

**DUBLIN BUDGET COMMITTEE**  
**Meeting Minutes**  
**December 18, 2019**

**Present:** Steve Baldwin, Nancy Campbell, Charlie Champagne (Chairman), Bill Gurney, Dale Gabel (Selectmen's Representative), and Judy Knapp

**Absent:** Susie Vogel

**Also present:** Sherry Miller

Meeting was called to order at 7:00 p.m. by Chairman Champagne.

Minutes from the December 10, 2019 meeting were moved by Dale and seconded by Bill and approved as amended.

**Police Department:** Computer line. BOS are waiting for invoice from tech people to see how much money it takes off from that line.

**Legal** will be increased from \$30,000 to \$31,000: \$5,000 for Broadband legal costs. The PSNH suit is still ongoing.

**Fire Department payroll:** Fire payroll decreased somewhat since the figures more accurately reflect the individuals who actually respond to calls. The overall Fire payroll (including training) increased but the Rescue and Fire payrolls came down significantly: from \$26,250 to \$23,000 for fire; from \$29,500 to \$24,000 for rescue. Fire Training payroll increased to \$12,500. Fire Training is \$4,000.

**Highway:** 6-wheeler #2. State Line looked at the truck and said that the frame is bent. The proposed cost of \$43,000 will cover the cost to replace the frame rails and bell housing. This repair should add an additional 10-15 years of use on the truck. It is currently scheduled to be replaced in 5 years. It would take 4 to 6 weeks to repair. The repair would probably not be done until next year and would come out of the Heavy Highway fund. The Capital Reserve fund will have \$97,000 next year. A decision should be made next week. The pickup truck is currently plowing but is not meant to be used for frontline plowing.

**Unemployment:** Just like Workmen's Compensation and Property Liability, we got a "holiday premium" that will cover the cost of 2020 and we will still get a check for \$277. The "holiday premiums" are because the original cost is an estimate and they refund any excess.

**Warrant Articles:**

**Moving Monument:** Increased to \$26,800 because the *ad hoc* veterans committee wants to retain the granite surround.

**Charitable/Nonprofits:** \$7,372. This is the updated figure since Hundred-Nights Shelter (\$500) has been added.

**Broadband:** the repayment would come from a user fee - maximum of \$11.50/month with Consolidated picking up the difference should there be a shortfall.

## **Compensation Plan:**

Dale changed the figures at the end to reflect true fire department figures because of the reduction in the fire department payrolls. Those figures also include FICA, Medicare, and retirement. Dale also eliminated the mention of “good performance” from the “Longevity Increase”.

Nancy questioned the grade level for Cemetery Supervisor since he interacts with the public: he is considered both a cemetery worker (one of 3) – grade 1 and as a cemetery superintendent- grade 2. The 2012 study did not reflect this distinction.

Steve thought it would be better for the Cemetery Supervisor to just increase his stipend and not be paid as a laborer. Since the cemetery supervisor is similar to the fire chief it is felt that it should stay the way it is.

Discussion on elected officials being exempted from increases under the study. BOS have been given authority to set the salary of TC/TX and she did get an increase in 2012 salary study and has gotten all of the COLAs and got 10% increase a couple of years ago at the town meeting. Charlie questioned leaving her out of the Longevity Increase.

Charlie feels that we empower the BOS to supervise the employees and that we should support what the BOS wants, therefore he would support Scenario 3. Dale said that another option was what Charlie recommended of increasing the COLA but the BOS feels it gives the town a chance to reward employees with a longevity increase.

Steve shared a sample step scale system so that employee can see future salary progressions. Dale felt that since we have so few full-time employees a step scale does not solve the problem.

Charlie moved, Bill seconded that we accept Scenario 3. 5 yeas, Nancy abstained.

Nancy suggested we schedule a meeting for the week of January 21st. We will decide at the January 7th meeting since we will have a better idea of where we are. We should at least be able to vote on warrant articles.

The 2019 invoices are due the 16th but final year figures will not be available until the middle or end of January.

It has still not been decided when Broadband bond hearings will be, the first one might be January 20th.

Meeting was adjourned at 7:51 p.m.

Respectfully submitted,

Judith A. Knapp, Co- Secretary