

MINUTES
SELECTMEN'S MEETING
FEBRUARY 3, 2014

The Board of Selectmen met for their weekly meeting at 6:30 p.m. at the Campton Municipal Building. Present were Selectmen Marsh Morgan, Karl Kelly, Vice Chair Charles Wheeler, Charles Cheney, Chair Davis was sick. The Board signed the manifests and reviewed the bills.

At 6:45 p.m. Vice Chair Wheeler called the meeting to order. He called on Craig Keeney and Kelly Bolger to speak regarding the Blair Bridge Update. Mr. Keeney proceeded to discuss the progress being made in the removal of the Acrow Bridge. Mr. Bolger stated that there is, at this point, approximately 75-80 feet, of the Acrow Bridge, left to be removed. Once the Acrow Bridge is removed, the Acrow company representative, will no longer need to be on the Blair Bridge site. The Town concurs with Acrow on this matter as does Sean James, Vice President, of Hoyle, Tanner & Associates. The Selectmen then discussed some of the issues relevant to the process of trucking the Acrow Bridge off site. Federal requirements state that if Arnold M. Graton and Associates is on the site, and working, a representative from Hoyle, Tanner & Associates must also be on site. Another question was posed in the email pertaining to the Federal requirements; regarding who must be present at the work site while trucking the Acrow Bridge off site. Selectman Morgan then stated that the Town should contact C.R. Willeke, at the NHDOT Bureau of Planning and Community Assistance, and inquire if, the Federal Requirement for those whose presence is required, applies once the Acrow bridge is removed, is off site, and is in the process of being loaded and strapped down. Vice Chair Wheeler agreed with that statement.

Craig Keeney and Kelly Bolger spoke, next, regarding the email from Sean James, of Hoyle, Tanner & Associates. This email pertained to the time extension request, submitted by Arnold M. Graton and Associates, on January 25, 2014. These additional 12 calendar days are being requested to account for abnormal weather conditions that had occurred. The purpose of this email is to explain Hoyle, Tanner & Associates opinion of the contract provisions related to this request; the decision to grant or not grant the additional time is a Town decision. The request, for additional time, made by Arnold M. Graton & Associates, is per Section 00700, Paragraph 12.03 A-C of the contract specifications. Paragraph 1.03A, explains the specific reasons, which must occur in order, for a time extension to be considered. Another key contract specification that needs to be considered is Section 00700, Paragraph 6.02 B which states that the work, at this site shall be performed during regular working hours. Contractor Arnold M. Graton & Associates cannot work on Saturday, Sunday or any legal holiday without the Town's consent. The consent for Saturday and Sunday work had been approved by the Town, but only until the Acrow Bridge has been removed. The expectation is that the contractor, Arnold M. Graton & Associates, will be working Monday through Friday (5 days) during typical weeks and 4 days per week if there is a holiday, unless the Town gives permission, otherwise. The Selectmen discussed the definition of a work day. The Selectmen agreed that contact must be made early on bad weather days, with the workers, to prevent a partially worked day being counted at the expense of a whole day of contracted work. Vice Chair Wheeler stated that if a representative from Hoyle, Tanner & Associates shows up on one of these days

the Town will count it as a contract day. The cost to the Town is approximately \$1,000.00 per day when the presence of a representative from Hoyle, Tanner & Associates is required.

Arnold M. Graton & Associates have requested equitable adjustment of 12 days; that fall between November 27, 2013 and January 28, 2014. The explanation for each of these days was listed, Mr. James, again, stated that it is a Town decision whether or not to grant, any or all of the requested weather days. He acknowledged that this was a complicated issue; however he wanted to present all of the pertinent information. The main issue that needs to be evaluated is how Saturdays and partially worked days will be treated. The Selectmen spoke, amongst each other as to the number of days they felt were to be counted, justifiably, as weather days. They shared their thoughts regarding the shutdown period. Mr. Bolger stated that he felt it may be unwise for Mr. Graton to choose to shut down for a 6 week period, when the Acrow Bridge is out, since the spring weather can be as unpredictable as the weather they have encountered so far while working on this project. Mr. Bolger gave a few reasons why he felt a long shut down period could allow for other problems to arise once the project is restarted. Mr. Keeney had a calendar prepared that listed the days worked or not worked due to weather from November thru January. He came up with a total of 5 days. Mr. Bolger came up with 7 days, including some days when they had to shut down because of weather conditions. Vice Chair Wheeler then asked each Selectman for their vote regarding the number of weather days, they each felt, should be allowed. Selectman Cheney stated 7, Selectman Kelly stated 7, Selectman Morgan stated 5 and Selectman Wheeler stated 7. Vice Chair Wheeler called it a vote for 7 days. Mr. Keeney asked Ann Marie to please put these dates in writing, as being accepted additional weather days, they are November 27, December 6, December 9, and December 17 of 2013; January 2, January 3 and January 6, 2014. Mr. James sent an email to the Town, on January 31, 2014, informing them who will be on site for the next three weeks, from Hoyle, Tanner & Associates, which is currently the estimated time to the winter shutdown. The email included a list, with the date and name of the representative to be present on said day. Mr. James stated that his company was aware that the timing is subject to change and they will adjust accordingly. A list of project contacts was included with this email.

At 7:20p.m. Vice Chair Wheeler called on Police Chief Warn to speak regarding the 2014 Proposed Police Budget. Chief Warn referred to the Wage Study/Police Wage memo that he had sent to the Board of Selectmen on January 6, 2014. Ann Marie distributed copies of the adjusted wage figures Chief Warn wanted to discuss. The purpose of Chief Warn's memo was to further address his concerns, recommendations and observations, to the Board, relative to the police wages. The adjusted wage figures calculated by Chief Warn listed by each employee of the Police Department, reflect his calculations, for merit pay, after the 1.5% COLA has been applied. This merit pay could have a scale, possibly, of 0% to 3% and, if factored in to the wage would represent a \$4,324.00 increase in the 2014 Proposed Police Budget. Chief Warn made reference to the matrix used in the Wage Study. He stated that even with the COLA, a 1.5% increase, the wages for a patrol officer are unrealistic, as these wage figures were relevant to a police officer's starting rate of pay in 1994. Chief Warn stated that there are no police officers being paid this rate, nor does the Town start a police officer at this rate. Chief Warn inquired as to why this rate would then be factored in to the matrix. Chief Warn stated that he reviewed a list of communities that took part in a study that was conducted by another agency, noting that the

starting pay range for a patrol officer was approximately \$18 to \$25. Chief Warn stressed his wishes for a commonsense, realistic and forwarding thinking wage matrix; adjusted for inflation and performance based. Chief Warn hopes all this information will be used when calculating an appropriate starting wage for its employees. Selectman Cheney stated that he felt the research had been well done by the LGC/MRI wage study and he could not agree to a wage increase that went much beyond their findings. Selectman Morgan stated that he had been questioned, in public, by citizens of the Town, as to why there are increases in wages being paid to Town Employees, while they are not experiencing any wage increases in their own jobs.

Chief Warn went over each entry, of the 2014 Proposed Police Budget. Chief Warn stated that the Police Department has 6 employees and 1 part time officer. Chief Warn spoke regarding the Part Time Officers Wages. There is currently 1 Part Time Officer and Chief Warn would like to be able hire 2 more and use these officers for 4 shifts a week. These officers would allow for times when 2 officers per shift are needed, or on officer sick days and holidays. Chief Warn has calculated these additional Part Time wages to be approximately \$21,504.00. Selectman Cheney inquired as to why some of the wages budgeted, in 2013, for Part Time Officers had not been used. Chief Warn stated that if he had another Part time Officer he would have used the remaining wages. Vice Chair Wheeler asked if the Selectmen had any more questions. Selectman Morgan inquired about the need for three officers to be on duty on Mondays. Selectman Cheney asked at what point were three officers put on duty on Mondays. Chief Warn stated that this was necessary as court cases are scheduled on Mondays.

Chief Warn spoke regarding the cost of fuel and the fluctuating prices. Chief Warn stated that he had not been successful at acquiring a locked in price per gallon, however he felt \$3.50 would be the average price. The Cruiser Maintenance account became a higher than budgeted for expenditure due to the Ford Expedition vehicle. Chief Warn stated that this vehicle will not pass inspection. Chief Warn spoke about the two vehicles he is considering for purchase, a 2014 Dodge Charger and a 2014 Ford Explorer. The Chief stated that he felt it would be a better decision to wait for the 2014 model year Dodge Charger as it will be an all-wheel drive vehicle, the 2013 model comes with Front-Wheel Drive only. Selectman Cheney inquired as to whether or not this AWD feature was a necessary expense. Chief Warn stated that he felt it made sense to have AWD vehicles, since the incidence of high speed chases no longer exist and the driving conditions which exist in our area warrant this expense. Chief Warn has not received the price quotes, for these two vehicles yet.

Chief Warn spoke about the Legal/Prosecutor expenses. He asked if this expense might possibly be reduced, in some cases, by the use of the Town's retained Attorney where applicable. Chief Warn stated that the Police Department Janitorial expenses had been reduced now that they share work space in the Town's Municipal Building.

Vice Chair Wheeler continued the meeting with a review of the minutes, of the last meeting. Selectman Kelly pointed a few corrections, to be made, on page 4. There were no corrections to be made to the Non-Public minutes. Selectman Morgan made a motion to approve the revised Minutes of the last meeting, Selectman Wheeler seconded the motion. The revised Minutes were unanimously approved.

Next Ann Marie showed the Selectmen a choice of photos: one of which she will use as the cover photo on the 2013 Town Report. The Selectmen chose one and it is duly noted. Ann Marie spoke next about the death of Robert Burhoe, Sr. The Selectmen mentioned the death of Jules Doner and stated that, perhaps, the 2013 Town Report be dedicated to the memory of these two men. Ann Marie had a copy of Rural Hitch, the fourth quarter publication of 2013, from the Lakes Region Mutual Fire Aid Association. This publication had printed a nice article about the Campton, Thornton Fire Rescue Department.

Next Ann Marie distributed copies of the budget that she has worked on up to this point. There is an additional Municipal Bond, for the new building this year. The bond for Blair Bridge will be paid up this year. Ann Marie stated that there will be 4 elections this year; instead of 1 election as there was last year. Vice Chair Wheeler asked if there were any more questions. Selectman Cheney stated that he felt there were numerous cuts that would need to be applied to this budget before he would be willing to approve it. Vice Chair Wheeler agreed with this also.

Vice Chair Wheeler made a motion to go into Non Public Session for a Personnel matter under RSA 91-A:3, II(c) which was seconded by Selectman Kelly, and with roll call vote Vice Chair Wheeler-yes, Selectman Kelly-yes, Selectman Cheney-yes, Selectman Morgan-yes.

The Board came out of Non Public Session at 8:03p.m. Vice Chair Wheeler made a motion to seal the minutes, and this was seconded by Selectman Kelly and with a roll call vote, voted in the affirmative by all.

Vice Chair Wheeler then asked if there were any other business items, there being none, he adjourned the meeting. Meeting adjourned at 8:16p.m.

Respectfully submitted,

Glenna Blair, Recording Secretary