

Chairman Wood opened the meeting at 7:00 p.m. Members present: Greg Bemis, Jack Barnes, Frank Bishop and Tim Auclair. Also present: Town Manager Rick Bates.

Selectman Bemis made a motion to move the personnel policy first on the agenda, seconded by Selectman Barnes. Motion passed unanimously.

Personnel Policy Changes

Town Manager Bates told the Board they had a draft of the personnel policy that they discussed at the last meeting and also the amount that it would cost if the employees were to bring over all their sick time not just time earned after January 1, 2004. He recommended that the board use the January 1, 2004 as the cut off date. It would be less costly for the town. Right now the max the town would be paying out is 35 days whereas if the employees were able to carry over all sick time the maximum days the town would have to pay out if someone left tomorrow would be 90 days. Doing that would cost the town \$154,640.00.

The change of the vacation schedule mirrors the Teamster's schedule. He noted that there was no cap on the amount as to what an employee may accrue on vacation and there was no buyout provision that is in place now. The previous recommendation had a cap of 1.5 times the annual accrual.

Selectman Barnes wanted to make sure that this was discussed at staff meeting that Mr. Bates had earlier today. Mr. Bates stated that it had been and was discussed at length. Code Enforcement Officer Richard Mailhot brought up that having the vacation buyout wasn't true to what was originally discussed because not having the vacation buyout there would be money to fund the program. The rest of the department heads decided that it would be beneficial to the Town to have a cap on accrual and allow for the Vacation buyout. Employees are required to take at least two weeks vacation a year. Chairman Wood suggested that the town put a cap on what an employee can cash out annually.

Selectman Auclair stated that he was not in agreement with the proposed policy. He believes there are different options that can be taken. He wants to be able to discuss this proposed policy with all the employees. He proposed that the Board select two Selectmen and set up a committee to start meeting with the employees to work on this. He stated that he couldn't support the policy as proposed without speaking with the other employees.

Selectman Barnes stated that this was brought to the Board over two years ago when he started his term and it should have been dealt with then but there was some wording that needed to be fixed. The wording has been fixed but it fell to the waste side and was never brought to the board again until now. He feels that the board should vote on what is presently proposed to them without adding anything else. Don't wait for a couple more months, do it now. Selectman Bemis agreed.

Selectman Barnes asked what the effect on the tax rate would be if the Board passed this tonight. Mr. Bates stated that he believed that it wouldn't affect the tax rate because it is already in the fund balance.

Chairman Wood made a motion to adopt the proposed policy with the provision of three changes: eliminate the 2 days additional vacation time after 20 years of service, to provide a cap of 1.5 the annual vacation accrual rate, to add the 4th and 5th weeks be bought out with a maximum of two weeks of buyout, and also to set up a two member committee of the selectmen to work with the non-union employees to start meeting and working on the policy as soon as possible to negotiate a total benefits packet to be presented to the Board of Selectmen prior to the next annual meeting, seconded by Selectman Barnes.

Discussion:

Selectman Barnes asked Mrs. Brox and Mr. Mailhot to come forward so they can voice their opinion on the motion. Mrs. Brox stated that the motion was very workable. She believes that the Board should vote on it and move on. Mr. Mailhot stated he doesn't have any issues with the motion either. There was no other discussion.

Motion passed four to one. Selectman Auclair opposed the motion.

Sewer Ordinance

Rob Ciandella was on hand to discuss the sewer ordinance. He proposed that they Selectmen use the letter in their packet as a guide on what he is going over. He read what he had sent them. He stated that there were eight policy issues that the Board had made in August but there were still five more that needed to be made. **(See attached information for more detail)**

Selectman Barnes suggested that the Board write Joyce Wood a letter thanking her for her help on the sewer ordinances.

The Selectmen continued to discuss the items that Mr. Ciandella had mentions.

Mr. Ciandella suggested that the Board get input from their consultants on the Sewer Ordinance before the Town talks to DES about the proposed policy.

Ambulance lease agreement

Mr. Bates stated that a key piece to the exit 4 development is the land the Ambulance association owns across the street from Elmer Pease's land. Mr. Pease has an agreement with the Ambulance association to purchase that property if the Town can provide the ambulance association with an alternative site on a town piece of land by the Safety Complex. Mr. Ciandella has been working on this and sent a draft lease agreement to the Ambulance Associations Attorney. The Board and Mr. Ciandella discussed other issues that are involved in leasing the land.

Mr. Ciandella updated the Board on the two classes of security on the Guarantee agreement. One has already been completed and the second one is in discussion.

Chairman Wood told the public that many Town of Raymond Public Officials met with the Governor and the DES Commissioner today to discuss exit 4.

The Board discussed the proposed cemetery ordinance.

Selectman Bishop motioned to adjourn the meeting, seconded by Selectman Bemis. Motion passed unanimously.

Chairman Wood adjourned the meeting at 8:30 p.m.

Respectfully submitted,

April Rives
Executive Secretary