

## **BOARD OF SELECTMEN**

**DECEMBER 11, 2013**

## **MEMORIAL BUILDING**

**10:00 A.M.**

Selectmen present: Don Hill, Chairman, Leigh Callaway and George McCusker.

Selectmen approved vacation time request for Janet. The Selectmen agreed they would be in favor of granting a request to roll-over remaining unused vacation if it cannot be taken before time restarts.

Don noted concern with his observation that the meeting Monday night was disrespectful. Leigh stated, for the record, if he feels like he is being bullied, he will hold people accountable for personal insults made.

George stated the issue with Planning and Zoning Compliance has been brought up in three public meetings and the Selectmen have stated publicly if compliance is going to be enforced it needs to start with board members. Leigh agreed with George's point.

Due to holiday schedules, the next Selectmen's meeting has been rescheduled to Monday, December 30, 2013 at 7:00 p.m.

Budget Review: The Selectmen reviewed the "high points" of budget appropriations.

Wages were discussed at length with suggestions ranging from 1% to 3% increases. Comparisons were made between Social Security COLA and Teacher wage increases, and concern noted that so many residents are self-employed and haven't had a raise in years, and many have not recovered from the economic impact. The Board's consensus was the employees deserve recognition for their years of continued service to the town.

Leigh prepared a list of property maintenance, improvements, and repairs for buildings and grounds, separate from items listed in the Capital Improvements Plan.

Leigh noted a big concern for this budget at the moment is unknown capital improvement options that will be reviewed in more depth with the budget committee.

Leigh also stated concern with proposed wetlands changes to the Zoning Ordinance and the resulting enforcement responsibilities. He feels strongly that more responsibility cannot be put off to the Board of Selectmen and the Code Enforcement Officer without anticipating more costs. The Selectmen are accountable for appropriating money needed for zoning enforcement. The proposed changes will require a level of expertise for enforcement. Leigh moved to add a zoning enforcement line to the executive budget, (a \$15,000 appropriation) seconded by Don and unanimously approved. This is anticipated to assist the Board with managing regulations that exist or anticipated issues that might arise with possible amendments to the Zoning Ordinance. The Board also discussed changing the title Code Enforcement line to Permit Enforcement since it is not code enforcement but facilitation of permitting.

Salt Shed: Leigh reported the sand shed working group was established on February 25<sup>th</sup> and several meetings were held with the last one being August 22 in which the committee met with Wetlands Scientist, Jeff Evans. Based on Jeff's presentation the consensus of the committee was to move forward with the DES application. The Selectmen discussed whether it was necessary to reconvene the committee. The board discussed several options to consider and agreed that doing nothing was not an option. Other options: 1. Rebuild existing shed; 3. Rebuild as per plans done by Ross Stevens several years ago; or 4. Pursue building road and proceed with plans to relocate sand shed at some point. Leigh stated other issues to consider are wetlands and increased space around the building for parking etc. George will work on getting information from several in the building trade to give estimates of costs to repair, replace, or relocate and build a new sand shed.

Leigh discussed Pete Abair's proposal for a replacement for the GMC. Pete feels a lighter truck is more useful in the off season, in addition to being useful on some of the more narrow roads in the winter. Pete has a quote of \$94,800 for a chassis, with an offer of \$15,000 for a trade-in for the blue truck. Don noted he needs more information regarding the vehicle proposed. The price for the smaller truck is much the same as a larger truck and he is not comfortable making any recommendation at this time.

George discussed the possibility of reorganizing a town maintenance position. He suggests this as a full-time position responsible for cleaning and other maintenance of all the town buildings, cemetery and grounds maintenance, lawn mowing, snow removal, plowing and would work with Pete as needed. Concerns were noted that rumor's are circulating that Pete is proposing a truck that does not require a CDL licensed operator to accommodate existing personnel. The Board agreed that IF and when the Selectmen decide to add an additional full-time highway employee they have always maintained and have been on record that the position would require a CDL license. If a full-time position were considered it would be a new position, with a new job description and would require application, of which existing personnel could apply. The Board agreed that Don would have a discussion with Clint and Pete, restating the Selectmen's point of view and encourage Clint to pursue getting a CDL license.

Due to the time spent discussing above issues, Don and George agreed they were otherwise comfortable with the numbers Leigh presented. Leigh will work with Janet to compare his worksheet with budgetary requests and review of BMSI budget worksheets.

The Board returned to the discussion regarding wage increases. Motion made by Leigh to approve a 2.5% wage increase for those hourly and salaried employees who receive a weekly paycheck, effective April 1, 2014. The motion was seconded by Don. George noted, for the record, he would rather do a 3% increase, if increases were not to be retroactive. Leigh's motion was unanimously approved.

The Board discussed the audit report. Don will draft a letter to note their management findings.

At 12:20 p.m. Don moved to keep this meeting open so if Leigh had questions or concerns in moving forward on completing the budget worksheet this afternoon he could call Don and George. Motion seconded and approved.

At 2:30 Leigh returned to review the remainder of the budget worksheet with the accounting system with Janet. The session was adjourned at 4:00 p.m.

Submitted by,

Janet Roberts