

BOARD OF SELECTMEN MEETING
November 7, 2023
MINUTES

Present: Shawn Talbot (Chair), Jason Somero, Lou Alvarez, Debbie Deaton (Town Administrator)
Also present: Steve Beaulieu

5:00 Open Meeting with the Pledge of Allegiance

5:00 River Road:

Present: Stan Zabierek, Craig Smeeth, Annmarie & Robert Fournier, Louis DelPapa, Jim Hicks

Craig asked if the Board had seen the pictures and videos. The Board replied they did.

Jason said he and Peter drove River Road and found the road looked fine and that it can handle truck traffic.

Shawn said he also drove down and found the same results. He added there was a section that looked like it had been replaced at some point and it seemed like it was a maintenance issue.

Lou asked about a picture showed a set of tracks off the road and wondered what the purpose of that picture was. Craig wasn't sure because he didn't send all of the pictures. He added there is significant damage to the edge of the road near the white farm.

Craig said he added it's not just the damage to the road they are concerned about. It's the peacefulness of the road. All of the traffic is dangerous. Shawn said he drove down again today before the meeting and he is torn between the commerce in the Town but at the same time, he understands the safety aspects. The road is heavily walked, run and enjoyed by our community members in many different ways.

Jim Harrity, 32 River Road said he and his family have to walk in the road in order to get to the garage from their house. It is very precarious at times, particularly in the winter because the road is a lot narrower due to snow. Shawn said he wouldn't be opposed to having a Public Hearing regarding this to hear all sides of the situation. No truck drivers have come in to give their opinion.

Jason said he doesn't see a need for it and added the RSA's say that only in extreme cases should a town restrict travel on a road. He read from "A Hard Road to Travel" ... *"Relief from highway congestion may not be accomplished by unfair discriminatory measures. While the use of the highways is a privilege, the privilege may not be granted arbitrarily and be bestowed at will and pleasure as a favor to some groups of travelers while imposing a deprivation of use upon others...Permission of highway use for the local business..., while such use for other trucks and job-teams is thus restricted, displays a disregard, if not defiance, of the principle of constitutional equality."*

Jason said the State makes it clear that the primary purpose for roads is primarily for commerce. Lou added that quote didn't take into account population density. Jim H said there are plenty of places that restricts trucks on certain roads.

Jason went on to read from RSA 231:190 "This conforms with the statutes purpose "to avoid causing damage which may result in hazards to public safety or excessive municipal expense," while not "unreasonably infringing on the efficient movement of unprocessed natural resources, manufactured goods and other commercial products essential to a healthy state economy."

Craig stated people are using the road as a convenience that will get them to where they're going 30 seconds to a minute earlier. These trucks are huge and take up more than a lane. When these vehicles go by and you're walking, you take your life into your hands.

Louise said there used to be a sign on the road until 2 years ago when it was removed due to one person saying he couldn't get to his home. There are other ways he could get there. We are just asking for River Road to be protected. She doesn't think this will inconvenience these big trucks.

Mr. Fournier said River Road is a very scenic drive, the cross country team runs on the road, there are baby carriages, horseback riders, etc.

Jason said the weight limits weren't lifted due to 1 person. It was after discussions with the Road Agent and other. He added there are 2 reasons we can give restrictions on a road, one is excessive wear and tear and the other is public safety.

Stan said the wear and tear and the weight on the causeway is going to cause a problem. This is maximum wear and tear. Jim Hicks asked if the DPW Director feels the road will hold up to the weight and traffic. Peter replied he saw normal wear and tear and the road is handling the traffic fine.

Craig said he and Sharin were discussing this earlier and she said if there's nothing to prohibit, there's everything allowed. He added Jason had mentioned safety and wear & tear and that is what they are concerned about.

Shawn said it's the safety that weighs on him. Jim Hicks said we don't have a fully staffed police department so they can't possibly watch the speeds on River Road.

Shawn asked Jason and Lou if they were totally opposed to having a public hearing. Jason said he doesn't think it's necessary. Lou said he thinks we should. Shawn added they didn't have a public hearing when the weight limits were lifted and now there are issues so he feels we should have a public hearing.

Jason asked how many incidents there have been since the weight limits have been lifted. Mr. Fournier said there have been a lot of near misses.

Shawn made a motion to hold a Public Hearing on November 28th at 7:00pm regarding imposing weight restrictions on River Road. Lou seconded the motion and it passed 2-1.

5:30 Round Table Discussion:

- Walker Farrey emailed Shawn and asked the Board to appoint Michelle Saari to the ZBA. Shawn made a motion to appoint Michelle Saari as an alternate to the ZBA. Lou seconded the motion and it passed unanimously.
- Shawn said the Conservation Commission is asking about swearing people in. Shawn said he is going to the Conservation meeting tomorrow night to get names, etc.
- Gary Somero has found 3 brand new generators at no cost. He is working on getting all of the details. Debbie has called the company we placed the generator order with to see if they would be willing to do the electrical work and cancel the generator order. Gary will get back to us with all of the details.
- Shawn added the fire truck that is being donated to the town has passed all of the testing. It will be approximately \$30,000 and \$150,000 to have it outfitted to last us approximately 10-15 years. He said we will have to figure out how to navigate through the financial aspects of this, for example, a warrant article for the outfitting. Shawn will keep us up to date on this.

5:40 Parks and Rec- Mindy Buxton:

Peter said he got 3 quotes for the Pool House roofing:

Vaillaincourt	\$19,000
Prime	\$10,038
Superior	\$13,050

Peter said the roofing could be done this winter. Shawn verified this was just for the pool house and does not include the filter house. Jason asked what the thoughts were on re-shingling as opposed to stripping and starting from scratch. He added there is a new underlayment that seems to work well. Mindy said the existing

shingles are very old and is concerned about what's underneath (water, mold, to, etc.). She doesn't want to take a chance. Jason said he thinks it's all accessible from inside so they should be able to see what's underneath. Shawn added sometimes it's harder to strip because the old shingles had adhesive on them.

Mindy asked if they can leave that to discretion so if they see anything, they have a contingency plan. Jason added each proposal has a contingency option.

Mindy said the funding would be partially from Pool Capital Reserve and partially from Parks & Rec Capital Reserve funds. She had spoken to Bentti and he said it's perfectly acceptable. Parks & Rec would cover ¼ to 1/3 of the cost and Pool would pay the remainder.

Shawn made a motion to accept the Prime Roofing bid of up to \$6,224 for the Pool House with funds split between Pool and Parks and Rec. All details regarding re-roofing on the quote regarding sheathing of \$100 per sheet will be included if needed, Lou seconded the motion and it passed unanimously.

Jason asked about the Filter House. Peter said they need to patch the roof for the winter and they will be getting quotes for the addition. It needs to be taken down and rebuilt with wood to match the other building.

Mindy stated the funds are gone to pay her for the remainder of the year so she will be volunteering her time. She added the coordinator roles will also take things off her plate. When she discussed the 2024 budget for Parks and Rec, she said she budgeted 10 hours per week for her role and if she works more than that, it's on her.

Transfer Station demo roof: Peter suggested we demo the roof over the demo container and leave it open for the winter to see if there is a significant cost to leaving it open. He had received a quote for approximately \$6,000 to rebuild the roof. He added most of the water should drain out. The roof definitely needs to be removed because it is a safety hazard. He also said if we are potentially considering using the Greenville recycling center when they open, he doesn't want to spend all that money.

Steve added it should be taken down as soon as possible because of the structural damage and safety concerns. Peter said they can remove it safely.

The Board agreed to this.

Shawn made a motion to break until the 7:00pm Public Hearing regarding the Employee Compensation Discussion at the Mascenic Auditorium.

7:00 Public Hearing: Employee compensation discussion:

Present:

Shawn opened the public hearing to discuss utilizing unexecuted 2023 budget dollars for hiring and incentives in the coming weeks. One aspect of this hearing is the 2014 Warrant Article that was passed by the voters (489 Yes, 262 No) stating *"Are you in favor of requiring voter approval for any adjustments to Town employee wages to include generation of new positions, all wage increases and employee bonuses?"*

Subsequently we have received an opinion from the State and our town attorney stating that even though that warrant article was non-binding, the Board still has the authority to move unexecuted funds around in the budget but we should not just walk through that warrant article because it did pass by the voters. Over the last couple of years, we appreciate the town supporting the budget even though it was higher. We need to do this because we continue to lose competent employees because other towns have raised their wages significantly higher and have increased benefits. We find ourselves having to chase it which I hate having to do. Right now we are about to lose half of our Police Department (3 officers). This loss is due to earning potential in other communities.

Police Department-Chief Abel:

Chief Abel thanked the Board for putting this together so we can talk about some of the issues the department heads face in this climate. We have been trying to put our resources and thoughts together to find a way to attract new employees and retain the employees we do have. One of the things we came up with was a retention bonus or incentive to thank the employees for their longevity. The men and women who work for the Police Department enjoy working here but we need the resources to be competitive with our fellow neighbors and our partners in the State.

As you know, Chief Carpenter retired and a couple of other officers left which left me and an officer in the academy running the department. Thankfully, Officer Vollheim came back and brought 15-20 years of experience with him. This was a rebuild phase and this was just 2 years ago. There is a lot of consideration when hiring an officer. The process is very rigorous and I also want to make sure the officer will fit with our community. We had a great group.

In April, one of our officers came to me and said he had an opportunity to work for Amherst and make a lot more money with more incentives/benefits. He is struggling financially so I don't hold that against them. I had another officer come to me saying is going to Amherst also. Another officer is going to the State. The reasons for leaving are wages and better incentives, opportunity and technology.

As a chief, I have to think of things we can offer to be competitive in this environment. If we can't hire officers, we won't be able to cover shifts.

Police aren't the only ones who respond to calls. We have Fire, ambulance, Code Enforcement, even the Welfare Department. Some of these calls could potentially be dangerous and they need to have Police there to secure the scene. If we don't have officers to cover the shifts, we won't be able to get there and this could mean waiting for State Police (if they have the coverage), therefore delaying medical help.

These are some of the things we think about when trying to come up with ways to cover shifts. We need to have officers with an abundance of skill and experience. Chief Abel went on to say if we continue to have turnover, we will continue to have liability because of the lack of experience.

Chief Abel shared a list of other communities and the benefits and incentives have (attached). All of these things are geared toward employee retention. He would like to be able to say we take care of our employees and give them the resources they need to do their jobs.

Chief did an analysis of 9 communities in this area (Wilton, Brookline, Temple, Peterborough, Amherst, Greenville, Jaffrey, Mont Vernon and Hollis). He took the average of their wages for an officer with 5 years' experience or less, which was \$63,462. Our officers make \$55,000. We are coming up around \$8,000 short. He then dug into the incentives. We really lack in incentives and benefits. Chief showed the comparison on the screen. We do not offer any of these incentives.

Shawn asked for some of the ideas Chief has. Chief replied we initiated a longevity incentive this year in the budget. He added we had talked about an education incentive, stipend for passing the annual fitness test. He said in order to maintain certification, officers have to pass the fitness test every year. Shawn asked about the retention incentive we are looking to utilize within the coming weeks. Chief said he would like to offer a retention bonus of up to \$10,000 utilizing unexpended wages from this year. The employee would sign an agreement to stay in New Ipswich for one year and would have to pay it back if they left before the one year was up. Chief had drawn up a draft agreement.

DPW-Peter Somero:

Peter stated he has been faced with challenges trying to hire employees as well. Right now, he only has 3 employees including himself. He is looking for CDL drivers which is hard to find now. We have 7 approved positions (4 unfilled) which creates problems in getting things done, particularly plowing.

He has been advertising for most of the year with no luck. Peter had slides prepared (attached). He would like to increase the wages by \$2 per hour, have a sign on bonus (with agreement) and an employment agreement for obtaining a CDL.

The younger generation seems to only look at the hourly wage. He looks at the whole picture with benefits package, bonus, incentives as well as the hourly rate.

He also presented a town by town comparison with benefits/incentives (attached).

He stated we need help so the roads don't deteriorate and plowing can be done this winter. He's had to turn a couple of people away because they didn't have a CDL and we don't have anything in place to assist with that. He added he would draw up a similar agreement as the Police with their retention incentive.

Shawn said he wants to have a general idea of how the public feels on the topic. He would like to give Peter the tools to fully staff the DPW and also help Chief Abel with the Police employment issues.

Ralph Somero stated he's lived in town for 86 years and things were much simpler then. He would like to go back to that time. There was one police officer who was also a farmer.

Jim Coffey said he understands the competition and asked what the cost of this will be and where the money will come from. Shawn replied there isn't a concrete number yet. He feels it would be under \$100,000. He said both departments will have surplus in their budgets this year. Jim said we need to know which lines would be impacted. Jason said both departments have had been lacking staff so it would make the most sense to take it from the wage line items.

Jason added he understands the warrant article and it means something. He said we have never been faced with this big of a shift and this is why we are having this hearing, to hear what the town's people have to say about it.

Mindy Buxton stated she had a situation at her home with trespassers trying to scare her daughter who was home alone. Officer Vollheim spent time at her house and scared them away. She said if we didn't have coverage, something bad could have happened. She thinks because we've already raised the funds in the budget and because we didn't expend it all due to lack of staff, we should definitely use these funds to compensate the departments to retain the amazing employees we have. She added the DPW has been so short staffed and still does a great job on the roads as we've seen.

Chief Abel responded by saying the State Police are gracious enough to cover when they can. If a town has 3,000+ residents, it is the responsibility of the town, not the state for coverage. They respond when they can and if they have coverage. So it is our responsibility to cover shifts.

Chief said his pool of candidates are millennials and they want technology. There is software out there that would be more efficient for officers and save time. We need to increase our resources. Shawn said he appreciates the technology comments but would like to keep the comments to wages and benefits.

Chief Abel said he has been advertising since April and has not had a qualified candidate yet.

Becky Doyle said she would like to give a little background on this issue. "In 2014, the goal of the article was to encourage the Selectmen to return unexpended funds to the fund balance to reduce taxes or save for an emergency. The effort was to stop the end of year spending where the Selectmen and department heads would look to see how much money was left in the budget and spend it by increasing salaries, locking in rates to increase the default budget and giving out bonuses before the people vote. Since then, every Board of Selectmen has argued with the interpretation of that article. In 2015, the town attorney provided guidance.

"The expectation is that the Selectmen will include in the proposed budget for the coming year 'any adjustments to town employee wages,' including wage increases and bonuses to be provided to town employees." The intent stated in the 2014 minutes was that all increases should be included in the budget and prepared ahead of time. This is the will of the people.

Since 2014, Selectmen have sought to justify circumventing the will of the people. Today the claim is we cannot retain people. Last year the Selectmen justified a Cadillac health insurance plan increasing the budget by approximately \$40,000 to retain people. They used unexpended funds, therefore, increasing the default budget and budgets for years to come. In the budget, we added a police incentive longevity bonus to retain people. Each year, we adjust salaries above cost of living to remain competitive. All these measures and we still can't retain people. Maybe it's not the money or the generous benefits. Maybe it's working conditions or advancement opportunities we don't offer.

In the past week, I have spent hours looking at budgets and expenditures from 2021, 2022 and 2023, mainly for the Police Department (I wasn't clear the Highway Department was involved tonight). There are a number of things that stick out. In 2022, two officers received salary adjustments in excess of 9%, both have left so it didn't serve to retain them.

You talk about benefits we don't have, yet all of our officers receive time and a half for every holiday whether they work it or not. That's a pretty good benefit. We budgeted over \$30,000 for overtime pay which is a 275% increase since 2012. At the same time, the police equipment expenditure line averages 735% over budget every year. Where does it end? It's amazing.

After looking at the data provided by the Town last week, I question whether or not the Selectboard has any idea of how much money is left over or expended. I looked at payroll records and expenditures for 2021 and 2022 and I assume the amounts would match, what we paid is what we spent. They don't match. In 2021, the payroll records show we paid \$57,000 less than what we spent. In 2022, the difference is \$48,000. What does that mean? There are no wage records, no payroll records that I received that showed that. This money was just paid to something. I really don't understand it but I hope to find out. So today, the Selectboard is holding a public hearing in an effort to go around the will of the people. Do they really know how much is left in unexpended funds, if anything. If they choose to award bonuses this year, what happens next year and every year after that? Are we to be held hostage again? The 2014 Warrant Article made clear the will of the people. New positions, wage increases and bonuses should be planned for in the annual budget. If they are not, the Selectboard has failed. I urge the Selectboard to remember the will of the people.

Debbie said the audit should show the differences. Becky replied the auditors only do a sample.

Jason said the reason for calling this meeting was to find out the will of the people and not try to go around the will of the people because as the article states, it would be the people who would authorize the selectmen. When I first became a Selectmen I read this article. I'm a business owner and you have to make decisions. I've had to make decisions to retain employees and you have to make them now. How do you run an organization if you have to wait 8 months? So the article is a challenge. Becky replied but it's supposed to make you think before you just throw money because if you want a bonus plan in place, you have to have a bonus plan that is applied to every employee. It shouldn't be department specific and it should be something that is thought out and planned for and budgeted every year and the same thing for any of these wage increases. There are tons of bonus plans out there that people use.

Jason replied, what about the cost? The reality is, there's times you can plan. Things change in life and anyone who owns a business knows what I'm talking about. You said it yourself, we tried last year and it still wasn't enough. Anyone who knows me knows I don't like to spend money. I've been where you're sitting and saying enough with the spending. Maybe this Selectboard is failing, I don't know but we're sure trying. Our hope

was to get some input from the public on what to do with this. I'm working for the people, that's why they elected me. Even the RSA says to effectively manage the affairs of the town and this is our attempt.

Becky replied her opinion is that the people spoke in the voting.

Roger Somero thanked the Selectboard for having the meeting and making the effort. He suggested maybe there are grants available to help with CDL's.

Ben Hatcher said he's been on the Fire Department for about 16 years and it amazes him how the town makes it work with such a small amount of money, especially compared to other towns. The last couple of years, he has donated his time to drive a plow truck because they were shorthanded. It's really discouraging that the people of this town want to complain but no one is helping with a solution. They wouldn't do this job for \$30,000-\$40,000 a year. Instead of criticizing these guys for trying to figure out a way to get or retain employees, go with what these guys have come up with. He doesn't see any other solutions ahead of us and we should go with it. That warrant article was 10 years ago and he understands it but the voters that were here then may not be here now or agree with it now. There are a lot of new people in town. He believes in the will of the people but what are we going to do, have no Police Department or DPW? He added if that's the case, he doesn't want to live in that town. He's worked too hard to see it go the way it's heading and would love to hear other ideas instead of "don't do this".

Susan Mallett asked the cost and time of training new employees. Chief Abel said it costs between \$75,000 and \$100,000 according to a 2018 cost analysis. He added if he hires someone with no experience and has to go to the academy, it's 8-12 months before that officer can go solo. She asked Peter when the last time the DPW was fully staffed was. He replied 2021. She added it's sad they can't get employees because of pay.

Jim Hicks stated it's good that there's money in the budget to this because they haven't had to pay people but asked what the long term solution is. We've seen this happen before and have to make hard decisions. He added he's very concerned with the ambulance having to go on a call that could be potentially dangerous and having to worry about an officer showing up. We all need to work with this. This is our town. We all have to solve this together.

Shawn said we aren't looking to this year after year. The intent is to have a stop gap measure this year and budget appropriately going forward.

Debbie added the town budget is 20% of the total tax bill.

Shawn asked if anyone else wanted to comment, no one replied.

Shawn closed the public comment portion of hearing. He stated the Board is always receptive to any comments, emails and texts. There wasn't an intention to come to any decisions tonight but wanted a broader dialogue with the community and shed more light on the issues. They are looking for flexibility in this budget cycle to make significant adjustments and then budget for them in future budgets. He mentioned the 6th officer and the 7th DPW employee have always been elusive. We have budgeted for these positions year after year and maybe an option is to put this money into wages and not budget for those additional employees. This is not a final decision but an option.

Shawn closed the Public Hearing.

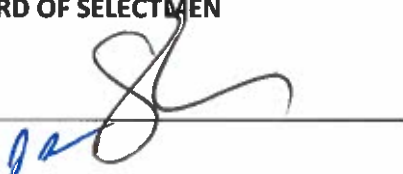
At 7:55, Shawn made a motion to adjourn. Lou seconded the motion and it passed unanimously.

Respectfully submitted,

Debbie Deaton
Town Administrator

Minutes approved by BOARD OF SELECTMEN

Shawn Talbot, Chairman:

A handwritten signature in black ink, appearing to be 'Shawn Talbot', written over a horizontal line. There is a small blue mark to the left of the signature.

Jason Somero:

A handwritten signature in black ink, appearing to be 'Jason Somero', written over a horizontal line.

Lou Alvarez:

A handwritten signature in black ink, appearing to be 'Lou Alvarez', written over a horizontal line.

				Certified Officers	Wilton PD Ave.				
			Wilton	\$73,548	\$ 60,366.25				
				\$61,339					
				\$53,289					
				\$53,289					
					Brookline PD Ave.				
			Brookline	\$61,339	\$ 61,339				
					Temple-Greenville PD Ave.				
			TGPD	\$57,200	\$57,200				
					Mont Vernon PD Ave.				
			Mont Vernon PD	\$71,073	\$69,825				
				\$68,577					
			Jaffrey PD	\$61,880	Jaffrey PD Ave.				
				\$63,731	\$65,051.75	Ave. of 1 to 5 years of experience			
				\$65,665					
				\$68,931					
			Hollis PD	\$61,817	Hillis PD Ave.				
				\$61,818	\$63,699.97				
				\$65,583					
				\$65,583					
			Milford PD	\$58,267.00	Milford PD Ave.				
				\$62,695.36	\$60,481.18				
			Peterborough PD	\$60,236.80	Peterborough PD Ave.				
				\$65,582.00	\$68,527.56				
				\$68,744.00					

				\$68,744.00				
				\$79,331.00				
			Amherst PD	\$62,608.00	Amherst PD Ave.			
				\$62,608.00	\$64,670.67			
				\$57,699.20				
				\$66,580.80				
				\$69,264.00				
				\$69,264.00				
			Total of all averages		\$ 571,161			
All figures are estimates								
Does not include senior Ofc. Est.								

[illegible]

Incentives		
	Wilton	100% paid Short & Long-term disability insurance
		Tuition Reimbursement
	Brookline	Sick-time accrue up to 84 hours annually
		80 hours a year 100% by-back
		11 Paid Holidays
		Uniform Allowance \$800 annually
		Short & Long-term disability insurance
		Health Insurance By-back stipend
		Educational Incentive (annually)
		\$1,500 for a Master's Degree
		\$1,000 for a B.A. or B.S. degree
		\$500 for an A.A. degree
		Tuition Reimbursement \$1,000 annually
	TGPD	100% paid health insurance for single plan
		Short & Long-term disability insurance
	Mont Vernon PD	
	Jaffrey PD	Sick-time accrue up to 720 hours
		11 Paid Holidays
		Tuition Reimbursement
		Uniform Allowance
		Uniform Cleaning Allowance
		Education & Fitness Incentive (annually)
		\$3,500 for a Master's Degree
		\$3,000 for a B.A. or B.S. degree

		\$1,500 for an A.A. degree
		Gym Membership \$300 annually
	Hollis PD	11 Paid Holidays
		Uniform Allowance
		Short & Long-term disability insurance 100% paid
		Healthcare Savings Account (HAS)
		Health Insurance By-back stipend
		Single \$4,000
		Two-Person \$7,500
		Family \$10,000
		Paid Officer Liability Insurance
		Training Incentives
		\$1000 per year for each category
		Field Training Officer
		Firearms Instructor
		Defensive Tactics Instructor
		Evidence Custodian
		Fitness Incentive (get a free floating holiday)
		Tuition Reimbursement
		\$2,000 annually
	Milford PD	Sick-time accrue up to 80 hours annually
		If no sick time is used 40 hours will be converted to vacation time
		Tuition Reimbursement
		Uniform Allowance
		Short & Long-term disability insurance
		Uniform Cleaning Allowance
		Field Training Officer \$500 per year stipend
		Employee Sick Back
	Peterborough PD	Short & Long-term disability insurance

		Tuition Reimbursement
		12 Paid Holidays
		Sick time sell-off and get paid out the hours over the year
		Sick-time accrue up to 720 hours
		Every 4 months if an employee does not use any sick time they are given a bonus day off (8 hours)
		Health Insurance By-back stipend
		Fitness Incentive (\$500 annually)
	Amherst PD	Sick-time accrue up to 240 hours
		12 Paid Holidays
		Uniform Allowance
		Short & Long-term disability insurance
		Health Reimbursement Account
		Health Insurance By-back stipend
		Single \$3,500
		Two-Person \$6,750
		Family \$9,000
		Paid Officer Liability Insurance
		Educational Incentive (annually)
		\$1,750 for a Master's Degree
		\$1,250 for a B.A. or B.S. degree
		\$750 for an A.A. degree
		Tuition Reimbursement
		2 classes per year

DPW EMPLOYEE STATUS

IMPROVING QUALIFIED EMPLOYEE HIRING PROBABILITY WITHIN TOWN OF NEW
IPSWICH

CURRENT STATUS

- DPW has 7 authorized employee positions
 - Only 3 have been filled (including Department Head) which leaves 4 positions unfilled
 - 2024 goal is to fill 3 of 4 vacancies
 - Vacancies have been advertised for several months without any promise to fill
 - Advertised vacancies pays \$23/hours
 - Commercial Drivers License (CDL) is an expected employee skill requirement upon hiring, but many applicants do not have licensure
 - Commercial Drivers License needed for large machines and trucks
 - Labor shortage offset has been burdened by “Overtime” and occasional “Part-time” resources
 - Impact to Town is degradation of DPW town services and DPW employee “burn-out”

INCENTIVE PROPOSAL TO ATTRACT QUALIFIED APPLICANTS

- Increase hourly wages by \$2/hours raising hourly wages to \$25/hour for 3 vacancies
 - Additional resources required to support wage hike is \$16.6K annually
- Sign-on Bonus
 - \$1,000 for 2 employees paid in installments over a year (\$2k increase) to avoid employee self directed early release
- Solution to needed CDL requirements
 - \$11K for 2 employees (\$5.5K per employee)
 - Employment agreement would include stabilization requirement to avoid employee self directed early release before utilization of skill training

TOTAL RESOURCE IMPACT TO TOWN OF NEW IPSWICH

- Increase operating budget by \$29.6K
 - \$16.6K - \$2 / hour wage increase (3 employees)
 - \$2.0K - sign-on bonus (2 employees)
 - \$11K – Commercial Drivers License training (2 employees)

MEDICAL & DENTAL BENEFITS

***Medical**

Health insurance is available through Anthem Blue Cross and Blue Shield on the 1st day of the month following the completion of one full month of full-time regular employment. *Employees selecting either the HMO or POS plans will be required to contribute a set amount per pay period depending on the plan selected.*

Health Maintenance Organization (HMO):

Managed care plan that requires members to coordinate their health plan through a Primary Care Physician (PCP) and access services from In-Network New England Providers. Members can receive either 1) \$450 per calendar year toward a participating health club membership or 2) up to \$200 reimbursement per calendar year for approved home exercise equipment. Members are also eligible for biennial credit of \$100 per family member for eyeglasses or contact lenses.

Point of Service (POS):

Provides participants with a choice of two coverage options at the point of service.

Option 1 – In-Network New England Providers

Option 2 – Out-of-Network Providers (allows out-of-network services subject to applicable deductible and co-insurance amounts).

<https://www.anthem.com/>

***Prescription Services**

Prescriptions for maintenance or long-term medications are available through Express Scripts.

<https://www.express-scripts.com/>

***Dental**

Dental insurance is available through Delta Dental on the 1st day of the month following the completion of one full month of full time regular employment.

Employees selecting Delta Dental will be required to contribute a set amount per pay period depending on the plan selected.

<https://www.nedelta.com/Home>

OTHER BENEFITS OFFERED

***NH Retirement System (NHRS)**

Mandatory contribution for full-time employees. 7% per pay period.

<https://www.nhrs.org/>

Life Insurance

Various plans available through VOYA. \$50,000 group term life insurance coverage at no cost for full-time employees. Additional plans are available for full-time employees through voluntary election.

***Flexible Spending Plan**

Pre-tax plan available for medical, dental and childcare expenses through ASIFlex for full-time employees through voluntary election.

<http://www.asiflex.com/>

***Deferred Compensation Plan**

457 (b) Public Employees Deferred Compensation Plan is a pre-tax savings plan available through Empower Retirement for full-time employees through voluntary election.

www.NHDCP.com

Employee Assistance Program

Confidential and voluntary program that provides assistance to employees and their family members.

***Mobile Health App**

The Mobile Health app can support your health with personalized tips and resources. Download at the App Store, Google Play or

Home | Mobile Health
 [\(mobilehealthconsumer.com\)](http://mobilehealthconsumer.com)

***On-line account access available with registration**

HOURS AND PAY POLICIES

Standard Workweek

Permanent full-time employees work a basic week of 37 ½ or 40 hours, depending upon job assignment. Overtime may be required for certain positions.

Salary Increases

Employee performance is evaluated annually. A full-time employee who receives a satisfactory evaluation will receive a salary increment if the salary range allows.

Holidays

Ten paid holidays and three paid floating holidays per calendar year for full-time employees. Floating holidays are accrued on July 1st, October 1st and January 1st. *All Floating Holidays must be used within the Fiscal Year in which they accrued.*

Longevity

Upon completion of 10 years of continuous full-time service, an employee receives a \$300 annual bonus, plus \$300 for each 5-year period thereafter.

ADDITIONAL INFORMATION

NH Employee Portal

<https://apps.das.nh.gov/EmployeePortal/>

State Employees' Association

<https://www.seiu1984.org/>

LEAVE ACCRUAL POLICY

***ANNUAL LEAVE**

CONTINUOUS SERVICE	MONTHLY ACCRUAL	DAYS/ YEAR	MAX DAYS
00-01 yr	1.00 day	12	12
02-08 yrs	1.25 days	15	32
09-15 yrs	1.50 days	18	38
16-20 yrs	1.75 days	21	44
21+ yrs	2.00 days	24	50

***SICK LEAVE**

CONTINUOUS SERVICE	MONTHLY ACCRUAL	DAYS/ YEAR	MAX DAYS
00-01 yr	1.25 days	15	15
01-08 yrs	1.25 days	15	90
09-15 yrs	1.25 days	15	105
16+ yrs	1.25 days	15	120

Daphne Manifold
Benefits Technician
Bureau of Human Resources

Tel (603) 271-8027
Fax (603) 271-8817
daphne.manifold@dot.nh.gov

This brochure is intended to present a summary of benefits and employment information only and is not intended to represent any statement of promise or guarantee. All information provided is subject to change.

Rev. 05/2/22



Summarized Benefit and Employment Information for Full-Time Employees

NH Department of Transportation
Bureau of Human Resources
PO Box 483, 7 Hazen Drive
Concord, NH 03302-0483
(603) 271-3734
www.nhdot.com
(EOE)

Provided courtesy of the Bureau of Human Resources

NH Towns' Starting Pay

Mont Vernon

Truck driver/Laborer \$21-\$24/hour

Equipment Operator \$23-\$26/hour

Current highway Department Foreman \$29.70

Current Truck Driver/Laborers \$24.35-\$25.80

Current Equipment Operator \$27.80

The current employees' pay scales include a 9% FED COLA they received this spring. The town also includes a 100% employer paid health insurance which is the top tier Green Open Access plan through Cigna.

Moultonborough

Truck driver/Laborer/ Transfer Station Attendant \$19.18-Max \$25.02

Equipment Operator \$21.23-Max \$27.70

Heavy Equipment Operator \$22.26-Max \$29.04

Mechanic \$23.41-Max \$30.54

Rindge

Heavy Equipment Operator \$20.41-\$25.71

Jaffrey

Truck Driver \$20.23-\$26.38

Truck Driver/Equipment Operator \$22.23-\$29.04

Heavy Equipment Operator \$23.38-\$30.48

Mechanic \$24.54-\$32.02

Health insurance:

Yellow Plan with Choice- 80% of premium on for a single, double, or family plan and the employee paying the remaining 20%

Yellow Plan- 85% of the premium on for a single, double, or family plan and the employee paying the remaining 15%

Orange Plan- 90% of the premium on for a single, double, or family plan and the employee paying the remaining 10%

Eye Care Benefit, Dental Insurance, and Life Insurance

Peterborough

The town will pay the costs of CDL licensing and training which is needed to operate a town vehicle in the performance of the employee's job duties.

Health Insurance 80%/20%

Milford

Truck Driver/Laborer \$17.98-\$28.84

Equipment Operator \$19.81-\$31.77

Mechanic \$18.87-\$30.27

Brookline

Truck Driver/Laborer \$20-\$24

Full-time positions are eligible for health, dental, short-and long-term disability, life insurance, and participation in the NH Retirement System.

Greenville

Truck Driver/Laborer \$24 last new hire 2021-2022

Full-time positions are eligible for health 85% paid for family, 95% paid for 2 person and 100% paid for single, dental 100% for single, short-and long-term disability, life insurance, and participation in the NH Retirement System.

NHDOT

Laborer \$15.62-\$21.10

Truck Driver \$16.85-\$22.93

Equipment Operator \$19.57-\$27.01

Foreman \$21.21-\$29.29