

**BOARD OF SELECTMEN
MEETING MINUTES- Work Session
November 30, 2010**

PRESENT: RICHARD H. HARTUNG, CHAIRMAN; JAMES L. STEWART, SELECTMAN; PRISCILLA R. LINDQUIST, SELECTMAN; SALLY THERIAULT, ADMINISTRATIVE ASSISTANT

Chairman Hartung called the work session to order at 7:02 pm

Guests: Penny Williams from Tri-Towne news, Susan Hastings and Randy Clark, Planning Board Chairman

Visitors Comment

Susan Hastings, Planning Board Secretary said that her hours of work will be going from 36 hours per week down to 20 hours per week starting January 2011. She has worked for the town for 40 years, during that time she never remembers an employee moving from full time to part time. She wonders if the Board ever considered what happens when an employee moves from full to part time. Mrs. Hastings said that they would lose vacation time, sick time and health insurance. They loose quite a bit and this has never happened before.

Mrs. Hastings spoke with Mrs. Patti Grassbaugh, Principal of the Middle School, who said that anyone who works over 51% of a full time schedule still receives full time benefits. Mrs. Hastings wondered if the Board of Selectmen considered this.

Selectman Lindquist said that she went from full time to right out the door, which was not her choice.

Mr. Clark said that Town employees don't get health insurance for part time positions. He said that the people who he works with do.

Selectman Lindquist said that this is a union negotiated item. Mr. Clark responded, do you want the employees to form a union? Selectman Lindquist said that she tried years ago and that didn't work. Mr. Clark said that he is surprised that the Town doesn't have benefits for part time workers. Chairman Hartung said that there are a number of employees in the Town that work 20 hours or more but less than 35 hours per week, implying that any change in policy might affect several employees.

Selectman Lindquist asked if Mrs. Hastings can collect retirement? She said yes but not enough to cover insurance costs. She is on Medicare but is looking for the supplemental plan through the Town. She is bringing this forward, not for just herself but all employees. One plan mentioned was Humana at a cost of \$173 per month. Mr. Clark will provide Sally Theriault with the research he has already done on two plans, Penny Williams is aware of one plan and will provide that information as well.

Sally Theriault will review other plans. Mrs. Hasting will get Medicare A, B and D. The Board of Selectmen will meet again after the research has been completed.

Paid Time Off

Selectman Stewart presented the Paid Time Office policy for the Board member's signatures.

Selectman Stewart made motion to approve the Paid Time Off conversion. Selectman Lindquist seconded that motion. The motion passed unanimously.

Sally Theriault presented the Flexible Spending Account limits, which the Board decided to keep as is.

On another matter, bills from each of the departments must be in the office by December 22nd. This is so the Board of Selectmen will be able to determine what if anything can be encumbered during its regular meeting on the 27th.

Roadside Monuments

Chairman Hartung cited RSA 31:39 regarding roadside monuments. He also provided a draft policy. Selectman Lindquist said that she has heard some complaints about the monuments.

Chairman Hartung also said that he is interested in attending a hearing on a veteran's exemption at BTLA. He will speak with MRI about the details of the case.

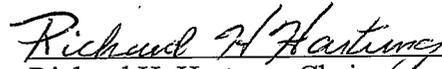
School Budget

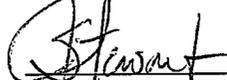
Selectman Stewart discussed the School's default budget and shared concerns that the School Board had expressed. Mostly, the school's default budget year after year is higher than the school's proposed operating budget. The school's budget is up by 2.84%. He also said that there are more teachers' assistants than there are teachers. The Town's default budget is due on the day of the public hearing. Selectman Stewart wants the Town's budget as well as the school budget to subtract any year-end surplus from the default budget.

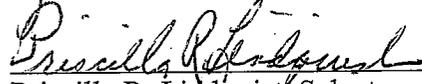
A True Record.

Approved By:


Sally Theriault, Administrative Assistant


Richard H. Hartung, Chairman


James L. Stewart, Selectman


Priscilla R. Lindquist, Selectman