

# Town of Hampton



## Hampton Board of Selectmen September 19, 2011 Minutes

PRESENT: Richard Nichols, Chairman  
William Lally, Vice-Chairman  
Richard Griffin, Selectmen  
Gerald Znoj, Selectmen  
Michael Pierce, Selectmen  
Michael Schwotzer, Acting Town Manager  
Mark Gearreald, Town Attorney  
Wanda Robertson, Assistant Town Attorney

6:30 PM Public Meeting – Town Manager’s Conference Room, Upstairs Town Offices

1. Non-meeting with Outside Labor Legal Counsel – RSA 91-A:2., I. (b)

On Motion made and seconded under RSA 91-A:2, I (b) at 6:30 p.m. the Board voted by roll call vote to go into a non-meeting with Outside Labor Legal Counsel.

Present were Selectmen Nichols, Lally, Griffin, Znoj, Pierce, Town Attorney Gearreald, Assistant Town Attorney Robertson, Michael Schwotzer, Acting Town Manager and outside labor counsel.

7:00 PM Public Meeting – Selectmen’s Meeting Room, Downstairs Town Offices

### SALUTE TO THE FLAG

#### I. Public Comment Period

Chairman Nichols first read a statement in regards to his vote to abstain from extending Mr. Welch’s contract. He explained that after listening to the comments made by the public he feels it will be in the best interest of the Town for him to not apply if Mr. Welch is interested in continuing on the job. In addition, he feels it is appropriate to hand the gavel over to Vice Chairman Lally for Public Comment Period through the discussion of the reconsideration of Mr. Welch’s contract.

Mr. Lally agrees with Chairman Nichols that this has been a very divisive situation. He thinks that they should all agree to be respectful and keep the comments to 3 or 4 minutes.

Gerry Dignam, 10 Tobey Street, he appreciates Chairman Nichols comments tonight and thinks he did the right thing tonight. He commented on how much the people of Hampton love Mr. Welch. He reminded everyone that last time we did a Town Manager search we spent \$10,000 and does not see why we would do this again when we have a great Town Manager. He also commented that everyone makes mistakes and maybe Mr. Welch has

made mistakes but we should all move on. He also thinks that the BOS has made mistakes. He thinks we need to go back and tonight make a vote to extend Mr. Welch's contract for one year. Let us do the right thing and keep Mr. Welch as Town Manager.

Art Gopalan, 20 Windmill Lane, he is here on behalf of the Hampton Arts Network to announce the Hampton Art Walk on October 6 & 7<sup>th</sup> from 4 to 8 pm. This will be held in the downtown area and it has been expanded this year to include edible artwork. He went through some of the activities that will take place. He provided the Board with wristbands to promote the event. They are doing this in cooperation with the Hampton Recreation Department. He mentioned the artwork upstairs in the Town Office.

Ed St.Piere commented that he has received an amazing amount of phone calls and emails in support of Mr. Welch and still waiting to hear something negative. He hopes that we can end this tonight.

Arthur Moody he would like to talk about the Old Town Office that is about to be demolished. He expressed concern with the fact that there is a cost of \$22,000 although the warrant article did not have any money appropriated for this. He shared the budget law with the Board in regards to spending money when there was no appropriation. He feels that this could result in a court case. He also mentioned that he looked in the windows and the inside has been striped and he wonders if someone was given salvage rights at will for the interior of the building. This was bid out by Public Works. He mentioned the big safe door he mentioned a few months ago. He reiterated that there was no money in this warrant article. He brought up the article for the bridgework on Drakeside Road and the fact that it stated no fiscal impact.

Vic Lessard stated that the door and some other items were to be delivered to the DPW Department. He went through many of the bid specs for the public and stated that the Town got a very good price to demolish this building. He also explained the requirements for the Drakeside Road railroad bridge abutments.

Mr. Lessard stated also that he is not here to say whether or not the Town should keep Mr. Welch or not but is going to say that the way the Board handled this was wrong. He expressed how the Board overlooked Mr. Griffin a few years back for Chairman and how it was done this past year and how in his 12 years on the Board he never saw anything like this happen. He has had disagreements with Mr. Welch in the past, but they have always parted in agreement, in that they can disagree. He was very upset about the article in the paper that Mr. Znoj commented about the cleanest house in the neighborhood could be very dirty inside. Mr. Znoj is saying that Mr. Welch has done something terrible. He feels the worst thing that Mr. Welch did for this Town is bring in the old DPW Director and if that is the worst thing that he did shame on them. He thinks that maybe three of them should leave the Board not 1.

Diandra Sanphy, 34 Langdale Drive, she commented on how watching these meetings is very disturbing to see all the things that they do wrong. Having studied parliament law she is amazed at how many things they do that is against Roberts Laws, and understands that this Board does not follow Robert's Rules of Law. She stated that the Chairman of the Board is supposed to vote with their Board. She would hope that at least one of them would be willing to take a parliament law certification.

Mr. Lally pointed out that this Board has not adopted any parliament law at this time, including Roberts Rules of Law. She would like to ensure that the votes that are taken will not come back and cost the Taxpayers.

Richard Reniere, 29 Highland Ave, he would like to stepped back and reminded everyone what happened a few years ago the then sitting Board made a wise decision when they decided to enter into a contract with Mr. Welch. He expressed all the positive things that Mr. Welch has brought to the Town and the wealth of knowledge this man has. He mentioned comments made by both Mr. Znoj and Mr. Pierce in yesterday's paper and how inappropriate they were. He directed the following remarks t to Mr. Znoj and Mr. Pierce that their primary duty that should drive their administrative and policy decisions must be to ensure the day-to-day executive management of the Town and the needs of its residents is paramount and to abandoned that goal is unacceptable to him. He mentioned the support for Mr. Welch from what they have heard and the turn out tonight. Decisions not made in public creates rumors and they will abound. He asked them to reconsider their vote and extend the contract of Mr. Welch.

Peter Tilton, 125 Landing Road, he wishes Mr. Welch was here tonight to give permission that this personnel matter be discussed openly and not in secret. He tends to like Mr. Welch and would have liked to hear what he had to say. He would like Mr. Lally to hold off his vote until next week when Mr. Welch is present.

Ben Moore expressed his concerned with Mr. Znoj regarding the article in the paper for the following reasons; first Mr. Znoj has stated that he has a background in ethics; you state you do not want to say anything to preclude Mr. Welch from getting another job in the future. Mr. Znoj, you then tell the public there is something they should be aware (in reference to the House analogy), in by hinting of it. But by not telling the public what that it is, you have effective convicted him of wife beating. He feels that Mr. Znoj is basically trying Mr. Welch in the paper and he has spoken with other Board members and does not see any smoking guns here. There are three scenarios that can explain the situation in his opinion: First that Mr. Znoj was misquoted, but he believes that Patrick Cronin does a good job on quotes; second that there is a smoking gun, and if there is, Mr. Znoj needs to explain what he finds so horrific, and third, Mr. Znoj is pumping his position up to more than it is. Lastly he is concerned with the timing the Board plans to interview later this year and then the new Board will somehow be involved in the decision. After the vote tonight, he would like to know what they consider to be the time sequence. He asks them all to consider a yes vote.

Katherine Keer, 7 Boston Ave, she shared some history on the purchase of this property and how she became a resident of Hampton in 2004. There were problems with the Town doing things without the approval of the condominium association documents. When Mr. Welch became Town Manager, she was advised by Martha Fuller Clark and Nancy Stiles to share her concerns with Mr. Welch. However, the issues continued to be ignored by the Board of Selectmen and refused appointment. Therefore, she voted for change voting for Mr. Nichols, Mr. Znoj, and Mr. Pierce and she thanks them for this change. She is not in favor of extending Mr. Welch's contract.

Brian Warburton, 24 Sanborn Road, he comes from a different angle and wants people to understand that things happen amongst Boards. He wants people to remember all the good things that Chairman Nichols has done. He feels that Chairman Nichols mistake was in

abstaining instead he should resign and go for the position himself and if he does not get the job, go to another town, and apply. Mr. Warburton commented on the fact that he has been on Boards that have fired Town Managers and hired Town Managers. He understands how hard their jobs are and the difficult decisions they must make. He also expressed concern with a vote that ends Mr. Welch's contract and then the Board expects him to sit in that seat up there for another 6 months; that effects the town residents. He cautioned Mr. Znoj and Mr. Pierce that although they do not feel they could share their reasons at this time for the No vote it will come out at some point. He shared his concerns with Chairman Nichols abstaining again this evening and if so, he should have no part in the search for another Town Manager. He summarized by saying that he likes Mr. Welch and if the Board decides tonight to extend Mr. Welch's contract for a year than that is what is best. This Board will have issues going forward on this decision.

John Nyhan, 4 Penniman Lane, and he struggles with what he is watching happen in this Town and with this Board. He looks at what happened a few weeks ago and it does not feel right from many different standpoints as a citizen, as a public official, and as someone who has 35 years human resource experience, it is just not right to pass these judgments moving forward. He struggles with public officials making comments as have been made over the past few weeks such as not voting for personal reasons especially when Patrick Cronin is sitting in the audience writing down everything is said. Not voting for personal reasons leaves a red flag to the general public about a professional and is not professional. He feels that the only reasons that should be given for not wanting Mr. Welch to stay should be professional not personal. He thinks they need to work together and solve this issue tonight not in six months. He encourages them to hear what the people of Hampton are saying and vote to bring Mr. Welch back for another year.

Mr. Pierce clarified that he never said personal reasons it was personnel reasons.

Jean Pynn, 2 Tide Mill Road, would like them to vote to extend Mr. Welch's contract.

Eileen Latimer, 251 Mill Road, there are few things that disturb her that have not been discussed. She pointed out that it was only 6 months ago that there was a unanimous decision by the Board to extend Mr. Welch's contract. Now there is a divided Board and it has been eluded by some that they are being left out of discussions by other members. She feels that whether it is personal or personnel issues at this point with the Board split the way that it is she feels it should be shared with the Public. She expressed concern with the timing of the change-taking place simultaneously with the election and all the things that happen at that time of year; this is at a fragile time regarding the financial stability of the Town. She mentioned all the things that Mr. Welch has tackled. She wonders if they might look to at least extend the contract beyond March 12<sup>th</sup> even if it is not for a complete year. This is not the first time we have had a Selectmen wanting to be Town Manager however she believes that they should decide what they want and then go for that, either to be a Town Manger or to be a selectmen, but not at the same time that they are already holding a position. She commented on how as Chair of the Budget Committee she holds, and reserves the responsibility of splitting a tie vote and feels that Chairman Nichols needs to vote one way or the other and break the tie.

George Rogers, 65 Hampton Town Estates, he commented on Chairman Nichols stating that if Mr. Welch decides to apply he will withdraw his interest. Mr. Rogers feels that Chairman Nichols needs to clear the water further and state that he recants his interest in the position.

Chairman Nichols that Mr. Rogers made a good point of clearing the water, but does not think he would go as far as saying he does not have an interest in the job but he will say that if he is interested in the job he would resign from his position as a Selectman.

William Bowley, 252 Landing Road, as an employee of the Town he will say that they have gone through hell for the last three years but that is the only mistake that Mr. Welch has made. He cannot even imagine having to start over with a new Town Manager when we have so much going on in this Town. Who will bring the new man up to speed, when we cannot deal currently with the problems that we do have.

Ann Russell, 20 Drakeside Road, she has jotted down a few things that have been said tonight. She appreciates Chairman Nichols attempted to diffuse some of the current controversy, but she thinks that all the residents of the Town need to be able to restore their faith in the current form of government they are having a real problem with the fact that this kind of thing can go on in this Town. She does not know if a different type of government would be better but what we are doing is broken and there is too much controversy. The only solution she can see at this time would be for Chairman Nichols to resign from the Board. She is not saying that he has not done a good job but by him saying that he has an interest in the Town Manager job while sitting on the Board and to apply for the job he losses all his credibility, and there is a lack of decorum in this Board. She thinks that they need to bring some dignity back to these positions and conduct meetings that are conducted with dignity and real interest in the Town of Hampton, and she would like to see it happen. Unfortunately, the mistake has been made and she believes that Chairman Nichols needs to step away from the Board and let it play out, as that was just not appropriate.

Mr. Lally stated that he has spoken with legal counsel and he does not need to make a motion to reconsider but instead make another motion tonight.

Mr. Lally MOTIONED to extend Fred Welch's contract as Town Manager of Hampton from March 2012 to March 2013. Mr. Griffin SECONDED.

#### Discussion

Chairman Nichols stated that he had been advised by labor counsel, the LGC, and his own feelings that it would be best that he not participate so he will not participate.

Mr. Griffin expressed that the Board was advised by a lawyer tonight that they should not say anything negative about Fred. He personally does not have anything negative to say and he thinks the Town would benefit from Mr. Welch leading us in the same direction as before.

Mr. Lally commented on the number of phone calls and emails he has received in support of Mr. Welch. He was accused by another Selectman tonight that he is inciting the situation and that he should not be making this motion/discussion on the camera in front of the public. However, he disagrees and does not think he is inciting anything by doing this tonight. He does understand that they do not discuss personnel issues in public, as advised by labor council, which he does not intend to do tonight. He brings forward the motion because he believes that the Town Manager has done the job that the Board has asked him to do. He

believes that it is time for the Board to listen to the public. Mary Louise Woolsey is correct, we are just passing through.

Mr. Znoj stated that Mr. Lally and Mr. Griffin heard what he had to say for four hours, acutely, item by item. He is not going to get into personnel issues but he thinks it is time for a change, he ran on that slogan and sticks to it now.

Mr. Pierce reminds everyone that the reason for being here is to look out for the best interest of the Town. He commented on how the meeting can get a little lively at times but at the end of the day they need to come together and everyone looks at it differently. As labor council said, it is a complicated decision, which reasonable minds can differ. He thinks that pretty much covers it. On this issue, he has put in a lot of work and time probably the most time he has put into anything in his life. Does that mean he is making the right decision, only God knows that and he does not believe that disagreeing is a terrible thing.

VOTE: 2(Yea-Lally, Griffin)-2(No-Znoj, Pierce)-1(Abstain-Nichols)

## II. Announcements and Community Calendar - None

## III. Appointments

### 1. Ellen Lavin

#### a. Note – Recycling and Trash

Ms. Lavin is here to get the Board to sign the note received from Provident Bank at 3½% for 5 years. The payments will be \$23,000 and change and will start on October 21, 2011. This note is for the new trucks and carts.

The Board members signed the needed documents for Mrs. Lavin.

### 2. Ed Tinker, Assessor and Vision Appraisal

#### a. 2011 Revaluation

Mr. Tinker explained they are here tonight to ask the Board to approve the 2011 Revaluation. He had sent some reports to the Board last week with information in regards to hearings and adjustments that were made through the hearing process. There were about 300 appointments and around 150 changes were made because of the hearings.

#### Discussion

Chairman Nichols explained that the Board had already approved the preliminary revaluation values and is now being asked to approve the final values that reflect the changes made.

Mr. Pierce confirmed that Mr. Tinker is comfortable with these values.

The website should be up live tomorrow and the letter will go out by Wednesday or Thursday because of the hearings.

Mr. Lally MOTIONED to approve the 2011 Revaluation. Mr. Griffin SECONDED.

VOTE: 5-0-0

### 3. Michael Schwotzer, Finance Director

#### a. Monthly Financials – This will be deferred to next week

#### IV. Minutes of Non-Public Session on September 06, 2011

Mr. Griffin MOTIONED to approve the Minutes of Non-Public Session on September 06, 2011. Mr. Znoj SECONDED.

VOTE: 5-0-0

#### V. Old Business

##### 1. Budget Discussions

###### a. Town Clerk – discussion started at 1:31:40

The only major increase in her budget is in wages due to union contracts and a raise in the Town Clerk's salary by 3%. She explained for the Board that since her staff finally had a contract pass she felt it was time that she also received a raise, which was long overdue for them all. Any increases were pulled from the supplies & expense line item. There are more elections in 2012 than 2011, which she listed out for the Board. She added that she has heard Mr. Znoj state that there has been a lack of backup data provided on the budget and she would be happy to supply the Board with the budget she presented to the Finance Director that includes all of her notes.

Chairman Nichols asked what her backup included. She stated it is more detail information and explained the things that she just stated.

Mr. Znoj commented in general that the backup information needs to be adjusted with next year's budget. He also commented on: food cost for elections, supplies, expenses, and previous spending comparison, election administration/ballot clerk wages same as 2008 and voter registration part-time wages hardly anything spent in past years including 2010.

Mrs. Marzinzik explained the food for the elections is for the poll workers. The dog tags and parking/transfer station stickers have not been purchased yet. In her supply budget, she intends to get some new desks to help make their jobs easier this will be done using some of the funds set aside for bookbinding since this is essentially caught up at this time. Mrs. Marzinzik explained wages in voter and election administration and how this is budgeted.

Mr. Znoj commented on her wages, again and that she is a non-union. Mrs. Marzinzik confirmed she is non-union. Mr. Znoj commented that non-union employee were offered a 5% raise if they agreed to a change in health insurance plan coverage. Mrs. Marzinzik stated that the offer came after her budget was presented. Mr. Znoj stated that the coverage was the same and Mrs. Marzinzik stated that she would disagree; the coverage is different.

Chairman Nichols explained the differences in the health insurance coverage being offered to the non-union employees. In that, it would be less expensive for the Town, not the employee cost.

Mr. Znoj explained collective bargaining and the give and take process.

Mrs. Marzinzik clarified that the proposal to non-union employees was 3 weeks ago and her budget was due in July and at that time, she knew nothing about what was going to be proposed to non-union employees. She expressed that she is not in a union and therefore is not subject to collective bargaining. She feels that the proposal was not presented in a way that reflects her status as a Town Clerk or Donna's status as a Tax Collector or any other

Department Head. Mrs. Marzinzik strictly feels that it should not have been presented as you can have a raise if you change insurance.

There was a further discussion on how the proposal was presented. Mrs. Marzinzik feels that the raise and the change in insurance are two different issues, and in the future should be presented for discussion as two different issues. Mrs. Marzinzik strictly feels that it should not have been presented as you can have a raise if you change insurance.

Chairman Nichols clarified that at some point down the road she would be open to discuss health insurance changes. Mrs. Marzinzik stated her door is always open for discussion on any subject.

Mr. Lally commented on how she really has saved the taxpayers money over the past several years. He thinks a 3% raise is very fair.

Mrs. Marzinzik commented on how her department is one of the highest revenue making departments, along with the Tax Collector, and she and Donna are the two lowest paid department heads within the Town.

Mr. Pierce asked if she herself determines the hours opened to the public and she does. They discussed when the hours were changed, and how the public was adequately notified on the change two years ago.

Chairman Nichols MOTIONED to approve the Town Clerks budget at \$243,106. Mr. Griffin SECONDED.

VOTE: 5-0-0

b. Police Department Budget – discussion started at 1:54:26

Chief Sullivan explained the changes are either contractual or the other big item is the cruiser purchase. He explained some problems they will be facing with purchasing new cruisers since the model they currently purchase is no longer available and the cost of outfitting new vehicles. He also commented that he has not put the mounted patrol in his budget yet since he was not advised to do so. The amount should be around the same.

Chairman Nichols questioned the cost of replacing a cruiser including outfitting and it is around \$40,000. Chief Sullivan discussed some of the different vehicles they are looking at include Dodge, Ford and Chevy. He also shared some information about a dealer in MA that has bought up over 100 crown victoria's but they will go fast and would have to be bought out of this year's budget. He would like to purchase at least one of the new vehicles to test out for themselves. There is the possibility of buying two of the crown vic's this year and purchasing the new choice vehicle next year.

Chairman Nichols wonders if Chief Sullivan might consider buying the two crown vic's out of excess in Police Special wages this year. Chief Sullivan expressed that they are running a lot tighter this year but this is a discussion he would like to have with Mr. Schwotzer before he was to decide if this is a possibility.

Chairman Nichols asked Mr. Schwotzer about making expenditures in 2011 out of surplus such that it was not out of the 2012 budget. If you look at that approach and spend it out of surplus that means you have less in the undesignated fund balance and if you don't spend it out of surplus you have more flexibility come September next year to use that to reduce the

tax rate. He thinks that this scenario of buying the two crown vic's is actually showing true savings and therefore would be in favor of this purchase.

Mr. Schwotzer explained the surplus in further detail for the Board and how it works. Mr. Znoj feels that we need to wait until November.

There was a discussion on how the purchase of the cruisers is offset from the Detail fund.

Chairman Nichols commented that the budget has an overall increase of about \$73,000 so the lion's share of the increase is related to the cruisers.

Mr. Pierce asked about the surplus calculation, which Mr. Schwotzer broke down for the Board again.

Mr. Znoj asked if the line item can be changed and the Chief feels that the change should not be made at this time.

Chairman Nichols would comment that although the budget is an increase if you compare it to the past several years you will see that it has decreased.

There was a consensus amongst the Board that the Chief should be watching to purchase two cars this year.

#### Administration started at 2:12:17

Mr. Znoj asked about: types of car they are driving under administration section and would like to see fuel-efficient cars, overtime accounts all overspent, lack of backup once again, Holiday pay is zero and under administration it went up substantially, gasoline budget going to be enough after overspending in the past and replacement equipment overspent.

Chief Sullivan went through the whole fleet of cars for Mr. Znoj. The thing that kills their fleet of cars is the rust. The overtime account in this section is overspent in relation to a large project this year. Holiday pay is paid the first payroll in December. The increase in Holiday Pay is a contractual requirement that has not been being paid correctly. He reminded everyone of the gasoline prices and the contract with the State. The replacement equipment was for a particular project this year and it will not be spent again next year.

Chairman Nichols clarified that essentially, using the Chief as an example, they will now be paid for 52 weeks plus 11 holidays, and this is a contractual requirement.

Mr. Znoj MOTIONED to reduce the Replacement Equipment 023.42101.7450 to \$1,000. Motion failed for lack of a second.

Mr. Pierce cannot support this motion with the cost involved with computers.

Chairman Nichols is comfortable with where we are at and he does not feel the need to knock the bottom line down by a couple of thousand dollars.

#### Crime Control & Investigations 2:34:58

Mr. Pierce asked about the mounted patrol and the change in ownership at the stable and what cost might be involved. There was a discussion on the fact that the money belongs in the budget and what happens if the budget does not pass. There may need to be a contingent warrant article as a backup to protect the mounted patrol. The Board agreed that they will have to support this.

Chairman Nichols clarified that the Board wants to put the mounted patrol for \$39,649 into the budget and there was a consensus amongst the Board to do this.

Mr. Pierce asked for a breakdown of what items actually go into the mounted patrol account and Chief Sullivan listed out the items. They discussed the increased price at the barn in greater detail.

Mr. Znoj asked about: regular wages and compared the spend rate, overtime wages and compared to previous years and supplies and expense spend rate.

Mr. Znoj MOTIONED to remove \$1,500 out of the supplies and expense account. Motion failed from lack of a second.

Chief Sullivan explained how he budgets for wages. It was explained that the overtime wage account had been cut in past years and this line item was increased last year.

Mr. Lally asked how much it costs to send someone to the academy and at this point, we do not pay anything directly to the academy. However, there is some overtime involved. There is legislation that is trying to change this and make you have to pay to send someone to the academy.

Traffic Control & Patrol started at 2:48:47

Mr. Znoj asked about: regular wages 3-year average compared to what the Chief is asking for, overtime line item overspent and training overtime overspent, vehicle maintenance overspent, feels strongly that there need to be adjustments in this budget to reflect the proper line item of what is being spent and lastly commented that six line items are overspent.

Chief Sullivan explained how he calculated the regular wage line item. They also discussed shift differentials and TSOR. Chief Sullivan commented that he always comes in on budget or under budget.

Chairman Nichols pointed out that regular wages are down which would explain why the overtime account is overspent. This reflects the cost of having employees out on workers comp or other types of leave.

Mr. Griffin commented that he thinks the Chief does a good job managing his budget.

Training started at 2:57:57

Mr. Znoj commented on: consultants spending and comparison/actual, would like to see money moved from line items that are under spent and put into some of the line items that are overspent and commented on training and recruitment.

Mr. Znoj MOTIONED to remove \$1,000 from consultant's line item. Motion failed for lack of a second.

Chief Sullivan explained that he has bills that will be coming up for consultant's line item and how it actually helps the Town to hold trainings in-house. Chief Sullivan explained that training and recruitment is not a line item that can be annualized. Mr. Pierce is in favor of this line item.

Chairman Nichols feels that any of these small line items should be left alone especially since the fuel accounts are low. If there was a motion to move some money to a fuel account

than he might be in support of the motion. There was an additional discussion on the fuel line items.

Support Services started at 3:07:11

Mr. Znoj asked about: summer fulltime and wonders what it is, special wages could be reduced to \$213,000 in his opinion, does not believe the Chief will reach full staffing for special officers and has failed to do so for the time he has been on the Board, this budget is not lined up the way it is spent and provided some examples of what he would do.

Chief Sullivan explained how this account was split to show what part of coverage was by fulltime officers and the other is part-time officers/specials. This is the first time this has been done. Chief Sullivan does not agree with reducing the special officer wages because if he reaches full staffing level this will be needed. They discussed the scheduling of special officers. Chief Sullivan pointed out that the telephone line item is problematic and something he plans to work on. They discussed how phones and data are going to be a big issue in the future.

There was a discussion on how some specials work year round but the majority of the wages are spent over the 12-week period and has been paid out.

Chairman Nichols wonders if a contract might help with staffing the special officers. They discussed how some of the special officers that have been around are leaving for lack of a raise/contract.

Mr. Pierce commented that he and the Chief disagree on many things but the number of special officers is something that they do agree on.

Mr. Pierce does agree with some of the ideas that Mr. Znoj has but is happy overall with the total budget put in by the Chief.

Chairman Nichols thinks that maybe next year he might want to adjust the fuel line items.

Mr. Pierce pointed out that if we take money out of the line item for special officers than it will make it even harder for the Chief to get the staff.

Mr. Znoj went back to traffic control and the line item for consultants and the fact that he has never spent a dime and is asking for \$250. Chief Sullivan explained that is because they spent \$250 this year.

Police Station & Building started at 3:26:49

Mr. Pierce wonders who takes care of the planter of flowers out in front of the station. This is done by volunteers of the beautification committee.

Mr. Znoj reminded everyone that this is a brand new building. The Chief commented that you would think so but they do not have numbers yet but are having problems with the air conditioning unit. He went on to explain that there are problems with the coils and this is an expensive repair. They discussed how some cuts in building expenses during construction can be the result of some of these repairs. Mr. Znoj asked about feeding the prisoners and it is budgeted at \$100.

Chairman Nichols thinks that all the line items in this section line up with the actual.

Mr. Znoj pointed out the 4-year average for electricity.

Chairman Nichols commented that there is a proposal for a budget of \$3,552,850, a commitment from the Chief to try to purchase two of the crown Vic's from 2011 surplus, which reduce the 2012 budget by about \$40,000 and add the mounted patrol at \$39,649.

The Board members except Mr. Znoj agreed with this.

Animal Control 3:35:12

Chief Sullivan commented that the only changes here were to wages and fuel line item was increased. The wages are contractual.

Mr. Znoj commented that they have incurred more vehicle maintenance than budgeted. They had a discussion on the vehicle type and it will be driven into the ground. This vehicle also plows the police lot. Mr. Znoj hopes they get there summer help.

VI. New Business

Mr. Schwotzer provided and read a memo for the Board in regards to laptops for the Board. The laptop cost was around \$3,300 for five laptops and a savings of about \$635 in paper and printing cost per year.

Chairman Nichols proposed buying one laptop and having one Selectman try it out to see how it works. He would suggest Mr. Lally testing this out. Mr. Pierce commented that purchasing only one you are not saving on the paper cost or labor cost. The information would be out on a server and available to all the Board members. Chairman Nichols asked about security. Mr. Lally stated this does not have to be done this year but wanted to throw it out as an idea. Mr. Griffin would use it but does not have an opinion one way or the other.

They discussed the number of pages they receive and the piles of paper they have at home. There was a discussion on how the laptops are the property of the Town.

Mr. Pierce has some concerns with comments that he makes in the margin and them becoming public record.

VII. Other New Business

Mr. Pierce asked about the MOU and it will be discussed with Mr. Welch.

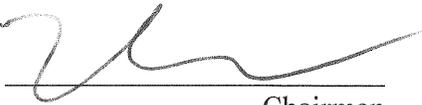
Mr. Znoj brought up the personnel policy amendments. Chairman Nichols went through the personnel policy and the amendments that were approved by the Board. There is a new personnel policy that Mr. Welch and Wanda Robertson have been working on.

VIII. Closing Comments - None

IX. Adjournment

Mr. Znoj MOTIONED to adjourn. Mr. Lally SECONDED.

VOTE: 5-0-0

  
Chairman

# Town of Hampton



## AGENDA Board of Selectmen September 19, 2011

Posted: Town Offices, Library, Beach Fire Station

6:30 PM Public Meeting – Town Manager’s Conference Room, Upstairs Town Offices

1. Non-meeting with Outside Labor Legal Counsel – RSA 91-A:2., I. (b)

7:00 PM Public Meeting – Selectmen’s Meeting Room, Downstairs Town Offices

### SALUTE TO THE FLAG

- I. Public Comment Period
- II. Town Manager’s Contract Extension
- III. Announcements and Community Calendar
- IV. Appointments
  1. Ellen Lavin
    - a. Note – Recycling and Trash
  2. Ed Tinker, Assessor and Vision Appraisal
    - a. 2011 Revaluation
  3. Michael Schwotzer, Finance Director
    - a. Monthly Financials
- V. Minutes of Non-Public Session on September 06, 2011
- VI. Old Business
  1. Budget Discussions
    - a. Town Clerk
    - b. Police Department Budget
- VII. New Business
- VIII. Closing Comments
- IX. Adjournment