

**BUDGET COMMITTEE**  
**Town Hall**  
**January 6, 2016 7:00 P.M.**

*DRAFT: These minutes are strictly a draft copy and are awaiting amendment or approval at a subsequent, duly noticed public meeting. Amendments to these minutes will be noted in the minutes of said meeting. The draft will be posted on the website as a draft copy for public informational use only.*

**Present**

Budget Committee Chairman, David Curry, Chair; Catherine Orlowicz, Ellen Phillips, David Shagoury, Anthony Bonanno, and David Swenson, Selectmen Representative

**Absent:**

James R. Jones, and Copple Crown Representative

**Also Present:**

Lura Meatley, Dot Veisel, Gregory Anthes, Alicia Hernandez, Mark D'Entremont, David Bickford, Theresa Jarvis, Wendi Fenderson, Reggie Meatley, Sgt. Police Department.

**Call to Order**

The Chair called the meeting to order at 7:08p.m.

**Review of Minutes:**

**Minutes of the December 16, 2015, edits made, Ms. Orlowicz moves to approve as amended, seconded by Mr. Shagoury. Motion passes, 6-0-0.**

**2016 Budget Review:**

**Account #4210-Police Department**

Chairman Curry discussed meeting a level of service and officer coverage and staffing variables. He stated that he spoke to several current and former law enforcement personnel to get a feel as to the needs of the department from a different perspective. He was informed that to cover the department 16 hours per day, 7 days a week that would require just over 4 full time officers on staff. To cover the Department 24 hours a day, 7 days a week that would require between 5 and 6 full time officers on staff. This takes into consideration all the miscellaneous requirements of the officer, i.e. paperwork, training, meetings, court. Speaking in reference to the Concord Police Department, he noted that they have roughly 100 full time officers with 40 who are strictly doing administrative tasks. He noted that the Sergeant and 2 full time officers could cover the 16 hours per day, 7 days a week but that would be with very limited time for administrative tasks and the Chief and Administrative Assistant would have to step up and take on more. He stated that this was consistent information he received from several experienced professionals. He moved on to a discussion of full time chief vs. part time chief, stating that the types of person likely to apply for the full time chief position as

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opposed to part time chief are vastly different. Because of the New Hampshire Retirement System a former Officer/Chief who is collecting retirement can work up to 32 hours a week and still continue to collect their retirement pay and may end up being a more qualified individual and could potentially have many more year of experience and would accept a reasonable rate of pay. As a note, he mentioned that the policy of the NH Retirement System is being evaluated and this option may not exist forever. With all of that input he calculated some alternative budgets based on different levels of pay scale to calculate full time vs. part time chief and also varying levels of officers and administrative staffing. Option A includes a full time Chief, full time Sergeant, 2 full time officers, part time officers and some overall changes to equipment, air cards, AEDs and the like to total \$522, 116. Option B includes a part time chief at 32 hours per week, full time Sergeant, 2 full time officers, part time officers, more hours for the administrative assistant and some minor edits elsewhere to total \$455,244. He stated that both of these options are still a significant savings from 2015's budget. Mr. Bonnano spoke to his favor of Option B and the potential to get a seasoned professional instead of the potential of a full time chief to use the department only as a stepping stone in their career and have no motivation to stay long term. He said that there has been no data to support a full time chief and he has been frustrated that this issue has become more emotional than fact driven. Ms. Orlowicz stated that she could support Option B as well in light of the situation but made a point to say that continually raising money just to have it go back into the general fund seemed futile, that the SelectBoard are ultimately the ones who are left to expend the accounts. She also thanked Chairman Curry for his thorough work on this and Sergeant Meatey for meeting with them to discuss the options. Mr. Shagoury asked Sergeant Meatey what difference, if any, did a full time and part time Chief have in authority. Sergeant Meatey was hesitant to respond as he was unsure of the statutory difference. Mr. Shagoury questioned the differences between the certifications of part time officers vs. full time officers and learned that part time officers get far less training and have less authority as they do not come out of the part time academy with as lengthy of a list of certifications as full time officers do. In addition, they are only permitted to work 1300 total hours, which may be over several departments. Selectmen Swenson noted that the Board of Selectmen had discussed Chairman Curry's options but were waiting to see what the Budget Committee agreed upon before they took further action but did add that he felt that a part time Chief was serviceable based on the data that Chairman Curry had received. Ms. Phillips asked Mr. Anthes about his comments previously made about "double dipping", taking state retirement and still working for the town, and questioned whether he had changed his mind on the matter based on the options of a part time chief doing just that. Mr. Anthes responded that he was misinterpreted when that was discussed previously. Ms. Phillips spoke on the 2015 budget which included a full time chief and 4 full time officers. This year's BoS budget has a 24 hour per week chief, 3 full time officers and also includes \$14,000 for vehicle maintenance that was never in this budget previously since the Equipment Mechanic budget has been dispersed, \$24,000 for equipment, and a large amount that could have been taken from the expendable trust fund and it would have been \$38,000 less than the total is now. 20% has been cut from the budget, only the Library had cuts near that amount and the Budget Committee was not expecting one department to take the major brunt of the overall savings to the Town's operating budget

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for the year. She said that part time officers have other jobs and the town's people are looking for more reliability from full time officers. She supported Option A for a full time Chief.

Chairman Curry spoke on the wage study done by the NH Municipal Association saying that of the 44 towns that responded only 2 of those had part time police chiefs and the mid range salary was \$39.00 per hour. He stated that going to a part time chief would put New Durham in a unique situation. Ms. Phillips spoke on an advertisement the Town of Alton has posted for full time officers and the pay range of upwards of \$27.00 an hour. There was more discussion on the potential differences between a full time and a part time chief.

**Mr. Bonnano made a motion to accept the Police Department Budget Account#4210, Option B, for \$455,244 which would include a part time Chief and 3 full time officers. Seconded by Ms. Orlowicz.**

Further discussion on the other changes made on that budget including air cards, IT proposals and misc. Selectman Swenson asked Sgt. Meattey if that amount of officer coverage would be enough. Sgt. Meattey responded that 3 officers, including him, would not be enough to cover with a part time chief, which means services will suffer. He said that the addition of part time officers does not make up the difference; with vacations, sick time, injuries, there are too many variables; which equals no coverage in staffing. Further discussion on the chief's hours. Selectmen Swenson suggested that an additional full time officer (at the cost of \$50,000) could potentially offset the part time chief drawbacks. Further discussion on how a chief maintains the hours if part time.

PUBLIC INPUT

D. Veisel spoke in reference to Mr. Bonnano's comments on this being an emotional issue. She agreed with him saying that several years ago there was a very high profile case in town and with the hard work of the police department it was successfully resolved. Because of that the town's people felt safer, children were safer and that is a security that cannot be anything but emotional. L. Meattey spoke on Sgt. Meattey's stress level and the missed family time and vacations over the years. She said that staff needs to be raised. T. Jarvis spoke on coverage while officers are involved in investigations. Only full time officers are doing investigations so if they are busy, as sometimes these are lengthy processes, it leaves the streets unpatrolled. G. Anthes stated that the Town has been in contact with the Sheriff Department who offered coverage when needed.

**Selectman Swenson made a motion to amend the motion on the floor to increase the budget approval to include 1 additional full time officer at a cost of \$50,000. The new total budget for Account #4210 would be \$505,244. Seconded by Ms. Phillips.**

Further discussion. Selectman Swenson noted that this still would be a reduction of 8-10% from 2015's approved budget.

**Call to vote. The Amendment dies due to tie. 3-3-0. D. Shagoury, C. Orlowicz, A. Bonnano opposing.**

**Original motion called to vote, budget of \$455,244. Dies due to tie. 3-3-0. E. Phillips, D. Swenson, D. Shagoury opposed.**

**Mr. Shagoury makes a motion to approve the Police budget, Account #4210, for Option A, a full time chief, 3 full time officers for a total of \$522, 116. Ms. Phillips seconds.**

**Call to vote. Dies due to tie. 3-3-0. A. Bonanno, D. Swenson, C. Orlowicz opposed.**

Further discussion on level of service and number of officers needed for coverage. Ms. Phillips spoke on needing the 4 full time officers as a compromise to getting a part time chief. Selectman Swenson spoke on how each option affects the tax rate. Discussion on what the original department request was and what was reflected in that. Selectman Swenson said that realistically the hire date for a chief and another officer at this point will be May so the budget will only be used for a portion of the year.

**Mr. Shagoury made a motion to approve the original department head budget for Police Department Account #4210, for a total of \$473,661. Seconded by Ms. Orlowicz.**

Discussion on the Selectmen being the final decision makers as to how the budget gets spent.

**Call to vote. Motion dies. 2-4-0. A. Bonnano, E. Phillips, D. Swenson, D. Curry opposing.**

**Selectman Swenson made a motion to approve the Police Department, Account #4210, for a 32 hour per week chief and 4 full time officers at a total of \$505,244. Ms. Phillips seconds. Motion passes. Vote 5-2-0. A. Bonnano and C. Orlowicz opposing. Ms. Orlowicz stated that she opposed as she was against expending money into the operating budget knowing the potential is that it will just go into the General Fund as the Selectmen have the final decision as to how to expend the budget.**

Short recess.

#### **Account #4415 Other Agencies**

Selectman Swenson spoke on the various agencies looking for funding in this account and explained by the BoS approved the amount of \$4050. Mr. Bickford spoke on the removal of funding for the CAP agency and why that decision was made. Chairman Curry said he looked into CAP and their services and how the Town was being assisted and felt that they needed to be funded. Further discussion on other agencies to support and how they are funded by the government.

**Mr. Shagoury made a motion to approve Other Agencies, Account #4415, for a total of \$5050, adding \$1000 for CAP. Seconded by Ms. Phillips. Motion passes. Vote 5-1-0. A. Bonnano opposed.**

**Selectman Swenson moves to adjourn. Seconded by Ms. Phillips. Motion passes 6-0-0.**

Meeting adjourned at 9:24pm.

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Respectfully Submitted,

A handwritten signature in black ink that reads "Jennifer Nadeau". The signature is written in a cursive style with a large initial "J" and "N".

Jennifer Nadeau  
Administrative Assistant