

Selectmen's Meeting Minutes

November 15, 1999

A regular meeting of the Board of Selectmen was called to order by Chairperson Susan Clay at 7:05 PM.

PRESENT:

Susan Clay-Chairperson
Lois Briere-Selectman
Gordon Carlstrom-Selectman
Burton Reynolds-Town Administrator

PUBLIC COMMENT

none

APPOINTMENTS

Jack Herzog

Jack works for Nationwide who bought PEBSCO, a company formed to provide public employees with retirement and savings plans. The Town now has a retirement plan through PEBSCO that allows employees to set aside a percentage of their pay in a retirement account. Jack was invited in by the Board to discuss various options whereby the Town would also contribute to an employee's retirement. This option is being compared with a plan the State has for its employees and can also be used by Towns.

The State plan is a "defined benefit" plan. For a certain number of years of service at a certain rate of pay you get a set retirement amount. A person must be in the system for 10 years to be fully vested. The annual fee is set by the State and the amount of contribution is set by the State. The investing is done by the State and at the moment the interest rate on funds is 9%.

The Nationwide plan has a fee schedule that slides and decreases based on the amount in the plan. To start, the fee is .0095/\$1,000 of money in the plan and is paid once per year. Contributions by employee and employer are up to them with all funds being immediately vested. Employees may contribute up to 25% of their pay or \$8,000. This is done via payroll deduction. There are various investment options to choose from so unlike the State plan, investment returns are not set but vary based on the choice of the employee. The Town may contribute any amount it wishes. Most towns are between 3% and 6%. All funds placed in one of these retirement accounts are tax deferred. Jack would speak with everyone individually to assist in getting the accounts set-up. Then people can make changes on the internet or by phone. There is a kit Nationwide provides to assist employees in making investment decisions and to help them decide how much they want to save.

The Board informally agreed the Nationwide plan was much more flexible for both employee and Town. They were leaning toward a plan where the Town would contribute 1/2 of whatever the employee contributes with a cap for Town participation at 6%.

Dave Rugg- Fire Ward

Dave is the replacement candidate for Dale Smith who resigned. Dale would serve until the March elections. Lived in town 14 years and has been on the department for 6 years being a Lt. for 5 years. He is the assistant training officer. Based on a motion by Gordon Carlstrom with a second by Lois Briere, it was a unanimous vote to make Dave a Fire Ward.

MINUTES

Minutes of 10/25/99 were approved, with Gordon abstaining, as amended to include the names of the roads Art Gagnon had reference in his visit before the Board.

Minutes of 11/1/99 were approved as written with Susan abstaining.

OLD BUSINESS

1) Based on a motion by Lois Briere, 2nd by Gordon Carlstrom, all voted in favor of using the \$12,000 in funds received by the State to implement the Statewide Property Education Tax for upgrading our computers and printers. A plan from Computers, etc. was discussed which outlined the details. Changes to the software required to implement the tax means some of our current equipment is insufficient to run it. A new server will be used to run everything. The cost of the equipment will be around \$7,000. Installation cost is anticipated around \$4,000. Upgrades will include the Building Dept. which has a computer that is not Y2K compliant. No changes were needed in the Planning Dept. Now that the Town Clerk is also the Tax Collector, it was felt a computer and printer needed to be in the Clerk's office so she can look-up tax inquiries and give people copies of tax info. The bookkeeping office computer will be replaced by the new server. Larger 17" monitors are being ordered for bookkeeping and assessing. It is much easier on the eyes when dealing with a lot of numbers plus the current monitors are very old.

2) Details of a clarified overtime policy were approved. These will be placed in the "Policy and Procedures" manual. They have been discussed with the Department Heads.

3) Date for the public budget hearing will be Tuesday, January 18th at the school and will include the bond hearing for the Whipple Barn library expansion.

4) Planning Issues

a. Board is trying to determine if the proposal by the St. John's is a major or minor subdivision plan. A letter from the Fire Wards concerning the issue of a cistern did not offer a recommendation nor was it signed.

b. Except when legal counsel is being paid for by a developer, the request by the Planning Board to use counsel must come through the Selectmen's office because the legal expense budget is under their authority.

c. The Selectmen will be meeting with Municipal Resources to discuss a review of the Building and Planning Depts. Need to set a date and inform other interested parties.

NEW BUSINESS

- 1) Conservation wants to have a fundraiser
- 2) Town Clerk Irene Baudreau has the paperwork in progress to become a notary.
- 3) With Lois Briere and Gordon Carlstrom voting "yes", and Susan Clay "no" , the Board voted to have Town Counsel draw-up an agreement to allow the work to be done on Clark Hill Road by Mr. Delorey's house that he wants done as long as he pays for it and we get a release.

The meeting was adjourned at 9:35 PM after a motion by Lois Briere, 2nd Gordon Carlstrom, all voted in favor.

Burton Reynolds
Town Administrator