

**BOARD OF SELECTMEN  
WORK SESSION  
MEETING MINUTES  
NOVEMBER 10, 2011**

**PRESENT:** RICHARD H. HARTUNG, CHAIRMAN; PRISCILLA R. LINDQUIST, SELECTMAN; SEAN P. MURPHY, SELECTMAN; SALLY THERIAULT, ADMINISTRATIVE ASSISTANT

Present: Chief Beaudoin, J. Worthen, P. Williams (Tri Towne News)

The work session was opened at 6:22pm

The purpose of the work session was to discuss the 2012 COLA and merit increases. Mrs. Theriault stated that she spoke with the department heads at a recent meeting and they mentioned to her various concerns. She explained the process of the wage matrix over the last few years. In 2010, the current policy was accepted which gave a 5% increase based on a good review. There is a limit to each grade and there are currently people at that level as well as people approaching it. The matrix changes with COLA being applied to it annually, as granted. With the change in the policy from an every two year merit based increase to an annual merit based increase, the employees would pay 5% of the health insurance the first year and then the increase in the policies up to 10% and it would max at the 10%.

The biggest concern with withholding increases for 2012 is that only a select few employees would be singled out. The police union would still be entitled to their increases and the Library Trustees could still give out the increases to their staff. Another item noted is that in July 2011, the NHRET increased employee contribution from 5% to 7%. There are currently people making less now than they did in July. Mrs. Theriault took the new insurance rates and calculated three employees in three different situations to see what the effect of the 5% insurance increase would be. The three employees would lose money over the year ranging from \$459 down to \$57.21. With the increase to the insurance and no increase to the wages, the employees would be down from \$567.00 to \$1162.80 over a year.

She noted that the estimate for the town employees (excluding the library) getting increases for 2012 would be \$13,000 and roughly \$3,000 for the library for a total of \$16,000 (non union employees). She estimated the impact on the tax rate as follows: \$200,000 home is \$2.69 for a year, \$250,000 home is \$3.36 per year and \$300,000 is \$4.04 per year.

The Selectmen agreed that they could discuss tonight, or take back the information and deliberate on Monday. Selectman Lindquist stated that the highest paid employees are at the police station and school, and that it wasn't fair to give increases to those in the union and not to give to the others.

Selectman Murphy asked what the budget increases were with the increase and without. The bottom line of the current proposed budget is at (.55%) with the increases and at (.71%) without the increases. Selectman Murphy stated that he would like to see the money for the increases come from somewhere else in the budget and that if the increases were to stay in, the budget would need to be reduced by the amount of the increases (\$16,000). He said that in his job he has an increase in his health insurance benefits and is not getting an increase to offset it in his wages. He stated that we need to reduce the amount of money we are spending because the people can't afford it. He also spoke to the school board and heard that Chairman Gallo was asking for a 3% reduction in their budget. There are places to cut but need to see what effects the quality of life in town. He gave examples that might need to be looked at such as an equipment purchase or some of the health agencies. Something needed to give he explained and a 1% reduction is not enough. He wanted the departments to go back and look at what is budgeted and see if it is something they really need. It was agreed to see where things stood

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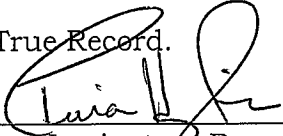
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after reviewing the Selectmen's budget on Monday night. The direction to the department heads was that they appreciate what they have brought forward, but they need to find the increases in their budgets, something will need to be cut to cover it. The total bottom line is what they will be looking at.

**Selectman Murphy motioned to adjourn the work session at 6:54 pm. Selectman Lindquist seconded the motion. The motion passed unanimously.**

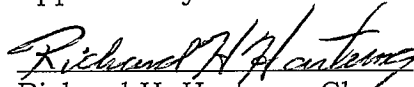
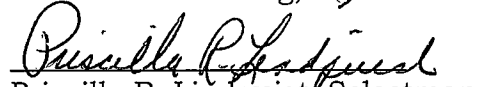
The work session adjourned at 6:45 pm

A True Record.



Tina Harrington, Recording Secretary

Approved By:

  
Richard H. Hartung, Chairman  
Priscilla R. Lindquist, Selectman  
Sean P. Murphy, Selectman