

# Town of Chesterfield Board of Selectmen

## MINUTES January 23, 2013

### Call to Order

Chairman Jon McKeon called the meeting to order at 6:25 pm. Others in attendance were Board members Elaine Levlocke, Jim Larkin and Administrator Rick Carrier.

### For Signature

- Manifest 4
- Selectmen Minutes – Jan 9<sup>th</sup>
- Revaluation contract
- Boat agent
- Appointment paper - ZBA

### For Discussion

- Longevity plan

McKeon stated the purpose of a longevity plan is to increase pay to compensate for years of service. There are 3 issues to consider: 1) After reaching the 5 steps only a COLA is given; 2) Value of experienced employees; 3) There is always a ceiling; always a value and you have to look at what the value is.

Two scenarios were presented 1) increase of 2% base on 5 year increments starting at 10 years; 2) increase of 3% based on 5 year increments. McKeon suggested 2% increase at 10 year increments. Levlocke stated that using 10 years the employee would be waiting 10 years for a 50 cent raise. She stated that the Highway Dept personnel know the roads very well and their experience and knowledge is valuable; the Police Dept even more so because of training costs. The PD is her primary focus. She would like it brought to Town Meeting. McKeon stated the Selectboard should make the decision. He asked who left the PD because of pay. Eldridge left for a position upgrade and Sanctuary didn't leave for pay. Larkin stated we do not know what the incentive was when they got into their new departments. Retraining is an issue and will continue to be with young guys coming in unless we have something to offer. McKeon stated that the research we do is compared with other like sized towns. We don't want to keep leap frogging when we have the evidence there.

Duane Chickering and Kevin White entered the meeting. White stated that just longevity would not solve the problem. It won't help the new officers coming on. Chickering stated his goal is to attract experienced officers; you lower vicarious liability and they tend to become part of the community. A pay increase would at least give a chance to attract those types of candidates. White stated that the job

has changed since he started years ago. If you aren't pulling your gun once a month you aren't out very much.

White stated that a new officer would make the same as he is in 5 years. He wants the department to keep quality officers.

McKeon stated he appreciates their coming and he hears what they are saying. It must be put into perspective for what is needed for the Town. The information they brought tonight in his opinion has made a difference.

Chickering stated that pay increases would increase the odds of attracting quality personnel and keeping them. The only thing that is guaranteed now is that we would be a training ground. He suggests a ballpark for pay rates would be half way between Hinsdale and State Police with 12 years of levels. White said just ask the Regional Prosecutor about Chesterfield and you will hear that we give top quality reports. He hasn't seen a court room since Chickering has taken over the reports standards. White stated training a new officer costs over \$90,000 every 3 years.

McKeon suggested 2%, 3% and 2% for 10, 20 and 30 years respectively. Larkin stated he would not want to wait for 10 years to get the 1<sup>st</sup> bump; he would like something to look forward to. Levlocke agrees. Larkin stated he would like to see a different structure for the PD from other departments because the job is more stressful.

McKeon stated we should look at salary separately from longevity. We could make a longevity plan to suit all departments and then look at salary apart from that. He stated we could use 25 years as retirement with increments of 5 years. Larkin stated he would like it to be progressive; 2% at 10 years, 2.5% at 15 years, 3% at 20 years and 3.5% at 25 years. Levlocke likes the progressive idea but it should go up to 30 years and keep 5 year increments. McKeon would like to see it at the 25 year mark. Carrier will run the numbers for next meeting to see the impact on this year's budget to include retirement, SS etc. The Board agreed.

- Salary portion for PD – This will be discussed next meeting.
- Koopmann 2009 property taxes

Carrier advised that Koopmann has paid all 2009 taxes, interest and costs as of January 14, 2013. The Board agreed to have the attorney draw up a deed to return ownership of the property to Koopmann.

- Draft monthly meeting email

The Board reviewed and approved the draft email. Carrier is waiting to hear from 3 committees to see if they will be meeting in February.

➤ Town Meeting warrant format

Carrier had new formatting for the warrant articles; all Capital Reserve Funds and all Expendable Trusts into one article each. The Board agreed. Carrier advised the only concern is if an article was voted down; but if that were the case they could be separated.

➤ Library holiday pay

The Board reviewed the email between Levlocke and Karen Guyette, Library Trustee. The Trustees have agreed that Anderson and Russell be paid for the Christmas and New Year's Eve holidays as submitted by Anderson. They will review and address the Personnel Policy to clarify this in the future.

➤ Parks & Rec warrant article

Carrier advised he has not heard back from Bokum regarding the Concession Stand expansion warrant article. The Board agreed to remove the article as they cannot defend it without information.

➤ Kwader Planning Board appeal

The Board reviewed Atty Ratigan's email to confirm the terms of an agreement between Kwader and the Planning Board noting, "Judgment for Neither Party. No further action for the same cause. No costs or fees to either party." The Board agreed.

➤ Selectman project list

Business Development Group (BDG) – McKeon had submitted a list of people who have been contacted to be members of the group. A few other names were recommended. McKeon will follow up with the group. Levlocke stated that she would have more time after the Budget Comm meetings have ended and would sit on the BDG. Carrier provided information on the NH Economic Revitalization Zone program. He stated that Stow Dr is part of this program.

Newsletter – Larkin advised that the newsletter is ready to launch. He still needs information from a few committees to be included in the first issue. He will send a list of those that still need to be contacted.

Transfer Station project – Larkin has a material list to be sent out to area businesses for donations. They are looking at minimal cost to the Town. All labor would be donated. Larkin will email the material list to Carrier for distribution of the Board.

CIP – Levlocke advised they are meeting next week. McKeon gave her the road information with costs for the CIP.

➤ Old business

Spofford Place – Liptak will be at the February 13<sup>th</sup> Board meeting. Levlocke stated she is going to a meeting with SWRPC on the Brownsfield program. Liptak will also be attending.

➤ Other business

1. Levlocke swore in Larkin as a ZBA alternate.
2. Gordon Rudolph advised they had rented the Town Hall Saturday and there was a very strong paint smell that was very noticeable during their function. He would like to have a discounted rental fee. The Board agreed to refund the rental fee.
3. Levlocke stated there was a check received to reimburse the Spofford Fire Dept for fuel that had been stolen. Carrier advised the SFD has been credited the amount and Lachenal is aware of the credit.
4. Levlocke advised there are dam relicensing scoping meetings this week. She will be attending. Wantastiquet subcommittee to the CT River Joint Commission (CRJC) needs a member to represent Chesterfield.  
*McKeon moved to nominate Levlocke to represent Chesterfield on the Wantastiquet subcommittee. Larkin seconded the motion, which carried unanimously.*  
Levlocke advised see [www.crjc.org](http://www.crjc.org) to get more information on the Scoping meetings.
5. *McKeon moved to enter nonpublic session pursuant to RSA 91-A:3 II (c). Larkin seconded the motion, which carried.*  
*Levlocke moved to adjourn from nonpublic session and to seal the minutes. Larkin seconded the motion, which carried.*
6. Carrier reminded the Board of the Budget Comm public hearings for Saturday, January 26<sup>th</sup>.

**Information**

- Employee certification – Town Office
- Code enforcement correspondence
- DRA Equalization study
- Misc. correspondence & newsletters

**Adjournment**

*With no other business to conduct, Levlocke moved to adjourn, Larkin seconded and the motion carried.*

The meeting was adjourned at 8:40 pm.

Respectfully submitted,

Carol Ross  
Secretary

Approved by:

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Jon P McKeon, Chairperson

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Date

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Elaine H Levlocke

\_\_\_\_\_  
Date

\_\_\_\_\_  
James M Larkin

\_\_\_\_\_  
Date