

~~UNAPPROVED~~ APPROVED
PROPOSED 2017 SELECTMEN'S PUBLIC BUDGET MEETING
September 17, 2016

Attendance: Chairman Boyd Chivers, Vice-Chair Susan Young, Selectman Scott Komisarek, Selectman Russ Dann, Selectman Mark Laliberte, Accounting and Payroll Clerk Donna Becker, and Administrative Assistant Andria Hansen.

8:30 a.m. Chairman Chivers called the Public Meeting to order and immediately followed with the Pledge of Allegiance. He explained there wouldn't be any discussion this morning about merit or increase. The Board is currently doing some research on this and they will make a decision at a later date.

Smyth Memorial Building: Smyth Memorial Building Trustee Carla Penfield explained the work they have been doing at the library. Last year and the year before they worked on the basement, they worked on took out the trash and the carpet. This year they decided they would do some work on the second floor. She noted about 50 years ago they built wooden bookcases wall to wall. They took those out. When they put the window trim back and new window sills, that room will look exactly the way it was when it was built in the 1930's. There proposal is bookcases there come out from the wall into the middle of the room. Their proposal is to take those perimeter bookcases out, so it will be an open room. She reiterated the two things they would like to do is trimming out the woodwork in the small office space and take the bookcases out. They will need to have electrical work done when they move the bookcases. In the small backroom the electric outlets are in the floor and they would like to take them out of the floor and put them back in the walls. They are working on getting the building functional. In 2018 there will be a big improvement; because our work proceeds according to our flexible schedule they will be putting in new flooring on the second floor. It's a cork floor and it is worn totally through. Chairman Chivers pointed out as of September 15gh they have only spent half of their budget. Trustee Penfield said they haven't paid for their windows yet. Chairman Chivers asked if they will spend their entire \$16,000. Trustee Penfield said they may not and depending on how the Board feels whatever they have left over they may encumber for another window. Selectman Dann asked if they will have all of the windows done this year. Trustee Penfield replied no. Selectman Dann asked if they were going to put any money in the budget to do any of the other windows. Trustee Penfield said there are three in the budget for next year. She noted that part of the reason they are going to turn money back is because they were able to get the carpentry work donated. They can't count on that but this is why they are turning money back. Selectman Dann said the gentleman that does that should be recognized and asked if she could bring his name forward because it is very important. They love volunteer work. Trustee Penfield reiterated that they can't count on that and he comes when he can fit it in. They are flexible on that and they don't demand that he comes at a particular time. She calls him about it and he gets there when he can. They don't put and they don't get billed. The gentleman's name is Dennis Vincent and he lives on South Road. Selectman Young moved to accept the Smyth Memorial Trustees 2017 budget as presented. Seconded by Selectman Dann. All were in favor. Motion carried.

Postage and Telephone: Chairman Chivers said this year they made a couple of accounting changes for postage and telephone. When Donna paid the telephone bill every month she would just send one check. Then she would have to allocate how much the Planning Board, Building, etc part of the check was. She would have to do all of these transfers so should could debit the appropriate account. She could spend a whole day shuffling the numbers around and nothing has changed. It's still the same the phone is still whatever it was. It is the same thing for postage. What they have done this year is put all of the postage and phone accounts and put them under the town office. You won't see a postage or phone line budget in the Planning Board budget. They have moved the account to town offices expenses, it just makes sense. This will apply to most of the departments. Accounting and Payroll Clerk Donna Becker explained to Trustee Penfield that the \$410 allocated for the phone line will get moved to the town office budget and they will adjust the Smyth Memorial Trustees number accordingly. Trustee Penfield mentioned that they have a big light in the Smyth Memorial Building parking lot. Several people have asked that the light be removed. She asked the Selectmen at a meeting and was told it was an insurance issue. If the town wants to take that light out of there they would be happy to see it gone and it would reduce their budget. Chairman Chivers said then there wouldn't be a light there. It was noted that it would be a safety issue if people are there at night.

Town Clerk: Town Clerk Dupere said there were just a few changes. She increased the town clerks fees because she has almost overspent that line now. It is a wash item. The municipal agent is also a wash item. The Deputy Town Clerk line has increased. Donna Hetzel has been working with her for quite awhile now. She also wants to send her to some certification classes, so there was an increase there. Motor vehicles also include the licensing fees and the BMSI licensing fees have gone up. She asked the Board if they had any questions. Selectman Young asked if there was any way both windows could be open. Town Clerk Dupere said there is if the computer company will come in and get the printers talking with the computers. The other computer seems to be very slow. In the past they have opened it just for dog licensing. When they have two computers running for some reason the second computer is not running. Selectman Young asked if she knew how much it would be to get it running. Town Clerk Dupere said she had no idea.

Election: Town Clerk Dupere said there is only one election for 2017 which is the town election. She always budgets for the town election, the printing of the ballots, and the programming of the AcuVote machine. She wanted to leave a little contingency in the budget just in case there is a second election. This usually happens when a representative leaves office in the middle of the year. Then they would need to have a special election. She reviewed her increases and they are the Deputy increase and the training and certification classes. There was some discussion about the cost of training classes. Town Clerk Dupere said because this is Donna's first year going to training classes they do offer scholarships and she is going to apply for that. Selectman Laliberte asked about purchasing six voting booths for \$1,200. He thought it was going to be \$1,600. Town Clerk Dupere said they are \$200 a piece and they purchased six. They cost us \$1,200 for the first purchase. Selectman Laliberte asked if they purchase more in the future will they pay \$1,200 or \$1,600. Town Clerk Dupere said it depends on the configuration of the

booths. They had six more put aside like the ones they have now. This will go from \$1,200 to \$1,600. They also have different configurations which are back to back booths. If they start using the CYAA building next year these would work beautifully. They old booths are just falling apart. Selectman Dann asked if the back to back booths are more expensive. Town Clerk Dupere said just a little bit more. There was some discussion about the older booths. Accounting and Payroll Clerk Becker noted that the postage and phone line would be moved to the town office budget, so the bottom line number would be reduced. Selectman Dann moved to accept the Town Clerk's budget and the Election Administration budget as presented. Seconded by Selectman Laliberte. All were in favor. Motion carried.

Election/Voter Registration: Selectman Laliberte moved to accept the Election/Voter Registration budget as presented. Seconded by Selectman Komisarek. All were in favor. Motion carried.

Tax Collector: Chairman Chivers asked about the Deputy Tax Collector wages and how did she arrive at this number. Tax Collector Stamatelos said she is new and there is a lot of training. This is based on her hourly rate which was just increased to \$12.92. Chairman Chivers said that was based on her 90 day review. Tax Collector Stamatelos said it was also based on the hours she is expected to work. Selectman Young motioned to accept the Tax Collector's budget as presented. Seconded by Selectman Komisarek. All were in favor. Motion carried.

ZBA: Chairman Chivers noted that the postage would be moved to the town office budget. He noted this has been the same budget for a long time. Chairman Chivers moved to accept the ZBA budget as presented. Seconded by Selectman Dann. All were in favor. All were in favor.

Advertising and Regional Associations: Chairman Chivers explained that the SNHPC has been moved to the Planning Boards jurisdiction. They do most of the work for the Planning Board and they don't pay them unless the Planning Board authorizes it. They ought to be responsible for that account. The Master Plan should also go under the Planning Board's jurisdiction.

Auditing Services: Chairman Chivers said they haven't gone up they're \$17,500. Accounting & Payroll Clerk Donna Becker said she still didn't get confirmation on that. She didn't anticipate them going up. Selectman Laliberte motioned to accept the Auditing Services budget as presented. Seconded by Selectman Young. All were in favor. Motion carried

Budget Committee: Selectman Young moved to accept the Budget Committee's budget as presented. Seconded by Selectman Komisarek. All were in favor. Motion carried.

Building Inspection: Building Inspector Murray said they just went through a transition, Sharon Robichaud moved to Texas. They hired Andrea Bickum and somehow they went from a full time position to a part time position. The department has had a major burst of

activity. She has handled this like a trooper and she is a keeper. They are very lucky to have found her. He would like to bump her up to full time status so that position doesn't become a revolving door. They don't want to lose her and he thought it would be beneficial to the town if they held on to her. Chairman Chivers confirmed that represented the \$900 increase in the budget which isn't that much. Selectman Young said everyone has seen the building permits that have come in and felt this would support the budget. She didn't know if it was prudent to save this conversation for another time, but at least give him that money to do so. Selectman Komisarek said his understanding was at the time they hired her is that if it worked out that it would become full time. This is the arrangement he understood. Chairman Chivers asked if Selectman Young if she wanted to save the discussion of part time to full time for another date but approve the budget today. Selectman Young thought it might be prudent and it might be premature. She believed they had the authority if they would like to give raises that aren't presented here and that conversation didn't need to take place right now. Chairman Chivers said Selectman Komisarek is the liaison to that department and what is his recommendation. Selectman Komisarek said it is his recommendation that they make her full time. He didn't see the need for further discussion and from everything he has seen she has been doing a fabulous job. Selectman Laliberte asked when this would go into effect. It was noted that it would be effective for 2017. Chairman Chivers asked Building Inspector Murray if Andrea would be ok waiting until January 1st. Building Inspector Murray said she would. Selectman Komisarek motioned to convert Land Use/Building/Fire Department Administrative Assistant Andrea Bickum from a part time to full time employee effective January 1st, 2017. Seconded by Selectman Young. All were in favor. Motion carried. Selectman Young moved to accept the 2017 Building Inspection budget as presented. Seconded by Komisarek. All were in favor. Motion carried.

Health Officer: Selectman Young moved to accept the 2017 Health Officer budget as presented. Seconded by Selectman Komisarek. All were in favor. Motion carried.

Animal Control: Chairman Chivers said the budget went up 20%. Chief McGillen said that's because Matt who has been doing a great job wants to attend the animal seminar in July. He wasn't sure on the cost, but estimated \$700. He'll be using a little bit of money to buy some equipment, a new cage, a shirt and a hat. Selectman Laliberte moved to accept Animal Control budget as presented. Seconded by Selectman Young. All were in favor. Motion carried.

Police: Chief McGillen said there was a mistake on the uniform line. It should be \$4,400 instead of \$4,000. They put money in for the tune up of the OHRV they haven't serviced it in awhile. They raised the community relations line from \$150 to \$300. Chairman Chivers noticed the second half of the new cruiser is in there. The first half is in the 2016 budget. He asked if he could do it for \$28,000. Chief McGillen said they could do it, but that is just the cruiser it doesn't include the equipment. They spoke at one of the other meetings that they could use the money out of the revolving fund. He also suggested using money at the end of the year that hasn't been used out of some of his lines. Selectman Dann said they could also use equipment they already have. Chief McGillen said they will try to use as much as possible. Selectman Laliberte asked if there was a

possibility that they would be looking at ranks in 2017. Chief McGillen said he didn't believe so. He thought it would be good to look at an employee classification system for all of the town employees. He thought if there was money left over maybe they could do a study. Selectman Young moved to accept the Police budget as amended in the amount of \$671,811. Seconded by Selectman Komisarek. All were in favor. Motion carried.

Cemetery: Cemetery Trustee Mike Pouliot noted they don't have a sexton right now. Cemetery Trustee Robie is doing it on a volunteer basis. They have been trying to find a sexton, it is an hourly rate and they are going to move it to a stipend. They estimated that a sexton would cost about \$5,000 per year based on historic hourly rates. Selectman Young asked if they had any interested candidates. Cemetery Trustee Pouliot said they had one person from Raymond that was interested. He has heard of a few other people interested and hopefully they come through. The cemetery wages were reduced a little bit. Mr. Pike who does the grounds maintenance at the cemetery probably has one more year before he retires. They are getting him for a bargain, he brings his own equipment. They could use some assistance during the summer, maybe a person that could help with the heavy lifting and tree and brush removal. He noted they are over on their administrative line. This pays for their administrative assistant and conference fees. He mentioned they would like to start a small program to do some monument repairs. There are least 20 to 30 broken stones up at the Hill Cemetery. There have been stones that have been tipped over. They would like to get a program started and get a few done every year. There are some professionals that will restore the stones and make they look very nice. He mentioned the graveside markers, they do about 10 every year and they are a wash. This gets paid for through the deeds. He said they are having some issues with the large amount of data they have to manage (deeds, etc) and everything becomes a research project. They have been checking around for software programs, they've found one called Pontem that does data management and mapping. They are going to bring the cemeteries into the 20th century with that. There was some discussion about it being under the equipment line. It was suggested that he could add a line or amend the name of the line. Chairman Chivers suggested they call the line "equipment/software". Selectman Dann asked about people who own plots and picking up the cost of vandalism. Cemetery Trustee Pouliot said he hasn't seen any vandalism, but he might want to ask the Chief. Chief McGillen said no, but they did have an arrest a couple of years ago in the cemetery on Island Road. Selectman Young commented that the cemeteries are in wonderful shape. She would add a line for when Mr. Pike leaves, because it is going to be a big shock. Everyone involved up there does a great job. Selectman Young asked if they should set up some type of fund. She's afraid when he leaves the committee is going to need a lot of everything. Cemetery Trustee Pouliot said if they just hired a landscaper it would be ridiculously expensive. Selectman Young said it is something to keep in mind. Cemetery Trustee Pouliot mentioned there are a lot of very old trees in the cemeteries and branches fall and break the stones. They know which trees they are and they will take them out as they can. Selectman Young wanted to say a big Thank you to Carleton Robie for the work he has done at the cemeteries. Selectman Laliberte asked about the software and it sounds needed. He asked if he was doing genealogy work who he contact the sexton or the trustees. Cemetery Trustee Pouliot said they could get it on the website, but they are initially looking to get the data managed. Once all of the data is imputed it is all

very searchable. To get it organized it is going to take some time. Selectman Laliberte asked when they thought they would be done. Cemetery Trustee Pouliot said effort to input the data would probably take a year. Selectman Young moved to accept the Cemetery budget as presented. Seconded by Selectman Dann. All were in favor. Motion carried.

Conservation Commission: Selectman Laliberte moved to accept the Conservation Commission budget as presented. Seconded by Selectman Dann. All were in favor. Motion carried.

Direct Assistance: Chairman Chivers moved to accept the Director Assistance budget as presented. Seconded by Selectman Young. All were in favor. Motion carried.

Emergency Management: Selectman Young motioned to accept the Emergency Management budget as presented. Seconded by Selectman Komisarek. All were in favor. Motion carried.

Heritage Commission: Selectman Dann moved to accept the Heritage Commission budget as presented. Seconded by Selectman Laliberte. All were in favor. Motion carried.

Legal Expenses: Chairman Chivers motioned to accept the Legal Expenses budget as presented. Seconded by Selectman Laliberte. All were in favor. Motion carried.

Road Agent: Road Agent Lewis said he had an increase in the grading line which was basically for Currier Road. The Planning Board approved four new house lots for Currier Road in the last month. This road is hard for us to maintain. One reason is the impact of forty more cars a day per house hold and the other factor is the mud season which is a fair amount of maintenance to make the road passable. There is an increase in the sign line. They are overspent for 2016. They have been getting more and more request for signs. He added a sweeping line. The last few years he has been sweeping but doing it under the safety line or the shoulder work line. Some of the lines he purposely doesn't spend until the fall. Just in case they get a tropical storm or hurricane, once that threat is gone he'll use them. There was some further discussion about the budget. Selectman Laliberte asked which roads was he looking at for 2017. Road Agent Lewis said he is going to finish Chester Turnpike. He'll work on the pavement from Tower Hill to Old Candia Road. It needs a shim and an overlay. This will essentially wipe out the \$150,000 warrant article. At the same time they will shim and overlay Old Mill Road and Hemlock then Island Road would be the next on the list. At that time they will do Bean Island Road. He would like to pave all of that. He doesn't anticipate another warrant article. The Planning Board in their approval process of the Currier Road subdivision talked about doing a warrant article to upgrade Currier Road in various stages. Selectman Laliberte asked when he repaves Bean Island Road will the bridge be okay. Road Agent Lewis said there is sprawling concrete and they will probably just put a form up. The State inspects that bridge and it does have a 5 ton weight limit and he doesn't see any issues with it. Selectman Young motioned to accept the Highway Department budget as presented. Seconded by

Selectman Dann. All were in favor. Motion carried. Selectman Komisarek noted they are still running behind on their road maintenance. This is something they need a long term plan for. Ultimately it will cost the town money for all of the additional maintenance. They got behind because of some tough winters. Road Agent Lewis explained where they got behind is the flood years. They got FEMA reimbursement to do the repairs from the flood; they also didn't do any yearly maintenance for those three years. This year they got caught up, because of the mild winter. It has worked out great; they did more paving this year than ever. We do have a fifteen year plan that they follow, but they got three years behind and it shows real fast.

Ambulance: Fire Chief Young said the contract is good for another year. He noted John Seidner came in and talked to the Board about what is going to happen in the future. This is why he is doing some preliminary investigating of different options. The contract they have is a sweet deal. Auburn pays Derry Fire about \$80,000 per year and Deerfield pays Raymond \$15,000 a year. This is a bargain and they need to keep in mind they have been saving money all of this year. They eventually have to spend some money. He's been trying to get a definitive answer from the higher ups in Manchester. He believed that Manchester can tell AMR they don't want them anymore and there is only a 30 day lead time. He would hope they wouldn't break our contract, but it should stay the same.

Fire/Forestry: Chairman Chivers said for the size of the budget a 3% increase seems reasonable to her. Fire Chief Young said he is a conservative person and a lot of that stuff has gone up in price over the years. He has robbed Peter to pay Paul and moved stuff around. The \$99,000 is what he inherited 7 years ago. It got chopped a few years ago by the Budget Committee. He got it back up to the \$99,000 a few years ago. His original idea was to keep it level funded, but everything keeps going up. Their training budget has gotten more expensive. They have some really good people over there, but it cost more to do it. Chairman Chivers asked if the stipend line has ever been adjusted. It was noted that this was a warrant article 4 years ago. He is okay with that amount; basically it is gas money for people. They felt it shouldn't cost people out of their pocket to volunteer. That is why this was enacted. Chairman Chivers said he would be in support of increasing the line. Fire Chief Young said what they pay for is training and call hours. Chairman Chivers felt that \$144,000 for a fire department was quite reasonable. Fire Chief Young said he's not going to disagree, but he is old school and this is what you do for a volunteer fire department. He is the only one over there that is tied to the generations before. It's kind of like a tradition. They volunteer and that is how you give back to the community. He hasn't heard any talk about increase the stipend line. Selectman Dann said there are a lot of calls every month for EMS. If they are using the equipment more should they be looking at an increase in that line. Fire Chief Young said he might rob from another line if they have to. This year the pump on Engine 2 has to be rebuilt. It's going to cost about \$5,000 - \$7,000 and he didn't budget for it. He'll find it within his budget. This is why they wait and purchase a lot of stuff at the end of the year. They just found out the shifter broke off of the old forestry truck. They'll have to make a decision on if they want to fix that old truck. He felt the \$5,000 he increased the equipment line to would be enough. The EMS line is double edged sword. They have more experienced guys, they currently have three paramedics. They have another paramedic joining. The level of their

expertise means the expense of drugs and everything. You have heard on the news about the Epipen increase. They are only good for a year then you throw them away. Selectman Dann said he is request the same as last year, should there be an increase. Fire Chief Young said John Seidner said he was okay with that line. Selectman Laliberte said the only question he has is do they want to give a slight bump to compensation. Chairman Chivers said a 4% increase for the past four years would bring the line up to \$38,650. It's not much but at least it shows our appreciation. It would be his motion to this Board to increase that line \$37,157 to \$38,650. Fire Chief Young said originally that was a \$40,000 line, but because of the FICA it went back down. Chairman Chivers said along with that motion there will be a corresponding increase to FICA & Medicare. Selectman Young asked if the stipend line could increase to \$40,000 and the FICA/Medicare line would increase a little bit, to get it back to where it was intended. She urged Fire Chief Young to go up on that request and she urged him to get the money he needed for that fire department. Chairman Chivers said he would withdraw if she would like make a motion. Selectman Young said she would prefer someone else make the motion. Selectman Dann motioned to increase the Fire Dept Compensation line from \$37,157 to \$40,000. Seconded by Selectman Laliberte. All were in favor. Motion carried. The FICA will go from \$2,843 to \$3,060. Fire Chief Young said if they get hit with a big forest fire this fall the town will be liable to pay for it. They do get 50/50 matching grants. He hasn't budgeted for a possible fall fire season. Just know this could possibly happen. Fire Chief said the money they had sent a side will finally be spent. They are doing some painting at the fire house. He noted that ATS donated the lift so Felix could use it for painting. Selectman Laliberte moved to accept the Fire Department budget for 2017 as amended. Seconded by Selectman Dann. All were in favor. Motion carried.

Insurance: Chairman Chivers said this is subject to a revision. Selectman Young motioned to accept the Insurance line. Seconded by Selectman Dann. All were in favor. Motion carried. Chairman Chivers said they will come back to this when Donna gets some numbers.

Other Culture & Recreation: Selectman Laliberte asked if it was possible to merge "Other Culture & Recreation" with "Parks & Recreation". A/P Clerk Donna Becker explained those are DRA driven numbers. She would have to find out and it would depend on what they would want to use it for. Selectman Laliberte moved to accept the Other Culture & Recreation budget as presented. Seconded by Selectman Young. All were in favor. Motion carried.

Solid Waste: Facility Operator Chuck Whitcher explained there was an increase in the part time wage line to ensure next year that they have the proper coverage. The loader will need tires in 2017, so that line went up. The special projects line will remain the same, but they would like to increase their storage capacity and the signs in the building over the bunkers are in tough shape so they would like to replace those. The overall budget is \$10,000 less than last year. This reflects the cost of doing the insulation project. He has met with a third interested party, but hasn't gotten a quote yet. He should have one for the next meeting. Selectman Young motioned to accept the Solid Waste budget as presented.

Seconded by Selectman Dann. All were in favor. Motioned carried.

Parks & Recreation: Selectman Komisarek explained they had the money for the roofs which were done this year. He would like to get lighting at the skateboard park. So he left some money in his budget for that. There isn't a lot that needs to be done, but it did get neglected and they want to get caught up. Selectman Young moved accept the Parks & Recreation budget as presented. Seconded by Selectman Dann. All were in favor. Motion carried.

Planning Board: Selectman Young motioned to accept the amended Planning Board budget in the amount of \$3,621. Seconded by Selectman Komisarek. All were in favor. Motion carried.

Principal – Long Term Bonds & Notes: Selectman Young moved to accept the Principal – Long Term Bonds & Notes line as presented. Seconded by Selectman Dann. All were in favor. Motion carried.

Property Appraisal: Selectman Chivers moved accept the Property Appraisal budget as presented. Seconded by Selectman Young. All were in favor. Motion carried.

Street Lighting: Selectman Laliberte said if they switch over to LED the line would go down. He would like to see them start moving towards LED. He be open to working on this for 2017. The cost savings in future years would be huge. He wasn't sure who to speak to about looking at this. Selectman Dann suggested speaking with Eversource. Chairman Chivers said that would be a good agenda item, have someone come in and give us some numbers. Selectman Laliberte said he would work on that. Selectman Laliberte motioned to accept the Street Lighting line as presented. Seconded by Selectman Young. All were in favor. Motion carried.

Town Building Expense: A/P Clerk Donna Becker said she hasn't received an estimate for parking lot striping. She did make a not that the building maintenance might increase. Chairman Chivers motioned to accept the Town Building Expense budget as presented. Seconded by Selectman Young. All were in favor. Motion carried.

Town Officer's Expenses: It was noted that the Tax Collectors software is in this budget. She does need a new upgrade to her program and the initial cost of the upgrade is \$995 which was added to the budget. Once this fee is paid there is no further cost. Chairman Chivers motioned to adopt Town Officer's Expenses as presented. Seconded by Selectman Young. All were in favor. Motion carried.

Treasurer: Selectman Young questioned why they aren't using Granite State Credit Union. Chairman Chivers said they should talk with Treasurer Katie Philbrick about this. Selectman Laliberte motioned to accept the Treasurer's budget as presented. Seconded by Selectman Young. All were in favor. Motion carried.

Welfare: Chairman Chivers recommendation was to change wage line to a stipend. It

works out to be the same amount that it would each week. He felt a stipend would be appropriate because it's not a 9 to 5 job. This position has historically been paid by stipend. He felt it would be an advantage from a payroll point of view. The only difference would be that Donna wouldn't have to submit a timecard and she would get paid every three months. Welfare Director DelRosso said she didn't have a problem with the stipend but in 2009 her stipend was \$10,000 over the last six or seven years it has been going down. You are creating a new sexton and he is getting \$5,000 more than her. She mentioned some other employees that are making more than her. Her pay seems to be going down continuously for the last seven years. She has cumulative years of experience and she is not being compensated for that. She's always available and she keeps her phone on all of the time. Chairman Chivers said they are there to discuss the department's request. Selectman Young said how about if the wage line is increased. Is this something you would find more agreeable? Welfare Director DelRosso asked if the Board had a figure in mind. Selectman Young said she would have to think about that. Chairman Chivers said they just gave Welfare Director DelRosso a \$2.00 raise earlier this year. He thought they have already visited the adequacy of her compensation. It would be improper to address her compensation today and nobody else's. Welfare Director DelRosso said they have already discussed Building and the Deputy Town Clerk. What is the difference? Chairman Chivers said there was an increase in the number of hours for the Land Use Assistant not an increase in pay. Selectman Young thought it was a good idea. There was further discussion on pay raises. Selectman Laliberte didn't think this was the time or place for this discussion and right now he is inclined to accept the budget as it is. Selectman Young asked if they should increase it. Selectman Laliberte said he would accept the budget as is. Selectman Laliberte moved to adopt the Welfare budget as recommended. Seconded by Selectman Dann. All were in favor. Motion carried. Selectman Young said she would like to revisit the amount of the stipend. Chairman Chivers noted that her stipend now will be equal to what she is being compensated.

Lamprey River and South East Watershed Alliance: Dick Snow said these programs are run on volunteers from surrounding towns. They have never asked for any money. He is on both of those organizations. They are asking for a donation to add a little money to their budget. He asked if the Board wanted to do it as a warrant article, he didn't know where they wanted to put this in the budget. Selectman young asked if he would be agreeable to putting these in as warrant articles. Dick Snow said didn't care however the Board would like to do it. It was noted that the total amount of the donation for both organizations would be \$300. Selectman Laliberte thought it should go on the warrant for 2017, but then they should go into the Conservation Commission budget as line items for their 2018 budget. Chairman Chivers noted that will determine if there is public support for these two organizations.

Facility Operator Whitcher question: Facility Operator Whitcher noticed they was a \$1 in the merit line in the town office expenses. He didn't put in an increase for anyone. It doesn't like the merit discussion has gone anywhere and he is not pointing fingers. The Town Clerk did put in a raise for her employee and typically if something is for one it is for everyone. If he had known there was going to be raises he would have done it for the staff at the recycling center. His question is where is that going with the \$1 line in it because it

seems like it is going nowhere for 2017. A/P Clerk Becker said that line is supposed to be moved. Facility Operator Whitcher further explained why his employees should be compensated. Selectman Young said they approved the budgets that were submitted. It is not her understanding that they approved a raise for anyone. Facility Operator Whitcher pointed out that the Town Clerk put in a raise for her employee. Selectman Young said there are also a lot more hours for that employee it, but it doesn't mean it is going to happen. This doesn't mean that wage increases in your budget are not going to happen even though you didn't put them in. Chairman Chivers explained two weeks ago we started an employee compensation study. They found they didn't have enough information, so they are going to pick up again on September 26th meeting. At that meeting they will make some proposals. Selectman Young noted it will be done in a public meeting. There was some further discussion about COLA. Dick Snow strongly suggested to the Board that they leave the merit line in the budget. The employees need to know the Board cares about them. There was some further discussion about the merit line and accounting. Selectman Young said she felt more comfortable keeping the merit line in the budget. Selectman Young motioned to line the merit line in the budget. Motion failed due to a lack of a second. The merit line was removed from the budget.

Selectman Dann moved to adjourn 10:50 am. Seconded by Selectman Young. All were in favor. Motion carried.