

**FINAL**



**WEARE BOARD OF SELECTMEN  
MEETING MINUTES 01/23/08**

**PRESENT: THOMAS CLOW, CHAIRMAN; DONNA OSBORNE, VICE CHAIRMAN; HELEEN KURK; SELECTMAN; JOSEPH FIALA, SELECTMAN**

**ABSENT: WENDY CLARK, SELECTMAN**

**GUESTS: Carl Knapp, Jon Osborne**

**PUBLIC COMMENT:** The meeting opened at 7:05 p.m. for public comment. Carl Knapp addressed the Board. He explained that he had done a lot of research on wages and urged the Board of Selectmen to support Article 21 and adopt a new wage scale. He said that a fair and equitable wage scale is needed. He pointed out that the current wage scale is very outdated and had never been updated. He said that current employees should be supported before new ones are hired.

The remainder of the meeting focused on Article 21 and employee raises.

Selectman Clow reviewed the process that the Benefit Review Committee had used to develop the wage scale. He shared a booklet that had been prepared by Committee Chairperson, Naomi Bolton, and explained that all committee members had this information to work from. The booklet showed wages and benefits for all positions in cities and towns with populations between 5,000 and 9,999. He said that the committee had selected the towns of Hampstead, Barrington, Newmarket, and the City of Franklin to average with the wages in Weare to come up with the figures used in Step One on the new salary scale.

Selectman Kurk said that she understood the process that was used and that what Selectman Clow had described was not different from what she had heard before. She then explained the process that she and Selectman Clark had used to review the Benefit Review Committee's report when they spent several hours on it on Friday, January 18. She said that their figures did not match those of the committee. She said that she could not support the wage scale as presented by the Benefit Review Committee.

Selectman Fiala said that he was somewhere in between. He said that he felt some of the proposed increases were too large and that step one on the scale was too high in some cases.

Selectman Osborne said that she felt it was important that the library be included on the pay scale.

Selectman Clow suggested that the Board consider an across the board raise for one year if they could not come to agreement on accepting the new wage scale. He reminded Board members that no raises had been included in the Operating Budget in anticipation of this separate article for a new wage scale.

Selectman Kurk said that she doesn't want to alienate the Library Trustees as she feels the Board of Selectmen has done in the past. Further discussion followed on the relationship of the library to the town. Selectman Kurk again emphasized that she could not support the wage scale as presented by Benefit Review.

Selectman Clow said that he would draft language that could be used at Deliberative Session to amend Article 21 to allow money for pay raises for one year so that the Board of Selectman and Benefit Review could continue working on the wage scale. He would forward the language to Town Administrator, Fred Ventresco, for him to check with DRA to see if such a move would be allowed. There was consensus among Board members that they would consider such an amendment.

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Selectman Kurk suggested that a letter be sent to the Benefit Review Committee explaining the Board's actions. Selectman Clow moved to adjourn at 8:40 p.m. Motion seconded by Selectman Kurk. Passed 4-0.

A True Record.

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Thomas S. Clow, Recording Secretary