

Lincoln Board of Selectmen – Meeting Minutes  
May 16, 2011

**Board of Selectmen Present:** Chairman Peter Moore, Selectman Patricia McTeague and Selectman O.J. Robinson.

**Staff:** Town Manager Peter Joseph and Administrative Assistant Brook Rose.

**Members of the Public:** Gene Chandler, Chester Kahn, and Robert Wetherell.

## **I. CALL TO ORDER**

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

## **II. MINUTES OF THE PREVIOUS MEETING**

**MOTION: Patricia McTeague made a motion that the meeting minutes of May 9, 2011 be approved. O.J. Robinson seconded the motion. Motion carries unanimously.**

## **III. GENE CHANDLER FROM CONGRESSMAN BASS' OFFICE**

Mr. Chandler, Community Outreach Liaison from Congressman Bass' office attended the meeting to see if there was anything the Board would like Congressman Bass to address. He also presented the Board with a copy of a letter addressed to the U.S. Department of Energy from Senator Ayotte and Congressman Bass addressing the Northern Pass project. Mr. Chandler explained that unless the project is dramatically altered, both are against the project. Patricia McTeague questioned what the status of the project is. Mr. Chandler explained that it is still open to public comment and various alternate routes are being discussed. The Board thanked Mr. Chandler for attending the meeting.

## **IV. OLD / NEW BUSINESS**

### **Review of Candidates for Town Moderator**

Chester Kahn and Robert Wetherell attended the meeting to see what the status of the Town Moderator appointment is. O.J. Robinson informed them that the term of the appointment will run until March 2012 at Town Meeting. The Moderator will then have to run for the office and be voted on at that time. Chester Kahn and Robert Wetherell both stated why they are interested in the position. Robert Wetherell also mentioned that the Board may want to review RSA 669:62. As Mr. Wetherell was studying the duties of Moderator, he found that it is actually the Supervisors of the Checklist that appoint the Moderator. Peter Joseph will ask the Supervisors of the Checklist to attend an upcoming Board meeting to discuss the appointment of the Moderator.

## **V. APPOINTMENTS**

### **Chief Smith**

Chief Smith updated the Board on the status of the Prosecutors Association. The Association is on shaky ground. If another town leaves the Association, which is rumored to happen this year, the costs to the Town of Lincoln will go up. The Board discussed the Association, the possibility of hiring another officer in order to facilitate internal prosecution, and the possibility

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of sharing a prosecutor with other local towns. Chief Smith informed the Board that he is applying for a 100% funded COPS Grant which would pay for the hiring of another officer if the Board decided to go that route. Chief Smith is looking at every possible alternative. The Board would rather not see the prosecuting done by a Police Department employee unless absolutely necessary. Chief Smith hopes to keep the Association going for a few more years and will keep the Board updated on it as well as other alternatives.

Chief Smith would like the Board to consider reinstating the second Sergeant's position. The Town used to have two Sergeant positions and currently only has one. With several new Officers in the Department, it would help to have another Sergeant on duty supervising and covering shifts during weekend and evening hours. Patricia McTeague questioned whether the Sergeant positions cover patrol duty. Chief Smith replied that they do cover patrol shifts. There was an extended discussion on the matter.

Peter Joseph expressed his support for the proposal as it would increase shift coverage and supervision. He mentioned that there would be a drawback in the fact that the Town would be looking at a pay raise if an officer was promoted to Sergeant. There was a discussion regarding exactly how much such a pay raise would be. Peter Joseph estimated that keeping an Officer in the same step and moving them from Officer to Sergeant would be an increase of between five and seven thousand dollars. The Board suggested moving from Officer to Sergeant and moving down several steps, which would only result in an increase of two to three thousand dollars in payroll costs. The Board members would be in favor of this proposal.

Peter Moore questioned when the Chief is hoping to reinstate this position. Chief Smith replied that he has three officers eligible for the position and is hoping to make this change in September or October. There are funds in the current budget for it. The Board is in favor of seeing the position reinstated but would like to see exactly what the expense to the Town will be first.

The Chief and the Town Manager have been looking at the pay scale of the Lieutenant's position.

The Chief would like the Board to examine the pay scale of the Lieutenant's position. When Lt. Cooper was hired in 2007, his salary was to scale in relation to other positions within the Department. However, being part of the Union, the position of Sargent has seen a 6-7% salary increases every year while the Lieutenant's position has only seen a 3-5% increase each year thus closing the salary gap between the two positions. The Lieutenant position also has to pay more into medical benefits as a non-union member and isn't offered detail duties unless other Officers aren't interested. The Town Manager was less concerned with the base salary gap which appeared to be about \$3,500, as opposed to discrepancy in overtime and detail earnings and if the Lieutenant was not getting the same opportunities for overtime and detail work as the Sergeant, this concerned him, however if he was given the opportunity to work these shifts but was declining them, that was a whole different story. The Chief responded that the detail and overtime were first offered to Union members and only then picked up by himself and the Lieutenant if no one is signed up for the shift.

The Board asked the Chief and the Town Manager to compare what other municipalities pay their Lieutenant and report back to them before making any changes to the pay scale.

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Chief Smith requested a change to his current employment agreement. He currently receives approximately \$5,500 as compensation for the money he pays to be insured by his previous employer. He would like to request that that amount be processed as payroll instead of as reimbursement for his health insurance. The Town Manager presented figures showing what deductions would need to be made to that amount by both the Town and the Chief if it were paid as payroll instead of non-taxable reimbursement. After deductions, take home pay would be significantly less than the medical reimbursement he is currently receiving. Chief Smith understood this. After an extended discussion, the Board didn't see any major issues accommodating the Chief's request as long as the bottom line cost to the Town was still the same year to year. Peter Joseph will get the exact figures from Helen Jones in the Finance Department to present to the Board. As both this change and the Chief's original personnel agreement were outside of the Town's Personnel Policies, an agreement would have to be drafted to include in the Chief's personnel file.

### **Tax Deed Waivers**

Peter Joseph spoke with Rick Elliot of JORI Properties. Mr. Elliot thought he would be able to pay off the taxes on these parcels at the end of the week. No property owners have paid their back taxes since the last meeting. There was a discussion about the various parcels scheduled for tax deeding and the following motion was made.

**MOTION: Patricia McTeague made a motion to waive tax deeding on the MacInnis property located at 90 Loon Mountain Road#1130D, Tax Map126-018000-mc-1130D and Kaplan property located at 114 Easterly Road #1, 133-012000. O.J. Robinson seconded the motion. Motion carries.**

### **Town Manager's Report**

Peter Joseph informed the Board that Bill Mellett is retiring from the Town of Woodstock after 45 plus years in the Public Works Department. The Board would like Peter Joseph to draft a letter of recognition from the Town of Lincoln recognizing Mr. Mellett's service to the community.

Peter Joseph updated the Board on the bid results for the summer construction work. He presented the three bids (Caulder Construction LLC, D. Avery & Sons, Inc., and Lincoln Trucking and Excavating, LLC) as well as the selection process to the Board. None of the construction companies were present at the bid opening. After reviewing the bids received and comparing them to an estimated job, it was determined that Caulder Construction LLC's rates would be the lowest for the type of work the Town would be conducting this summer. The Town Manager presented figures from the bids making comparisons based both on equivalent machinery as well as machinery more suited to the Town's construction purposes.

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The Board expressed their satisfaction with the selection process, and believed it to be very fair and equitable in light of the concerns that had been expressed to the Board previously. The Board supported Mr. Joseph's decision to award the contract to Caulder Construction LLC.

**Other Business**

Peter Moore informed the Board that Planning Board Chair, Pat Romprey would like to ask Ivan Saitow if he would still be willing to serve as an alternate on the Planning Board. It would technically give the Board a ninth member to serve as an additional alternate. A few members of the Planning Board will not be able to attend or participate in meetings because of various issues and Pat Romprey wants to be sure a quorum is always present for the upcoming meetings of the Board.

**VI. ADJOURNMENT**

As there was no further business to attend to, the Board adjourned at 8:05pm and reviewed the accounts payable for the week ending May 13, 2011.

Respectfully submitted,

Brook Rose

Approval Date: \_\_\_\_/\_\_\_\_/\_\_\_\_

LINCOLN BOARD OF SELECTMEN:

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Chairman Peter Moore

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Selectman Patricia McTeague

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Selectman O.J. Robinson