**Wages & Benefits Committee 11/2/16**

**Town of Franconia, Town Hall**

**Present**: John Monahan, PD, Martin Cashin, PD, Kim Cowles, Dawn Steele, John Lachapelle, Tinalyn Caisse-Knox, Corey Rush: (1:30)

Police Department presented some concerns about benefit package and some views for future improvement.

1. Benefits: The health benefit split employee contribution is disproportionate to what other neighboring town PDs are getting. Littleton, bi weekly 122.62for a family plan

Bethlehem is an 80/20 split but their wages are lower

They would like to see an increase of the town’s contribution rate, more reflective of surroundings towns.

2. Holidays: use of time off. Time and Time and half, they are working holidays and given a day off and can take it by the end of the year and if not lose it, they would like to see financial compensation instead. Will send list of who worked holidays and when, will send to this committee.

3. Educational Incentives & Physical Fitness Incentive: Suggesting some incentives for higher education and physical fitness with testing. Vermont tests their PD twice a year and gives a bonus yearly, and incentive for getting degrees and possible help with tuition.

4. Improved Uniform Allowance: Some departments give a yearly allowance for upkeep.

5. Suggested that we look at the momentum of Littleton’s growth and to into that for our own growth and town successes and suggested a “Leadership North” group to start to discuss future growth and community progress.

Kim Cowles:

1. Concerned about pending status change of exempt versus nonexempt as of December 1 2016. Asked for clarity as soon as possible.

2. Reviewed Job descriptions: Rec Dir. & Youth Coordinator, Buildings and Grounds “manager” and Super,

Next Meeting: Thursday 2pm @ Bank