22,386.00	23,068.50	23,712.00	24,433.50	25,096.50	25,759.50	26,481.00	27,300.00
BI-WEEKLY	839.25	861.00	887.25	912.00	939.75	965.25	990.75	1,018.50	1,050.00
HOURLY	11.19	11.48	11.83	12.16	12.53	12.87	13.21	13.58	14.00
03									
ANNUALLY	22,386.00	23,068.50	23,712.00	24,433.50	25,096.50	25,759.50	26,481.00	27,300.00	29,152.50
BI-WEEKLY	861.00	887.25	912.00	939.75	965.25	990.75	1,018.50	1,050.00	1,121.25
HOURLY	11.48	11.83	12.16	12.53	12.87	13.21	13.58	14.00	14.95
04									
ANNUALLY	23,068.50	23,712.00	24,433.50	25,096.50	25,759.50	26,481.00	27,300.00	29,152.50	30,225.00
BI-WEEKLY	887.25	912.00	939.75	965.25	990.75	1,018.50	1,050.00	1,121.25	1,162.50
HOURLY	11.83	12.16	12.53	12.87	13.21	13.58	14.00	14.95	15.50
05									
ANNUALLY	23,712.00	24,433.50	25,096.50	25,759.50	26,481.00	27,300.00	29,152.50	30,225.00	31,336.50
BI-WEEKLY	912.00	939.75	965.25	990.75	1,018.50	1,050.00	1,121.25	1,162.50	1,205.25
HOURLY	12.16	12.53	12.87	13.21	13.58	14.00	14.95	15.50	16.07
06									
ANNUALLY	24,433.50	25,096.50	25,759.50	26,481.00	27,300.00	29,152.50	30,225.00	31,336.50	32,623.50
BI-WEEKLY	939.75	965.25	990.75	1,018.50	1,050.00	1,121.25	1,162.50	1,205.25	1,254.75
HOURLY	12.53	12.87	13.21	13.58	14.00	14.95	15.50	16.07	16.73
07									
ANNUALLY	25,096.50	25,974.00	27,027.00	28,060.50	29,152.50	30,225.00	31,336.50	32,623.50	33,871.50
BI-WEEKLY	965.25	999.00	1,039.50	1,079.25	1,121.25	1,162.50	1,205.25	1,254.75	1,302.75
HOURLY	12.87	13.32	13.86	14.39	14.95	15.50	16.07	16.73	17.37
08									
ANNUALLY	25,974.00	27,027.00	28,060.50	29,152.50	30,225.00	31,336.50	32,623.50	33,871.50	35,178.00
BI-WEEKLY	999.00	1,039.50	1,079.25	1,121.25	1,162.50	1,205.25	1,254.75	1,302.75	1,353.00
HOURLY	13.32	13.86	14.39	14.95	15.50	16.07	16.73	17.37	18.04
09									
ANNUALLY	27,027.00	28,060.50	29,152.50	30,225.00	31,336.50	32,623.50	33,871.50	35,178.00	36,543.00
BI-WEEKLY	1,039.50	1,079.25	1,121.25	1,162.50	1,205.25	1,254.75	1,302.75	1,353.00	1,405.50
HOURLY	13.86	14.39	14.95	15.50	16.07	16.73	17.37	18.04	18.74
10									
ANNUALLY	28,060.50	29,152.50	30,225.00	31,336.50	32,623.50	33,871.50	35,178.00	36,543.00	38,025.00
BI-WEEKLY	1,079.25	1,121.25	1,162.50	1,205.25	1,254.75	1,302.75	1,353.00	1,405.50	1,462.50
HOURLY	14.39	14.95	15.50	16.07	16.73	17.37	18.04	18.74	19.50
11									
ANNUALLY	29,152.50	30,225.00	31,336.50	32,623.50	33,871.50	35,178.00	36,543.00	38,025.00	39,702.00
BI-WEEKLY	1,121.25	1,162.50	1,205.25	1,254.75	1,302.75	1,353.00	1,405.50	1,462.50	1,527.00
HOURLY	14.95	15.50	16.07	16.73	17.37	18.04	18.74	19.50	20.36
12									
ANNUALLY	30,225.00	31,336.50	32,623.50	33,871.50	35,178.00	36,543.00	38,025.00	39,702.00	41,320.50
BI-WEEKLY	1,162.50	1,205.25	1,254.75	1,302.75	1,353.00	1,405.50	1,462.50	1,527.00	1,589.25
HOURLY	15.50	16.07	16.73	17.37	18.04	18.74	19.50	20.36	21.19
13									
ANNUALLY	31,336.50	32,623.50	33,871.50	35,178.00	36,543.00	38,025.00	39,702.00	41,320.50	43,114.50
BI-WEEKLY	1,205.25	1,254.75	1,302.75	1,353.00	1,405.50	1,462.50	1,527.00	1,589.25	1,658.25
HOURLY	16.07	16.73	17.37	18.04	18.74	19.50	20.36	21.19	22.11

APPENDIX A

WAGE SCHEDULE - A000 37.5 HOUR WAGE SCHEDULE

Effective: January 04, 2019

GRADE	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09
14									
ANNUALLY	32,623.50	33,871.50	35,178.00	36,543.00	38,025.00	39,702.00	41,320.50	43,114.50	44,830.50
BI-WEEKLY	1,254.75	1,302.75	1,353.00	1,405.50	1,462.50	1,527.00	1,589.25	1,658.25	1,724.25
HOURLY	16.73	17.37	18.04	18.74	19.50	20.36	21.19	22.11	22.99
15									
ANNUALLY	33,871.50	35,295.00	36,718.50	38,200.50	39,702.00	41,320.50	43,114.50	44,830.50	46,761.00
BI-WEEKLY	1,302.75	1,357.50	1,412.25	1,469.25	1,527.00	1,589.25	1,658.25	1,724.25	1,798.50
HOURLY	17.37	18.10	18.83	19.59	20.36	21.19	22.11	22.99	23.98
16									
ANNUALLY	35,295.00	36,718.50	38,200.50	39,702.00	41,320.50	43,114.50	44,830.50	46,761.00	48,672.00
BI-WEEKLY	1,357.50	1,412.25	1,469.25	1,527.00	1,589.25	1,658.25	1,724.25	1,798.50	1,872.00
HOURLY	18.10	18.83	19.59	20.36	21.19	22.11	22.99	23.98	24.96
17									
ANNUALLY	36,718.50	38,200.50	39,702.00	41,320.50	43,114.50	44,830.50	46,761.00	48,672.00	50,700.00
BI-WEEKLY	1,412.25	1,469.25	1,527.00	1,589.25	1,658.25	1,724.25	1,798.50	1,872.00	1,950.00
HOURLY	18.83	19.59	20.36	21.19	22.11	22.99	23.98	24.96	26.00
18									
ANNUALLY	38,200.50	39,702.00	41,320.50	43,114.50	44,830.50	46,761.00	48,672.00	50,700.00	52,845.00
BI-WEEKLY	1,469.25	1,527.00	1,589.25	1,658.25	1,724.25	1,798.50	1,872.00	1,950.00	2,032.50
HOURLY	19.59	20.36	21.19	22.11	22.99	23.98	24.96	26.00	27.10
19									
ANNUALLY	39,702.00	41,320.50	43,114.50	44,830.50	46,761.00	48,672.00	50,700.00	52,845.00	55,555.50
BI-WEEKLY	1,527.00	1,589.25	1,658.25	1,724.25	1,798.50	1,872.00	1,950.00	2,032.50	2,136.75
HOURLY	20.36	21.19	22.11	22.99	23.98	24.96	26.00	27.10	28.49
20									
ANNUALLY	41,320.50	43,114.50	44,830.50	46,761.00	48,672.00	50,700.00	52,845.00	55,555.50	57,954.00
BI-WEEKLY	1,589.25	1,658.25	1,724.25	1,798.50	1,872.00	1,950.00	2,032.50	2,136.75	2,229.00
HOURLY	21.19	22.11	22.99	23.98	24.96	26.00	27.10	28.49	29.72
21									
ANNUALLY	43,114.50	44,830.50	46,761.00	48,672.00	50,700.00	52,845.00	55,555.50	57,954.00	60,469.50
BI-WEEKLY	1,658.25	1,724.25	1,798.50	1,872.00	1,950.00	2,032.50	2,136.75	2,229.00	2,325.75
HOURLY	22.11	22.99	23.98	24.96	26.00	27.10	28.49	29.72	31.01
22									
ANNUALLY	44,830.50	46,761.00	48,672.00	50,700.00	52,845.00	55,555.50	57,954.00	60,469.50	63,180.00
BI-WEEKLY	1,724.25	1,798.50	1,872.00	1,950.00	2,032.50	2,136.75	2,229.00	2,325.75	2,430.00
HOURLY	22.99	23.98	24.96	26.00	27.10	28.49	29.72	31.01	32.40
23									
ANNUALLY	46,761.00	48,769.50	50,953.50	53,176.50	55,555.50	57,954.00	60,469.50	63,180.00	65,949.00
BI-WEEKLY	1,798.50	1,875.75	1,959.75	2,045.25	2,136.75	2,229.00	2,325.75	2,430.00	2,536.50
HOURLY	23.98	25.01	26.13	27.27	28.49	29.72	31.01	32.40	33.82
24									
ANNUALLY	48,769.50	50,953.50	53,176.50	55,555.50	57,954.00	60,469.50	63,180.00	65,949.00	68,952.00
BI-WEEKLY	1,875.75	1,959.75	2,045.25	2,136.75	2,229.00	2,325.75	2,430.00	2,536.50	2,652.00
HOURLY	25.01	26.13	27.27	28.49	29.72	31.01	32.40	33.82	35.36
25									
ANNUALLY	50,953.50	53,176.50	55,555.50	57,954.00	60,469.50	63,180.00	65,949.00	68,952.00	71,916.00
BI-WEEKLY	1,959.75	2,045.25	2,136.75	2,229.00	2,325.75	2,430.00	2,536.50	2,652.00	2,766.00
HOURLY	26.13	27.27	28.49	29.72	31.01	32.40	33.82	35.36	36.88
26									
ANNUALLY	53,176.50	55,555.50	57,954.00	60,469.50	63,180.00	65,949.00	68,952.00	71,916.00	75,133.50
BI-WEEKLY	2,045.25	2,136.75	2,229.00	2,325.75	2,430.00	2,536.50	2,652.00	2,766.00	2,889.75
HOURLY	27.27	28.49	29.72	31.01	32.40	33.82	35.36	36.88	38.53

APPENDIX A

WAGE SCHEDULE - A000 37.5 HOUR WAGE SCHEDULE

Effective: January 04, 2019

GRADE	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09
27									
ANNUALLY	55,555.50	57,954.00	60,469.50	63,180.00	65,949.00	68,952.00	71,916.00	75,133.50	79,170.00
BI-WEEKLY	2,136.75	2,229.00	2,325.75	2,430.00	2,536.50	2,652.00	2,766.00	2,889.75	3,045.00
HOURLY	28.49	29.72	31.01	32.40	33.82	35.36	36.88	38.53	40.60
28									
ANNUALLY	57,954.00	60,469.50	63,180.00	65,949.00	68,952.00	71,916.00	75,133.50	79,170.00	82,894.50
BI-WEEKLY	2,229.00	2,325.75	2,430.00	2,536.50	2,652.00	2,766.00	2,889.75	3,045.00	3,188.25
HOURLY	29.72	31.01	32.40	33.82	35.36	36.88	38.53	40.60	42.51
29									
ANNUALLY	60,469.50	63,180.00	65,949.00	68,952.00	71,916.00	75,133.50	79,170.00	82,894.50	86,697.00
BI-WEEKLY	2,325.75	2,430.00	2,536.50	2,652.00	2,766.00	2,889.75	3,045.00	3,188.25	3,334.50
HOURLY	31.01	32.40	33.82	35.36	36.88	38.53	40.60	42.51	44.46
30									
ANNUALLY	63,180.00	65,949.00	68,952.00	71,916.00	75,133.50	79,170.00	82,894.50	86,697.00	90,772.50
BI-WEEKLY	2,430.00	2,536.50	2,652.00	2,766.00	2,889.75	3,045.00	3,188.25	3,334.50	3,491.25
HOURLY	32.40	33.82	35.36	36.88	38.53	40.60	42.51	44.46	46.55
31									
ANNUALLY	65,949.00	69,088.50	72,306.00	75,601.50	79,170.00	82,894.50	86,697.00	90,772.50	94,867.50
BI-WEEKLY	2,536.50	2,657.25	2,781.00	2,907.75	3,045.00	3,188.25	3,334.50	3,491.25	3,648.75
HOURLY	33.82	35.43	37.08	38.77	40.60	42.51	44.46	46.55	48.65
32									
ANNUALLY	69,088.50	72,306.00	75,601.50	79,170.00	82,894.50	86,697.00	90,772.50	94,867.50	98,962.50
BI-WEEKLY	2,657.25	2,781.00	2,907.75	3,045.00	3,188.25	3,334.50	3,491.25	3,648.75	3,806.25
HOURLY	35.43	37.08	38.77	40.60	42.51	44.46	46.55	48.65	50.75
33									
ANNUALLY	72,306.00	75,601.50	79,170.00	82,894.50	86,697.00	90,772.50	94,867.50	98,962.50	103,057.50
BI-WEEKLY	2,781.00	2,907.75	3,045.00	3,188.25	3,334.50	3,491.25	3,648.75	3,806.25	3,963.75
HOURLY	37.08	38.77	40.60	42.51	44.46	46.55	48.65	50.75	52.85
34									
ANNUALLY	75,601.50	79,170.00	82,894.50	86,697.00	90,772.50	94,867.50	98,962.50	103,057.50	107,152.50
BI-WEEKLY	2,907.75	3,045.00	3,188.25	3,334.50	3,491.25	3,648.75	3,806.25	3,963.75	4,121.25
HOURLY	38.77	40.60	42.51	44.46	46.55	48.65	50.75	52.85	54.95
35									
ANNUALLY	79,170.00	82,894.50	86,697.00	90,772.50	94,867.50	98,962.50	103,057.50	107,152.50	111,247.50
BI-WEEKLY	3,045.00	3,188.25	3,334.50	3,491.25	3,648.75	3,806.25	3,963.75	4,121.25	4,278.75
HOURLY	40.60	42.51	44.46	46.55	48.65	50.75	52.85	54.95	57.05

Monthly Budget Through November 30, 2018

	Budget	PaymentToDate	EndingBalance	% Remaining
Executive	\$309,568.00	\$255,350.49	\$54,217.51	17.51%
TCTC	\$204,948.00	\$176,059.95	\$28,888.05	14.10%
Elections	\$11,753.00	\$10,063.43	\$1,689.57	14.38%
Finance	\$204,629.61	\$144,359.69	\$60,269.92	29.45%
Assessing	\$110,000.00	\$80,818.52	\$29,181.48	26.53%
Legal	\$18,000.00	\$14,999.35	\$3,000.65	16.67%
Personnel Benefits Mgmt	\$1,000.00	\$97.50	\$902.50	90.25%
Planning/Zoning	\$16,957.00	\$15,340.88	\$1,616.12	9.53%
General Govt-B&G	\$170,920.25	\$127,725.07	\$43,195.18	25.27%
Cemetery	\$13,506.00	\$11,135.05	\$2,370.95	17.55%
Insurance	\$7,540.00	\$7,539.99	\$0.01	0.00%
Information Booth	\$13,911.00	\$11,491.62	\$2,419.38	17.39%
Other General Govt	\$30,205.00	\$23,722.12	\$6,482.88	21.46%
Police	\$797,783.00	\$726,185.77	\$71,597.23	8.97%
Ambulance	\$57,222.00	\$57,222.00	\$0.00	0.00%
Fire	\$200,325.00	\$144,881.84	\$55,443.16	27.68%
SSB	\$140,852.00	\$114,624.64	\$26,227.36	18.62%
Emergency Management	\$200.00	\$0.00	\$200.00	100.00%
Highway	\$1,656,914.00	\$1,430,068.70	\$226,845.30	13.69%
Street Lights	\$16,800.00	\$11,067.71	\$5,732.29	34.12%
Transfer Station	\$504,287.00	\$441,644.41	\$62,642.59	12.42%
Health Officer	\$5,133.00	\$430.15	\$4,702.85	91.62%
Animal Control	\$500.00	\$0.00	\$500.00	100.00%
Health Services	\$15,176.00	\$15,176.00	\$0.00	0.00%
Welfare	\$43,677.00	\$14,558.62	\$29,118.38	66.67%
Recreation	\$151,659.00	\$147,204.67	\$4,454.33	2.94%
Library	\$379,760.08	\$332,616.29	\$47,143.79	12.41%
Memorial Day	\$200.00	\$34.94	\$165.06	82.53%
Patriotic/Band Concerts	\$5,000.00	\$5,000.00	\$0.00	0.00%
Conservation Commission	\$3,550.00	\$3,550.00	\$0.00	0.00%
Debt - Principal	\$262,156.00	\$247,479.53	\$14,676.47	5.60%
Debt - Interest	\$65,566.00	\$56,625.23	\$8,940.77	13.64%
Debt - TAN	\$1,000.00	\$0.00	\$1,000.00	100.00%
Sum	\$5,420,697.94	\$4,627,074.16	\$793,623.78	14.64%

Monthly Budget Through November 30, 2018

	Budget	PaymentToDate	EndingBalance	% Remaining
Hydro	\$113,113.00	\$47,693.22	\$65,419.78	57.84%
Sum	\$113,113.00	\$47,693.22	\$65,419.78	57.84%

2018 Revenue Report through November 30, 2018

AccountNumber	AccountName	2018 Estimated	2018 Actual
01-3110-01-900	PROPERTY TAXES-CURRENT		\$0.00
01-3110-01-901	TAX REDEMPTIONS		\$0.00
Sum			\$0.00
01-3120-01-901	LAND USE CHANGE		\$0.00
Sum Land Use Change			\$0.00
01-3185-01-900	YIELD TAX		\$0.00
Sum Yield Tax			\$0.00
01-3186-01-900	EXCAVATION TAX		\$0.00
Sum Excavation Tax			\$0.00
01-3190-01-902	INTEREST & COSTS	\$60,000.00	\$55,741.48
01-3190-01-903	Returned Check Fee		\$150.00
Sum Interest and Penalties on Delinquent Taxes		\$60,000.00	\$55,891.48
01-3210-01-910	UCC FILING	\$500.00	\$1,224.00
Sum Licenses, Permits and Fees		\$500.00	\$1,224.00
01-3220-01-807	Snowmobile and ATV Fees	\$0.00	
01-3220-01-906	AUTO REGISTRATIONS	\$750,000.00	\$815,420.17
Sum Motor Vehicle Permit Fees		\$750,000.00	\$815,420.17
01-3230-01-908	SUBDIVISION FEES		\$1,750.00
01-3230-01-909	SITE PLAN REVIEW FEES		\$900.00
01-3230-01-910	CERTIFICATE OF COMPLIANCE FEES	\$35,000.00	\$31,216.75
Sum Building Permits		\$35,000.00	\$33,866.75
01-3290-01-320	Landlord's Filing Fee	\$0.00	\$4.00

AccountNumber	AccountName	2018 Estimated	2018 Actual
01-3290-01-902	REDEMPTION COSTS		\$1,543.90
01-3290-01-907	BOAT REGISTRATIONS/FEES	\$36,000.00	\$9,501.12
01-3290-01-912	DOG LICENSES/FEES		\$7,314.50
01-3290-01-915	VITALS-BIRTH & DEATH		\$4,535.00
01-3290-01-917	TOWN CLERK FEES		\$15,024.50
01-3290-01-919	WETLANDS APPLICATIONS		\$15.00
Sum		<u>\$36,000.00</u>	<u>\$37,938.02</u>
01-3311-01-841	FEDERAL FEMA FUNDS		\$18,165.50
Sum From Federal Government			<u>\$18,165.50</u>
01-3351-01-927	SHARED REVENUE		\$0.00
Sum Shared Revenues			<u>\$0.00</u>
01-3352-01-840	STATE OF NH-ROOMS/MEALS TAX	\$177,168.00	\$0.00
Sum Meals and Rooms Tax Distribution		<u>\$177,168.00</u>	<u>\$0.00</u>
01-3353-01-928	HIGHWAY BLOCK GRANT	\$122,211.00	\$149,083.93
Sum Highway Block Grant		<u>\$122,211.00</u>	<u>\$149,083.93</u>
01-3354-01-794	STATE OF NH-SEWER GRANT		\$0.00
Sum Water Pollution Grant			<u>\$0.00</u>
01-3354-01-795	STATE OF NH - WATER GRANT	\$7,508.00	\$5,294.00
01-3359-01-741	PD GRANT INCOME		\$0.00
01-3359-01-927	State of NH Treatment Plant Road Bridge		\$0.00
01-3359-01-927	STATE NH HIGH ST BRIDGE GRANT		\$0.00
Sum Water Pollution Grant		<u>\$7,508.00</u>	<u>\$5,294.00</u>
01-3379-01-935	TOWN OF SPRINGFIELD-TS	\$104,054.00	\$76,718.25
Sum From Other Governments		<u>\$104,054.00</u>	<u>\$76,718.25</u>
01-3401-01-150	PD - SPECIAL DETAIL INCOME		\$0.00

AccountNumber	AccountName	2018 Estimated	2018 Actual
01-3401-01-320	FIREWORKS PERMIT FEE		\$440.00
01-3401-01-321	PHOTOCOPY INCOME		\$65.00
01-3401-01-581	RECYCLING MAGAZINES		\$0.00
01-3401-01-584	RECYCLING INCOME-STEEL CANS		\$1,092.50
01-3401-01-586	RECYCLING INCOME-ALUMINUM		\$14,740.57
01-3401-01-587	RECYCLING CARDBOARD		\$9,989.15
01-3401-01-588	RECYCLING NEWSPAPER		\$1,094.62
01-3401-01-589	RECYCLING SCRAP METAL		\$13,527.80
01-3401-01-592	RECYCLING PLASTIC		\$11,538.04
01-3401-01-593	RECYCLING INCOME-BATTERIES		\$0.00
01-3401-01-937	MISC. GENERAL GOV'T INCOME		\$33,768.34
01-3401-01-940	INSURANCE REPORTS		\$0.00
01-3401-01-948	MISC. TOWN OFFICE INCOME		\$0.00
01-3401-01-949	REGULATIONS SOLD		\$0.00
01-3401-01-950	ZBA INCOME		\$2,850.00
01-3401-01-951	TOWN OFFICE POSTAGE		\$84.26
01-3401-01-953	REPORTS/LABELS/DISKS SOLD		\$232.74
01-3401-01-958	HIGHWAY PARTS		\$0.00
01-3401-01-959	HWY-MATERIALS SOLD		\$0.00
01-3404-01-940	SUNAPEE T/S TICKET SALES	\$118,025.00	\$46,178.00
01-3404-01-941	SPRINGFIELD T/S TICKET SALES		\$2,000.00
01-3404-01-950	Sunapee Beautification Donations		\$0.00
Sum	Income from Departments	\$118,025.00	\$137,601.02
01-3409-01-965	SALE OF CEMETERY LOT	\$2,000.00	\$1,200.00
01-3409-01-966	BURIAL INCOME		\$2,150.00

AccountNumber		AccountName	2018 Estimated	2018 Actual
Sum	Other Charges		\$2,000.00	\$3,350.00
	01-3501-01-965	PD-SALE OF CRUISER		\$0.00
	01-3501-01-966	SALE OF TOWN OWNED PROPERTY	\$2,000.00	\$1,150.00
	01-3501-01-968	SALE OF HIGHWAY EQUIPMENT		\$3,601.99
Sum	Sale of Municipal Property		\$2,000.00	\$4,751.99
	01-3501-01-970	Checking Account Interest Earned	\$57,000.00	\$54,798.15
	01-3502-01-972	INVESTMENT INTEREST INCOME		
Sum	Interest on Investments		\$57,000.00	\$54,798.15
	01-3503-01-936	RENTS/LEASES & SERVICES	\$30,000.00	\$18,097.46
	01-3503-01-938	OLD ABBOTT LIBRARY Rent	\$0.00	\$6,000.00
	01-3504-01-938	DOG FINES		\$50.00
	01-3504-01-939	PARKING FINES		\$2,480.00
	01-3504-01-940	PD FALSE ALARM FINES		\$0.00
	01-3504-01-941	REPLACEMENT TRANSFER STATION TAGS		\$450.00
	01-3504-01-944	PD STATE WITNESS FEES		\$1,200.00
	01-3504-01-945	PD COURT RESTITUTION		\$0.00
	01-3504-01-946	PD Discovery		\$400.00
	01-3506-60-260	Revenue from Other Agency		\$0.00
	01-3509-01-950	WELFARE MISC. REVENUE		\$1,713.00
Sum	Other		\$30,000.00	\$30,390.46
	01-3912-01-800	Operating Transfer from Special Revenue Funds		
Sum	From Special Revenue Funds			
	01-3914-01-000	Enterprise Funds Sewer	\$1,114,743.00	
Sum	From Enterprise Funds: Sewer		\$1,114,743.00	
	01-3914-01-001	Enterprise Funds Water	\$551,609.00	

	AccountNumber	AccountName	2018 Estimated	2018 Actual
Sum	From Enterprise Funds: Water		\$551,609.00	
	01-3914-01-002	Enterprise Funds Electric	\$285,113.00	
Sum	From Enterprise Funds: Electric		\$285,113.00	
	01-3915-01-650	CAPITAL RESERVE-HWY	\$78,172.00	\$0.00
Sum	From Capital Reserve Funds		\$78,172.00	\$0.00
	01-3915-01-651	CAP RESERVE - LIBRARY		\$0.00
Sum	From Capital Reserve Funds			\$0.00
	01-3915-01-652	CAP RESERVE - BRIDGES		\$0.00
Sum	From Capital Reserve Funds			\$0.00
	01-3915-01-653	CAP RESERVE - POLICE EQUIP		
Sum	From Capital Reserve Funds			
	01-3915-01-654	CAP RESERVE - DIRT ROAD PAVING		
Sum	From Capital Reserve Funds			
	01-3915-30-962	TRANSFER FROM EXP TRUST FUND		\$0.00
Sum	From Capital Reserve Funds			\$0.00
	01-3934-01-800	Proceeds from Long Term Bonds & Notes		
Sum	Proceeds from Long Term Bonds and Notes			
Grand Total			\$3,531,103.00	\$1,424,493.72



U.S. Department
of Veterans Affairs

White River Junction VA Medical Center
215 North Main Street
White River Junction, VT 05009
866-687-8387 (Toll Free)
802-295-9363 (Commercial)

In Reply Refer to: 405/00

November 29, 2018

Dear Veteran,

The White River Junction VA Medical Center is attempting to contact all Veterans in our catchment area of Vermont and New Hampshire who are not enrolled or are enrolled and no longer utilizing our services. If you currently receive our services, please pass this note on to a Veteran who may benefit.

We offer a wide variety of services including assistance to Veterans who are homeless or unemployed to providing primary and specialty care. We have a robust mental health department offering one-on-one counseling, peer support, group sessions, and more. There is a designated treatment area for our women Veterans at the Women's Comprehensive Care Clinic; a safe space.

The White River Junction VA Medical Center has seven community based outpatient clinics. They are located in Bennington, Rutland, Brattleboro, Newport and Burlington, Vermont; in New Hampshire we offer services in Keene and Littleton. We are here to serve all Veterans, please do not hesitate to contact us, if for no other reason than to register/enroll with us in case of future need.

Our eligibility office in White River Junction can be reached at 802-295-9363 extension 5118. A single form - VA form 10-10EZ – and a copy of the DD214 is all that is needed.

The American Legion, Disabled American Veterans and the Veterans of Foreign Wars have full time service officers that are knowledgeable about our programs. These independent organizations serve all Veterans including nonmembers in processing disability and pension claims. They can be reached in White River Junction at:

American Legion	802-296-5166
Disabled American Veterans	802-296-5167
Veterans of Foreign Wars	802-296-5168

Thank you for your service to our nation. On behalf of the White River Junction VA Medical Center team, we look forward to serving you.

Sincerely,

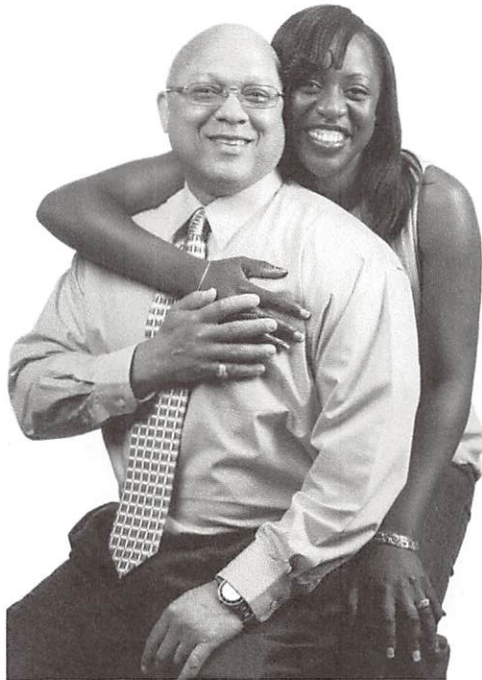
A handwritten signature in cursive script that reads "Laura Miraldi".

Laura Miraldi
Acting Medical Center Director

"I didn't realize that by enrolling in the VA, I am creating new services for my fellow Veterans—not taking them away."

OEF/OIF Veteran, Nashua, NH

*Reginald, Desert Storm Veteran,
and Josephine, Kuwait Veteran*



ACCESS TO OVER 50 FACILITIES THROUGHOUT NEW ENGLAND

We are located throughout the six New England states and have 8 Medical Centers, over 45 Community-Based Outpatient Clinics, 6 Nursing Homes and 2 Domiciliaries.

VA FACILITY LOCATIONS

Connecticut
Danbury
Newington
New London
Stamford
Waterbury
West Haven
Willimantic

Maine
Augusta
Bangor
Bingham
Calais
Caribou
Fort Kent
Houlton
Lewiston
Lincoln
Portland
Rumford
Saco

Massachusetts
Bedford
Boston
Brockton
Fitchburg
Frammingham
Gloucester
Greenfield
Haverhill
Hyannis
Jamaica Plain
Lowell
Lynn
New Bedford
Northampton
Pittsfield
Plymouth
Quincy
Springfield
West Roxbury
Worcester

New Hampshire
Conway
Keene
Littleton
Manchester
Portsmouth
Somersworth
Tilton

Rhode Island
Middletown
Providence

Vermont
Bennington
Brattleboro
Burlington
Newport
Rutland
White River Junction

If you are interested in contacting one of our Community-Based Outreach Clinics, please call the VA Medical Center nearest you.

NEW ENGLAND VA MEDICAL CENTERS

Connecticut
Newington
860-667-6838
West Haven
203-937-4767

Maine
Augusta
877-421-8263

Massachusetts
Bedford
800-838-6331
Brockton
508-583-4500
Jamaica Plain
617-232-9500
Northampton
413-584-4040
West Roxbury
617-323-7700

New Hampshire
Manchester
800-892-8384

Rhode Island
Providence
866-364-4486

Vermont
White River Junction
866-687-8387

For contact information for all VA New England Healthcare System facilities go to: www.newengland.va.gov/outreach or call 1-844-VA-CARES (822-2737)



VA HEALTH CARE Defining EXCELLENCE in the 21st Century



VA HEALTH CARE Defining EXCELLENCE in the 21st Century

We've Created a Healthcare System Just for You.

VA New England Healthcare



Lyndon with "Ice", OIF Veterans

DID YOU KNOW? VA HEALTH CARE

OUR VETERANS DESERVE THE BEST.

You served your country. Now let your country serve you. The VA New England Healthcare System is a state-of-the-art, comprehensive health care system that understands the special needs of Veterans. For example, does your private doctor ever ask about environmental exposures you've encountered during your service?

The VA operates New England's largest integrated health care system with eight Medical Centers and over 45 Community-Based Outpatient Clinics. What's more, VA is the only national health care system in the country. That means that if you get sick or need medication while traveling, you can simply go to the nearest VA facility and get the care you need.

1-844-VA-CARES (822-2737)
www.newengland.va.gov/outreach

VA New England Healthcare



VA HEALTH CARE Defining **EXCELLENCE** in the 21st Century

YOUR BENEFITS. OUR COMMITMENT.

At VA New England Healthcare, our mission is to focus on all aspects of a Veteran's well being. That's why we offer a benefits package that covers the health, wellness, foundational and long-term needs of each and every Veteran who walks through our doors. Our services include:

Health:

Primary care, pharmacy, optometry and audiology, labs and imagery

Wellness:

Personal training, nutritional planning, and recreational programs

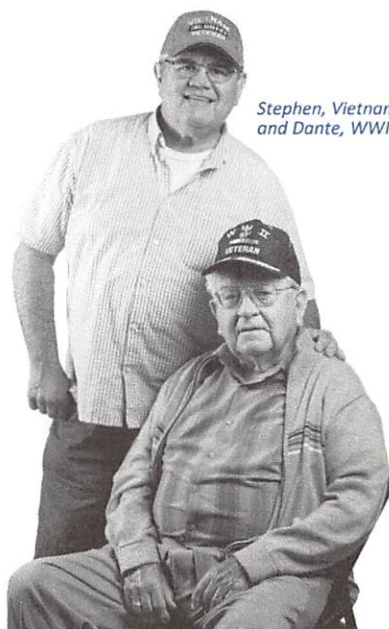
Foundation:

Vocational training, housing assistance, and small business start-up assistance

Long Term:

Residential care, home health, adult daycare and end-of-life programs

- There are **NO annual fees, premiums or deductibles**
- **Co-pays, little to no cost**
- **More than 50 locations—we're New England's largest health care provider**
- **Great prescription benefits**
- **You are eligible to use VA Healthcare with your private insurance**
- **Having VA Healthcare will allow you to meet the Affordable Care Act requirements**



Stephen, Vietnam Veteran, and Dante, WWII Veteran

WHO'S ELIGIBLE?

If you served in the military and received an honorable discharge, you may qualify for VA Healthcare benefits. If you were in the Reserves or National Guard, you may also qualify if you were called to active duty (other than for training only) by a Federal order and completed the full period of your active duty.

"Every time I connect with anybody from the VA, there is always a helpful, lending hand reaching out to me."

Vietnam Veteran, New Bedford

DID YOU KNOW?
VA HEALTHCARE

ENROLL NOW

You can enroll in the VA New England Healthcare System anytime—but don't wait. To enroll, complete VA Form 10-10EZ (Application for Health Benefits). The form may be obtained at any VA Healthcare facility, by calling 877-222-8387, or online at www.1010ez.med.va.gov/sec/vha/1010ez. If you have questions just call or stop by the nearest facility—we'll be glad to help. And once enrolled, you can access health care at any VA Healthcare facility in the country.

Specialized Services for Women:

- Preconception counseling
- Contraceptive services
- Maternity care
- Infertility treatment
- Mammography
- Breast exams
- Menopause management
- Pap smear/pelvic exams



Laura, OIF Veteran

1-844-VA-CARES (822-2737) www.newengland.va.gov/outreach