Warner Board of Selectmen

Meeting Minutes
Tuesday, November 14, 2017
APPROVED

Chairman Dabuliewicz opened the meeting at 3:30 pm
Attendance: Selectman John Dabuliewicz – Chairman, Selectman Kimberley Edelmann, Selectman Clyde Carson and Town Administrator – Jim Bingham

Others present: Judy Newman-Rogers, Bill Chandler, Ed Mical, Tracey Hallenborg

1. 2018 Budget – Police Department

A. The Police Chief, Bill Chandler, presented his 2018 budget to the Board.

Highlights:

- Part time position needs to be filled.
- NH Retirement shows an increase.
- Decreases were made in other areas to help reduce the overall budget.
- The generator needs to be upgraded so the phones, computers and radios are powered, research is underway regarding the cost so the upgrade can take place this year.

2. 2018 Budget – Emergency Management

A. Emergency Management Director, Ed Mical presented his 2018 budget to the Board.

Highlights:

- The budget is showing a .6% decrease.
- Ron Piroso is the Deputy Director, a stipend has been added to the budget.
- In 2018 Ed will be preparing for the 2019 Hazard Mitigation Plan update.

3. 2018 Budget - Compensation/Health Benefits

A. Jim provided to the Board two spreadsheets, one titled Anthem Blue Cross Blue Shield that shows a 9% employee contribution towards health insurance and the other spreadsheet shows what the increase in each position would be if there was a 1% increase in salary, and what the take home pay would be with a 1% wage increase and a 9% contribution towards health insurance. This scenario shows a positive impact for the participating employee's.

B. Jim also provided scenarios for 10% employee contribution with a 1% wage increase. One participating employee shows a negative impact and few others show less than a $100.00 salary increase. A 2% increase the employee's fair better. Clyde said if the Board increases the contribution to 10% along with a 2% wage increase there is a positive impact to the employees and to the cost of the town for next year.

C. Clyde asked if Jim's spreadsheets include the 4 employees that were approved for a wage increase that was recommended from the Wage Study, he feels these individual's should not receive the 2% increase. Jim doesn't understand why they would not be included. Clyde said because they are already receiving a large wage increase. Jim said the wage increase is to bring them up to the 25th percentile which the Board only addressed half of the recommended wage adjustments for next year. John said the Board will need to decide.

D. Jim feels, because the insurance rates are down this year, there could be a stronger impact to the employee's in 2019 if the Board decides upon a 10% employee contribution.

E. John asked the Board if there should be an increase in wages. Clyde said yes because the cost of living has increased. John asked how will they be compensated. Kimberley asked for feedback from the Police Chief about receiving a sum of money that he would distribute to his employee's. Bill asked if the merit system will be what the Board will adopt in conjunction with the study? Kimberley said the Board needs to come up with a solution for this year, and, next year the Board needs to decide how much of the wage study we will adopt and implement. Bill said his preference would be a cost of living increase across the board so the Board can move forward and make something positive happen with the wage study. Bill said he recognizes the study is going to take some time to review and understand. He feels his staff would be happy with a 2% wage increase. Kimberley asked Bill if he would prefer flexibility with the 2%. Bill said he doesn't feel he would use the flexibility with his current staff. Kimberley said to Bill that implies that your happy with the current salary's that his staff is at, a pool of money would give the opportunity to make adjustments. Bill said he has one staff member he could adjust with that theory, but, if the cost of living increase is just for this one year he could still take that option with his one staff member he would like to adjust. In the end Kimberley said she is fine with the 2% across the board, but she doesn't feel it should be the Board saying what everybody gets, it should be the Department Heads spreading it out.

F. Clyde feels there will be problems using the merit system because it's public information so now you may have employees not agreeing how their Department Head distributed the pool of money, he thinks that was one of the issues for why the town moved to the system in place now. Kimberley said she is not in favor of a cost of living increase, it's unfair to give the lowest paid people the small increase and the higher paid a larger increase, that's what an across the board increase does. John suggested .50¢ per hour each as another thought. Clyde said the question here is what do we do for 2018, he is in favor of the cost of living increase or a fixed amount. John agrees, and recommends .50¢ per hour or less. John asked the Board if employee contribution to health insurance should increase. Kimberley doesn't understand the concept of providing a wage increase and then increasing the employee's contribution towards health care.

G. There was a discussion about many different scenario's, Jim said he will create some examples to review, for example an hour amount impact and reduced employee contribution. John is ready to leave everything alone for next year, but would like to see the scenario's on November 21.

4. 2018 Budget – Assessing

A. Jim added money to this budget for training purposes.

5. Shared Services

A. Jim reported the Public Works Director's from Bradford, Sutton and Warner have been talking and are working towards combining efforts to purchase a tractor with a mower that can be shared by all 3 towns. The details are still very preliminary and will be worked out and later presented to the Board. Kimberley wants to know the cost for hiring out.

6. Other Business

A. Clyde reported the signs pointing to the village are were installed on the off ramps at Exit 9.

B. Clyde reported there will be a ribbon cutting at the solar array on Saturday, November 18 at 10:00 am.

7. Adjournment

A motion was made and seconded to adjourn at 5:25 pm.

Board of Selectmen
John Dabuliewicz – Chairman
Clyde Carson
Kimberley Edelmann

Recorder of the minutes: Mary Whalen