

LINCOLN BOARD OF SELECTMEN
MEETING MINUTES
MARCH 9, 2015
LINCOLN TOWN HALL - 148 MAIN STREET, LINCOLN, NH

Board of Selectmen Present: O.J. Robinson, Tamra Ham, and Patricia McTeague.

Staff Present: Town Manager Burbank, Fire Chief Ron Beard, Town Moderator Wetherell, and Recording Secretary Brook Rose.

I. CALL TO ORDER

O.J. Robinson called the meeting to order at 5:35pm.

II. MINUTES OF THE PREVIOUS MEETING

MOTION: "To approve the minutes of the March 2, 2015 Board of Selectmen's meeting as amended."

Motion: McTeague

Second: Ham

All in favor.

MOTION: "To approve the non-public minutes of the March 2, 2015 Board of Selectmen's meeting."

Motion: Ham

Second: McTeague

All in favor.

III. OLD / NEW BUSINESS

Town Moderator Wetherell

Town Moderator Wetherell questioned how the Board would like him to explain the levee article to the public at Town Meeting tomorrow evening. O.J. Robinson explained that over the past few weeks the Town has received forthcoming information regarding the levee including a letter from the US Army Corp of Engineers and FEMA. The landowners also received a letter from NHDES. The Board's questions have been answered and they would like this article to go before residents for a vote. This decision is not what the Board advised the Budget Committee however none of their questions or concerns regarding the levee had been addressed until recently.

Thank you Letter from Sullivan Family

The Board read the attached thank you letter from the Sullivan family.

E-mail from Herb Lahout re: Ice Castle

O.J. Robinson read following e-mail into the meeting minutes:

Dear Butch and Selectman,

Hope you are well. As you know, I own real estate on the Main Street.

I think the Ice Castle located at the Hobo Railroad has been a great shot in the arm for Lincoln. Non skier types are now discovering Lincoln! I believe, these people will return to Lincoln for many years to come. Lincoln needed something like this that does not center around camping, hiking, and skiing. It has brought many tourists into town that also uses its gas stations, restaurants and other retail establishments. It's located in a perfect spot right off the 93 exit. People can get in and out of town quickly! Also, Hobos parking lot is massive and well maintained. I would hate to see the town lose such a popular attraction. The town police have done a fine job reacting to the new traffic pattern.

Kindly, read this email into the next Selectman's meeting minutes.

*Best,
Herbert Lahout*

Request from Loon Mountain Resort President Rick Kelly

Town Manager Burbank informed the Board that he received a call from Loon Mountain President Rick Kelly regarding the plans for rehabbing the Balsams Resort. Mr. Kelly's concern is the fact that the Legislature is considering a \$28 million dollar bond to kick off the project and that this type of legislation has never been used in the past for development in the North Country. Mr. Kelly plans to lobby in opposition to this legislation and requested that the Board do the same. The Board all agreed that as this matter has been turned over to legislative committee for further study, they would take no action at this time.

Town Manager's Report

Skate Park

The grant application for the Skate Park was not approved as it did not meet the qualifying criteria for project funding. Town Manager Burbank informed the Board that there is an upcoming fundraising dinner for the park. Engineer Ray Korber is still looking at the site with a focus on expanded municipal parking and development of the land for a future town park.

Loon Mountain Bridge Contractors

The contractors on the Loon Mountain Bridge project approached Town Manager Burbank to request that they be able to operate from 7:00am-7:00pm (in accordance with the Town's Noise Ordinance) for a period of 10 days to drill all of the pilings for the bridge. Town Manager Burbank approved their request. Loon Mountain Resort is aware of the request. The noise has been minimal and can barely be heard over the noise of the river. There have been no complaints or inquiries regarding the operation.

Jeanne Beaudin 91:A Request

O.J. read the attached 91:A request received from Jeanne Beaudin. The Board's response to her questions is as follows:

1. Some positions changed and some did not;
2. Pay increases were not based on evaluations. In 2013, the Town contracted with Municipal Resources, Inc. to conduct a wage and classification survey. Pay adjustments for positions that were significantly less than other comparable communities were made as recommended by the study;
3. That is correct;
4. Yes, that is correct;
5. Yes.

Additionally, in response to her inquiries, O.J. explained that Town Manager's contract is \$75,000 which was negotiated in his contract for a period of five years. The Finance Director's pay was adjusted based on the data in MRI's report. The Planning & Zoning Administrator's duties went from that of Planning Secretary to a Planning & Zoning Administrator. What she was hired for and what she ended up doing were two different things. Her rate of pay and job description were revised per the MRI Study. The Library Trustees vote on the Librarian's salary. Dave Dovholuk received an increase when he received his water operator's license and Andy Nicoll received a raise when he was promoted to supervisor. Helen Jones added that Ms. Beaudin may not be aware of the large one time compensation time payout that occurred this year. Also, this year there were 53 calendar weeks calculated into salaries.

The Board will work on drafting a formal response to Ms. Beaudin. Tamra Ham thanked Ms. Beaudin for her due diligence.

MS-734 Concern

Helen Jones explained that Jeanne Beaudin also raised another concern about an issue she saw with the Town's MS-734. There was a discrepancy on the form between original budget figures and the budget figures that were voted on. NHDRA's software has a flaw which pulls only original budget figures into the form. Helen has discussed the matter with NHDRA and they were not concerned as they do not even look at these figures. If the budget is amended, these figures have to be manually changed on the form. Helen will make these changes and keep this software issue in mind when she draws up next year's MS-734. Helen thanked Ms. Beaudin for again doing her due diligence and let her know that she made these changes on the form.

Abatements

MOTION: "To grant the abatement request of Paul & Kathryn Beaudin II for property located at 66 Hanson Farm Road, tax map 105-016 from \$92,900 to \$70,000 as the stated cabin is no longer a cabin but a shed per the Town's assessor."

Motion: McTeague Second: Ham All in favor.

MOTION: "To approve the abatement requests of the following 13 parcels all located at 90 Loon Mountain Road based on recent comparable sales and the fact that the market value of the

quarter shares has fallen below most other property types in Lincoln. Abatements have been recommended by the Town's assessor.

Martin & Rachel Abramson Ttes

Unit#1225D- \$23,300 to \$16,500

Gregory & Julianne Taylor

Unit#870D- \$43,900 to \$36,300

Filomena Arado

Unit#1305C- \$24,500 to \$16,500

Filomena Arado

Unit #1106B- \$23,300 to \$13,800

Gregory & Julianne Taylor

Unit#870A- \$43,900 to \$36,300

Carolyn Pantazelos

Unit #1058A- \$23,300 to \$18,400

Carolyn Pantazelos

Unit#1057C- \$23,300 to \$16,500

Carolyn Pantazelos

Unit#1057D- \$23,300 to \$16,500

Carolyn Pantazelos

Unit#1057A- \$23,300 to \$16,500

Carolyn Pantazelos

Unit#1057B- \$23,300 to \$16,500

Carolyn Pantazelos

Unit#1058D- \$23,300 to \$18,400

Carolyn Pantazelos

Unit#1058C- \$23,300 to \$18,400

Carolyn Pantazelos

Unit#1058B- \$23,300 to \$18,400

Motion: McTeague

Second: Ham

All in favor.

IV. NON PUBLIC SESSION pursuant to RSA 91-A:3II(a,e)

MOTION: "To go into Non-Public Session pursuant to RSA 91-A:3II(a,e) personnel, legal ."

Motion: Tamra Ham

Second: Patricia McTeague

Roll call vote was all in favor.

The Board went into non-public session at 6:30pm.

MOTION: "To enter back into public session."

Motion: Patricia McTeague

Second: Tamra Ham

Roll call vote was all in favor.

The Board came back into public session at 7:44pm.

V. ADJOURNMENT

After reviewing the weekly accounts payables and with no further business to attend to, the Board made the following motion.

MOTION: "To adjourn."

Motion: Robinson Second: McTeague All in favor.

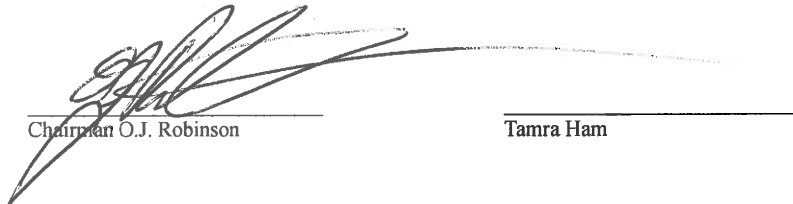
The meeting adjourned at 7:55pm.

Respectfully Submitted,



Brook Rose

Approval Date 3/16/15


Chairman O.J. Robinson

Tamra Ham


Patricia McTeague

John J. Sullivan
Susan E. Sullivan
258 Deerwander Road
Hollis Center, Maine 04042

February 27, 2015

To All:

RE: a belated thank you and an update regarding Susan, the Code Blue emergency cardiology patient from the September 20, 2014, New Hampshire Highland Games at Loon Mt. in Lincoln.

It has been an up and down 5+ months since Susan's unfortunate incident, and I have waited for a definitive point in her progress to write and update you regarding her recovery. Nonetheless, not a day goes by that I (we) are not thankful for your contribution to her resuscitation and recuperation.

What had been a great weekend of Celtic music and celebration at Loon Mt., turned into a nightmare Saturday, as we headed to a special evening concert featuring three bands: Albannach, The Glengarry Bhoys, and The American Rogues. From the time Susan went down at approximately 7:37 PM in the Loon parking lot, through the time I met up with her again Sunday at about 4:00 AM at Dartmouth-Hitchcock in Lebanon, it was a gut wrenching, nightmarish, roller coaster ride, that essentially did not slow down until she was eased from a drug induced coma on Tuesday.

We are truly thankful for everyone who helped in the process, from the good Samaritans who immediately began CPR, the Loon Ski Patrol's response and use of their defibrillator, personnel from the Linwood Ambulance Service, transport by the Lincoln Fire Department, emergency care at Speare Memorial, air transport by DHART, General Intensive Care, and later cardiology intensive care at Dartmouth-Hitchcock. All your endless hours of training and drill paid off big time: thanks to you all, we were able to celebrate our 43rd wedding anniversary in December.

Following the helplessness of not being able to do anything, the bewilderment of why this happened to Susan (always 120 over 80 at her chemotherapy sessions and follow up visits), was the unavoidable task of alerting our two children, John and Lindsay of the crisis. Knowing they could do very little at 4:30 AM, Sunday, I chose to send them an e-mail, which, given their generation, I knew would be read first thing in the morning. Sunday evening, after airplane rides from DC and Philly, they met up in Manchester, NH, rented a car, and drove to Lebanon to join me in the vigil.

The lowest moment, after the original incident, came Monday when we were made aware that a major hurdle would be determining if Susan had cognitive function when she was eased out of the coma. I.e., had a lack of oxygen and blood flow caused brain damage. The three of us broke down. Fortunately, Tuesday brought the revelation that only short term memory (a good thing given recent events) was fuzzy; long-term memory was on track. As non-medical civilians, we understood that great strides had been made in heart care treatment, no walk in the park, but more preferable to permanent brain damage.

A heart cauterization that Wednesday revealed clean pipes and subsequently an ICD (implanted cardioverter defibrillator) was inserted on Thursday with no apparent complications. We were discharged that Friday and returned home to Maine.

March 6, 2015

Board of Selectmen
Town of Lincoln
PO Box 25
Lincoln, NH 03251

Dear Members of the Board:

It is with deep frustration that I find it necessary to write this letter. As a property owner and taxpayer in the Town of Lincoln I am astounded to learn that the Board of Selectmen authorized a series of what I can only call outrageous wage increases in 2014 for a selective number of employees. The residents in our community who work at local businesses or perhaps have to travel outside the area are not seeing these huge increases in their paychecks yet they are being asked to support them for a few municipal employees.

1. Did the employee's job description change dramatically from 2013 to 2014?
2. Were these select employees given such exemplary performance evaluations as to warrant such large increases? (I understand the performance evaluations are not subject to 91-A, however a simple yes or no answer is permissible and does not violate the law.)
3. The Town budgeted \$5,000 for Performance Bonus's in 2014 yet on your detailed list of expenditures it was not expended?
4. Did the Town conduct a wage and salary survey and did the results show that just these few positions were significantly out of line with other municipalities of similar population?
5. As a Board of Selectmen did you support these large increases being funded all at once in lieu of phasing the increases over a 2 or 3 year period?

At this time I am requesting in accordance with RSA 91-A, the following proposed 2015 base salary numbers for the positions listed below:

Town Manager
Finance Director
Librarian
Planning Administrator
Public Works Director
Public Works – All laborers including Assistant Director (Nicolli)
Fire Chief

In addition, I would like a copy of the Town's current Collective Bargaining Agreement, the disparity between wage increases in Dispatch and Police for 2014 must be outlined in said agreement.

Respectfully submitted,

K. Jeanne Beaudin
K. Jeanne Beaudin

I would ask that my letter and attached spreadsheet be included in the minutes of your next Selectmen's Meeting.

Position/Employee	2013 Gross - OT	2014 Gross - OT	% of Increase
Town Manager/Burbank	\$ 65,000.00	\$ 78,683.65	21%
Finance/Jones	\$ 40,875.61	\$ 50,222.83	23%
TC/TC/Whitman	\$ 41,605.11	\$ 44,297.97	6%
Water/Beaudin	\$ 44,207.39	\$ 47,506.38	7%
Librarian/Riley	\$ 40,798.47	\$ 45,428.27	11%
Planning/Bont	\$ 39,924.80	\$ 57,411.54	44%
Solid Waste/Beaudin	\$ 54,493.92	\$ 56,652.76	4%
Solid Waste/Conn	\$ 34,195.20	\$ 35,891.60	5%
Solid Waste/Clark	\$ 30,742.40	\$ 32,266.40	5%
Public Works/Willey	\$ 63,972.80	\$ 75,689.06	18%
Public Works/Dovholuk	\$ 33,824.02	\$ 37,266.11	10%
Public Works/Hart	\$ 37,302.95	\$ 39,168.42	5%
Public Works/Nicoll	\$ 37,598.52	\$ 42,885.27	14%
Fire/Beard (Parttime)	\$ 7,818.70	\$ 17,202.90	120%
Recreation/Tower	\$ 46,107.68	\$ 49,375.03	7%
Police/Smith	\$ 90,431.30	\$ 90,166.59	0%
Dispatch/Bujeaud	\$ 44,983.08	\$ 47,271.36	5%
Police/Deluca	\$ 58,608.02	\$ 59,853.58	2%
Dispatch/Langmaid	\$ 49,277.12	\$ 49,953.39	1%
Police/Meier	\$ 64,484.08	\$ 66,500.52	3%
Police Admin./Romprey	\$ 34,725.33	\$ 35,193.77	1%
Police/Stevens	\$ 57,305.33	\$ 60,661.88	6%
Police/Ulick	\$ 54,699.40	\$ 56,698.18	4%