

GILFORD BOARD OF SELECTMEN'S MEETING
December 31, 2009
Town Hall

The Board of Selectmen convened in a special session on Thursday, December 31, 2009, at 8:05 a.m., at the Gilford Town Hall, 47 Cherry Valley Road, Gilford, NH. Selectmen present were Gus Benavides, Kevin Hayes and John O'Brien. Also present were Town Administrator Scott Dunn and Executive Secretary Sandra Bailey.

Staff members in attendance included Finance Director Geoff Ruggles, Town Clerk/Tax Collector Denise Morrissette and Assistant Town Clerk/Tax Collector Danielle LaFond.

1. **Pledge of Allegiance** – The Selectmen recited the Pledge of Allegiance.

2. **Announcements**

Chairman Benavides announced that the Town has implemented a program called "Caught in the Act", where one employee can nominate another employee for witnessing them go "above and beyond the call of duty" or do something very kind. He further stated that the Board of Selectmen would like to recognize Danielle LaFond, of the Town Clerk/Tax Collector's office, for helping a senior citizen by installing her motor vehicle registration decals on her vehicle on a cold winter's day. All three Board members congratulated Danielle for going above and beyond the call of duty. Town Clerk/Tax Collector Denise Morrissette was also commended for instilling this degree of customer service with her entire staff.

3. **Old Business**

3.1. **Personnel Policy Amendments** – Town Administrator Dunn provided an explanation of the proposed amendments to the Town's Personnel Policy. He stated that these changes are needed to be able to fund the increase in health insurance costs in 2010. He further stated that they are working to contain these costs over the next several years, and had no other options available.

Chairman Benavides asked Town Administrator Dunn to further elaborate on this matter, for the benefit of those in the audience. Town Administrator Dunn stated that in order to overcome \$110,000 in additional health and dental insurance premiums, the Board has eliminated the Sick Leave Bonus Plan. This plan provided additional compensation for each employee who did not utilize sick leave pay during each calendar quarter. An employee who worked a full calendar year without utilizing any sick leave had received an additional day's pay.

Chairman Benavides thanked the non-union employees for their financial sacrifice. He further stated that the DPW Union also willingly sacrificed their Sick Leave Bonus Plan. Chairman Benavides reiterated the Board's commitment to maintaining both a tight budget and low tax rate. The Board members expressed their appreciation to Town Administrator Dunn and Town employees for these Personnel Policy Amendments.

Selectman Hayes moved to approve and adopt the Personnel Policy amendments, as printed, effective January 1, 2010. Selectman O'Brien seconded. Motion carried with all in favor.

3.2. **Collective Bargaining Agreement with AFSCME Local 534** – Chairman Benavides stated that the AFSCME employees (DPW) were very willing and cooperative in their negotiations. Selectman Hayes further pointed out that we are fortunate to have the team effort demonstrated by the DPW employees, who work hard in both the summer and the winter.

Selectman Hayes moved to approve the Collective Bargaining Agreement with AFSCME Local 534, subject to approval of the cost items by the voters at the 2010 Town Meeting. Selectman O'Brien seconded. Motion carried with all in favor. Selectman O'Brien also

concurred with the positive statements made regarding the DPW employees.

4. New Business

4.1. Conservation Commission Resignation & Appointment (Alternate Members) –

Chairman Benavides stated that a resignation has been received from Paula McDonald, an alternate member of the Conservation Commission. Additionally, an application has been received from Diane Hanley to be appointed as an alternate member of the Conservation Commission. He asked Conservation Commission Chairman John Goodhue, who was in attendance, to provide the Board with additional information on these changes.

John Goodhue stated that Paula McDonald has been a member of the Conservation Commission for many years. However, in recent years, she has been attending meetings less regularly due to family and work commitments. He further stated that the Commission is fortunate to have Diane Hanley, who was a long-time member and former Chair of the Laconia Conservation Commission, applying for membership on the Gilford Conservation Commission.

Selectman Hayes moved to accept the resignation of Paula McDonald, with regret. Selectman O'Brien seconded. Motion carried with all in favor. Chairman Benavides asked Town Administrator Dunn to prepare a letter of appreciation for her, for the Board's signatures.

Selectman Hayes moved to appoint Diane Hanley as an alternate member of the Conservation Commission until April 1, 2010. Selectmen O'Brien seconded. Motion carried with all in favor.

4.2. 2010 Town Holiday Schedule – Chairman Benavides read through the listing of Town of Gilford 2010 holidays. Selectman Hayes moved to approve the 2010 Town Holiday Schedule as presented. Selectman O'Brien seconded. Motion carried with all in favor.

4.3. 2010 Draft Town Meeting Warrant – Town Administrator Dunn stated that this draft warrant provides the Board members with a first look at the warrant and an opportunity to bring up any issues or concerns. He ran through Articles 1 – 32, providing a brief overview of the articles. The Board did not have any issues or concerns with the draft warrant.

4.4. Budget Transfers – Selectman Hayes moved to transfer \$2600 from account number 4155 Personnel Administration to account number 4196 Insurances; and transfer \$4600 from account number 4155 Personnel Administration to account number 4220 Fire Department; and transfer \$16,000 from account number 4155 Personnel Administration to account number 4914 Sewer, to cover estimated 2009 budget shortfalls, pursuant to RSA 32:10. Selectman O'Brien seconded. Motion carried with all in favor.

4.5. Lakes Business Park Trust Fund Transfer – Selectman Hayes moved to transfer \$39,802 to the Lakes Business Park Phase II Capital Reserve Trust Fund; said amount to come from anticipated surplus in the Personnel Administration account number 4155. Selectman O'Brien seconded. Motion carried with all in favor.

5. Public Input – John Goodhue commended Town Administrator Dunn for the Varney Point Road Boat Trailer Parking Regulation he has written. He is very happy with the proposed regulation and believes it will simplify the issue of boat trailer parking. He also stated that he would be surprised to see more than 50 applications come in for the 50 parking permits that have been allotted.

Kinney O'Rourke, working on behalf of the Laconia Daily Sun, asked if the Police Department union is included in the employees who are giving up their sick leave bonus pay. Chairman Benavides replied that they are not currently included.

6. **Selectmen's Issues** – none. Selectman Hayes wished everyone a Happy New Year.
7. **Next Meeting** – January 13, 2010 at 7:00 p.m. Chairman Benavides stated that two public hearings will be held on that night – Plowing the Community Church Parking Lot and Boat Trailer Parking Regulations.
8. **Adjournment** – With no further business before the Board, the Board of Selectmen's December 31, 2009 meeting was adjourned at 8:27 a.m.

Respectfully submitted,

John T. O'Brien
Clerk