

NEW DURHAM BOARD OF SELECTMEN MEETING
New Durham Town Hall
March 14, 2016, 1:00p.m.

Present

Chair David Bickford
Selectman David Swenson
Selectman Gregory Anthes

Also Present:

Town Administrator Scott Kinmond
Carter Terenzini
Gary Thornton, Principle Consultant Thornton Associates
Bill Kendericks, resident

Call to Order

Chair Bickford called the meeting to order 1:00p.m.

Wage Study/ Compensation

Carter Terenzini suggested the Board of Selectmen agree upon a set of comparable communities to use in the study, the survey tool to be used with appropriate questions being asked and determine where they want to be in the marketplace. He noted that with Gary Thornton, they had chosen some communities within a 20 mile, 35-minute commute radius. Chair Bickford stated people from this area travel much further and Selectman Anthes agreed that the study should consider expanding the areas.

Gary Thornton, Principle Consultant Thornton Associates, stated they were also looking to expand in to Maine. Selectman Anthes suggested they need to look at more towns of similar size in population. He stated he doesn't want to be too limited with the survey. Mr. Thornton suggested they keep the radius within a 45-minute commute. The median salary of Town employees was discussed and Chair Bickford noted they need to consider the tax base of the Town to support the salaries of employees. There was also discussion of raising pay grades in order to attract candidates for particular jobs. It was clarified this information would be included in the report. Selectman Swenson stated he doesn't think towns that are over an hour away are necessary to look at due to the job classifications being reviewed and/or transportation / residency requirements on some jobs. There was further discussion of the communities to be surveyed and it was suggested to survey the State of New Hampshire agencies as well. Copies of the survey package were reviewed and discussed. There was also discussion of methods to attract qualified candidates for positions.

In summary, the discussions developed the specific communities to survey (35 communities) expecting about an 80% response level (See attached community listing). Thornton indicated that at least 15 responses are needed for it to be statistically appropriate. The community choice guideline consensus was those communities within 20 miles or \leq 40 minute commute of New Durham. In addition to the specific communities, 2 – 3 state agencies (state police, NHDOT, etc.), 2 counties (Strafford and

Carroll), and selected private industries (potentially Pike Industries, Globe Mfg., DiPrizio, Hannaford, and Aubuchon Hardware, etc.) will be asked to respond to the survey. Should Select Board members have additional private industry suggestions they are to forward those to the TA prior to March 17, 2016. Additionally, it was agreed that Thornton will develop the raw data and provide initial statistical analysis to the Board of Selectmen and review this orally with them and at that time develop key inputs such as compensation philosophy, etc. to allow completion the study. It was estimated that this mid-point of the study may occur either late April or early May.

Adjourn

Selectman Anthes made a motion to adjourn. Chair Bickford seconded the motion.

Motion passed, 3-0-0.

The meeting was adjourned at 3:15p.m.

Respectfully Submitted,
Jennifer Riel, Recording Secretary

Final Approved 3-21-16 sdk