

Town of Franconia Salary and Benefits Review Committee

In attendance: Tinalyn Caisse-Knox, (Scribe), Lydia Cumbee, Dawn Steele (Chairperson), John Lachapelle, Jeff Woodward

August 17, 2016 @1pm

Woodsville Guaranty Savings Bank, Franconia,

A. Discussed Proposal for Town Administrator

- Plan to have this committee at Town Meeting to discuss the positive proposal
- Need copies of the MRI report that recommend this position, Lydia
- Dawn to review the chart that Lydia prepared to demonstrate costs
- Tinalyn and Jeff to write up a letter to editor to explain the benefits of this idea
- Plan a Joint Meeting with Staffing committee to go over a combined common statement for Town Meeting, propose Thursday Aug 25th at 6pm or Monday Aug 22 at 730 at Bank, Dawn to check with Bank for space
- Propose to Selectboard that the Town Meeting is the 8th or 15th of September, either @ 7pm, John will clear with the Staffing committee and propose to Selectboard for advertising
- John to check on a ballot vote process, get a Moderator, reserve Town Hall

B. Retirement Benefits Proposal Discussion

- NH state plan seems to expensive
- Maintain current plan, Valic, may be the only reasonable option
- Dawn will get the full info from Herzog, Valic rep, to understand the full benefits

C. Additional tasks for this committee to move forward with.

- Salary Ranges
- Annual Increment of pay raises
- Hours of work
- Time clock

D. "Properties Director" Position

- Question the process by which this position was arrived at and then hired
- Why was it not discussed with Selectboard
- Plan is to bring this up at the Public Meeting next Monday

E. Next Meeting

- Thursday @ 1030am Aug 25th at Bank to start additional tasks
- John will bring current forms, Dawn will bring current salaries
- Start to develop the other suggestions for new salary ranges
- Start to address sick and vacation time policy