

FINAL MINUTES

BOARD OF SELECTMEN MEETING

MINUTES

June 8, 2009

1. Call Meeting to Order

Chairman William Campbell convened the meeting at 7:00 pm for a work session. Mr. Campbell introduced other members of the Board: Mr. Bob Eastman, Ms. Julie Gilman, Mr. Matt Quandt, Mr. Bobby Aldrich and Town Manager, Russ Dean. Also present is Doreen Ravell, Finance Director.

2. Warrant approvals –

Mr. Eastman moved to approve spending in the amount of \$204,900.20. Mr. Aldrich seconds. Vote: Unanimous.

Mr. Eastman moved to approve a payroll expenditure of \$140,713.59. Ms. Gilman seconds. Vote: Unanimous.

Mr. Eastman moved to disburse Accounts Payable in the amount of \$362,522.77. Mr. Aldrich seconds. Vote: Unanimous.

Mr. Eastman moved to disburse Accounts Payable dated 5/29 of \$250,715.79. Ms. Gilman seconds. Vote: Unanimous.

3. Budget Committee Appointments-

Mr. Campbell asked the Board if candidates for the Budget Committee should be interviewed prior to appointment. The Board agreed that members of the Budget Committee did not need to be interviewed prior to being appointed. There are presently 2 candidates, Bob Kelly and Jeff Warnock, for the committee and it is unclear as to the number of open positions that are available. Mr. Eastman prefers to appoint Mr. Kelly due to his Water and Sewer experience.

4. Pay plan

Mr. Dean presented a draft pay plan and Mr. Campbell would like to discuss modification of new pay ranges, decide whether there would be groups for the different pay ranges or if they would be individual, and also whether the progression through the new plan would be through steps, merit raises, cost of living increases, or another type of progression.

Mr. Eastman explained his method of research and does not like the method of quartiles and believes that the town should retain the step system and does not believe that merit pay will work. Mr. Eastman would like a cost of living increase to the pay plan annually and a step increase every 2 years.

The group agreed that the information compiled by Don Tyler from the other comparable 13 towns is a better starting point than using the current pay plan, which everyone understands is flawed. Mr. Aldrich also agrees that in the survey, Seabrook and Wolfeboro should be replaced with Claremont and Lebanon because the towns are more similar to Exeter.

FINAL MINUTES

As far as the question of groupings, the board felt that it is inequitable to group too many people in a group. Mr. Dean presented a pay plan that included minimum, mid and maximum pay. The quartile system was not well received by the Board and they ultimately chose to remain with the step system.

Mr. Aldrich and Mr. Dean pointed out the importance of the maximum step remaining the maximum step and not adding more onto the maximum step each year. When an employee reaches the maximum step, they would only receive the annual cost of living adjustment to the pay scale.

Mr. Eastman explained that people hired in odd numbered years would get step raises on odd years and people hired in even numbered years received step raises. Mr. Aldrich thinks that the step system being adjusted each year for cost of living and the steps only taking place every other year will allow the town to better absorb and afford the step raises.

5. Adjourn

Mr. Eastman motioned to adjourn at 8:31pm; Mr. Aldrich seconded. VOTE: Unanimous.

Respectfully submitted,

Kelly Geis
Recording Secretary