

Lincoln Board of Selectmen - Meeting Minutes
December 27, 2010 - 5:30PM

Board of Selectmen Present: Chairman Peter Moore, Selectman Patricia McTeague and Selectman Deanna Huot.

Staff: Town Manager Peter Joseph.

I. CALL TO ORDER

Peter Moore called the meeting to order at 5:35 PM.

The Board briefly discussed the Northern Pass Project, which was gathering a great deal of opposition in the North Country. Peter Joseph is expecting a mailing from Public Service of NH (PSNH) and Northeast Utilities (NU) regarding the project, which he would share with the Board and the public once received. Representatives from PSNH and NU had also requested the opportunity to present to the Board of Selectmen, which would hopefully be scheduled in the near future and allow an opportunity for public education and input on the project.

II. YEAR END ENCUMBRANCES

Peter Joseph presented the following items for encumbrance:

\$4,500 for repairs/improvements to Town Hall HVAC system. This proposal had been accepted but work was not scheduled until early 2011.

\$1,950 for the remaining balance of work to be completed on the GASB 45 compliance. The total cost was \$3,900, however half of that amount had already been paid in a deposit. Due to scheduling delays, the work would not be completed until January of 2011.

\$8,350 as appropriated by warrant article from 2010 Town Meeting. The SAFER grant had been modified by FEMA partway through the year to be used for training instead of purchase of new uniforms for the Fire Department. Some of the training had already been scheduled but will not take place until 2011. There is no tax impact to this expenditure as it will be 100% reimbursed by grant money.

MOTION: Deanna Huot made a motion to encumber a total of \$14,800 from the 2010 budget for the purposes listed above. Patricia McTeague seconded the motion. The vote was unanimous in favor of the motion.

III. REVIEW OF PROPOSED 2011 WAGE INCREASES

There was an extensive discussion regarding the wage increases contained in the Board of Selectmen's 2010 proposed budget. The amounts proposed were a 2.5% longevity increase and a 1% cost of living adjustment (COLA). The Board members felt that the 2.5% annual longevity increase should be maintained in order to promote parity with union employees. Peter Moore felt that although the actual increase to the CPI in 2010 would likely be between 1% and 2%, a COLA of 1% was appropriate for 2011, considering the increases to healthcare costs that were being absorbed by the Town.

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Peter Joseph brought up recent correspondence between Charlie Cook and the Board which was reviewed at a previous meeting. He had done some followup research regarding whether or not a 2.5% increase per year would be sustainable based on the average longevity of Town employees. Currently the average longevity of Town Employees is 6.6 years, or an average of 6 anniversaries. With an annual longevity raise of 2.5%, an employee who started making \$40,000 would (on average) make \$46,387 after 6 years of employment. If that same employee instead received a 5% annual longevity raise each year, they would make \$53,603 after the same 6 years. Peter felt the second example illustrated the potential problems Charlie was worried about, but did not feel that a 2.5% increase per year would be unsustainable when combined with the fact that the average employee only stayed with the Town for 6 anniversaries. Employees who stayed longer would be offset statistically by employees who left after a shorter time. Peter Joseph said that he would try to compile the average longevity figures going back as far as possible in order to provide a historic trend, if possible. He also felt that this issue should be watched on a year to year basis. If the average tenure of employees started to increase significantly it would lend additional '

The Board also discussed the proposed merit bonus system and agreed that it should be implemented. Peter Joseph addressed the concern that had been stated by several people, including Mr. Cook, that the proposed merit bonuses would be awarded to all employees. Peter would still like to implement the program, but felt that it should be judged on its own merits after being in place for one year. He felt that to allay concerns the amount of bonus awarded each year should be reviewed publicly during the budget process. If every employee or even most employees are getting a bonus, then he would classify the proposal as a failure and would recommend that it be discontinued.

Deanna Huot raised a concern that she had regarding the cost of realigning the raises to January first. The Board discussed this issue thoroughly and agreed on moving the raises to the first of January. Peter Moore felt that it was an important step to take in order to promote fairness to employees.

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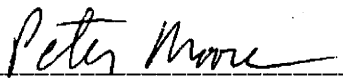
V. ADJOURNMENT

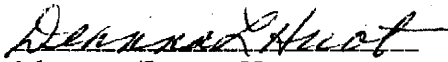
As there was no further business to attend to, the meeting was adjourned at approximately 6:45PM.

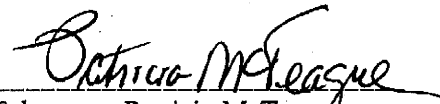
Respectfully submitted,
Peter Joseph
Town Manager

Approval Date: 1 / 3 / 11

LINCOLN BOARD OF SELECTMEN:


Chairman Peter Moore


Selectman Deanna Huot


Selectman Patricia McTeague