

Special Meeting Minutes of October 24, 2017

Present: Marcia Haigh, David Adams, Marj Bray, Carol Raymond

Absent: Audrey Barriault, Kris Rathjen

Call to Order: 5:35 p.m.

Reason: Special Meeting to discuss Pay Matrix and preparation for Trustees attendance at the Board of Selectmen's (BOS) meeting scheduled for Wednesday, 10/25/2017. Trustees are on the BOS meeting agenda.

Kris Rathjen's letter, written to the BOS as a citizen, was appreciated by those present. Kris had asked to have the letter referenced in the BOS minutes.

The BOS payroll adjustment allocation for 2017 of \$1588.33 was appreciated by the Trustees, and noted it was used to increase payroll, as intended by the BOS.

David will make a statement to the BOS about the Trustees efforts of cooperation with the town office and other departments of the town.

Two issues will be focused on:

- 1) ask the BOS to reconsider their vote to separate the library budget from the town's budget as its own separate warrant article at the 2018 town meeting for FY 2019
- 2) Ask the BOS to consider meeting with the Trustees to discuss the pay matrix, reasons for making adjustments to the BOS recommendations, and to work at a mutually acceptable resubmission

Trustees are concerned that the vote to separate the Library budget from the Town's budget was done without discussion with the Trustees or with the Trustees present. The Trustees agree that it is important to remain on the town's budget, and not as a stand-alone warrant article. This is highly recommended by State Library Director Michael York.

The BOS may be looking at the 2016 payroll, not the 2017 payroll, after voted adjustments were implemented. The Program Coordinator has an additional 3 hours per week, and the Library Assistant has an additional hour

per week as voted on at 2017 Town Meeting, which do not seem to be reflected in the BOS recommendations.

The BOS recommendation:

- Library Director – grade 14, step 3 at \$19.89
- Technical Services – grade 11, step 3 at \$16.24
- Part-time Assistant – grade 9, step 2 at \$13.84
- Programming Coordinator – grade 7, step 5 at \$13.02
- Library Page (assistant) – grade 2, step 2 at \$8.61

The Trustees request:

- Library Director – grade 15, step 2 at \$20.77
- Technical Services – grade 12 step 1 at \$16.53
- Part-time Assistant – grade 9 step 2 at \$13.84
- Programming Coordinator – grade 10, step 1 at \$14.44
- Library Page – grade 2, step 2 at \$8.61

Trustees recommended the above pay grades and steps to move salaries closer to those of other NH towns, although these recommendations are still lower than most.

Trustees are willing to adjust their requests of pay grades and steps with a goal to remain part of the town's warrant article.

Meeting adjourned at 7:15 p.m.