

Public Hearing Noise Ordinance Amendment

Award of Paving bids

Hummer: The Police Chief does not feel we should retain ownership of the 1986 Hummer because it is little used and recommends giving it to Lee Police Department. This would save maintenance, inspection, and insurance costs. Neither our Police Department nor Fire Department has any need for it. It has been used once in five months. It has been previously owned by Federal Government, Dover and Strafford County. It can only go to another governmental safety agency. ***Can we donate it to Lee Police Department?***

Discussion on Goals for town

Information:

New overtime Rules: December 1 new overtime rules go into effect for what constitutes a salaried employee. The biggest change is any person must be making \$913 per week or they will be owed overtime after 40 hours. Barrington has 8 salaried employees (Road Agent, Police Chief, Fire Chief, Recreation Director, Town Clerk, Planner, Library Director, and Tax Collector). Only the tax collector is below this threshold but she is almost there at \$911/week. Before December 1, I will ask the Board to increase her annual salary by \$104 (\$2/week) to bring her above the threshold.

Questions to budget questions: **-What are the executive employee benefits? What is included in this line item?** Executive Benefits covers Treasurer and Town Administrator for FICA, Medicare, Unemployment insurance, Workers Compensation insurance, Short term disability insurance and Flexible Spending Account fees. All but the last two are required by Federal &/or State law for hourly employees. The last two are granted in the employment agreement as part of consistency with other part time employees. The expensive benefits not provided to the Town Administrator are earned time and health insurance. We should correct any misunderstanding, but the TA agreement is clear this position is treated as a part-time hourly position.

-What have we used the executive incident fund for...YTD? \$988.60 for Dubois and King and \$929 for SMP for design on the proposed Town Hall spent in January, \$900 for Burkie's Tree to remove a tree on town land that was not a road issue but potential danger to an abutter, (as of 5/10 \$2,150 showed to hydro seed the former Town Hall site, but I expense has now been taken from the demolition line where I believe it belongs, \$383.13 for inspection of Redemption Road which we did not take out of Highway because the Town has not yet accepted the road but does own it.

- Am I correct assuming that executive building demo is the remainder of the moneys from the demo of the old town hall? Executive Demo is the money for the health and safety consultant who oversaw the demolition and will be more expended than the 5/10 worksheet to reflect the hydro seeding for stabilizing the site. When this is done the line should be underspent by a small amount.

Assessing contracts...we've spent 75% of the budget that we have allocated for the year, I know you stated that this is usually heavy in the front of the year and again in the back of the year...by the looks

of this we will be over budget again this year. Is this an accurate statement? If so how do we correct this? Why are they running over budget each year...what is the root cause? There are two closely related assessing lines. (4152-01-4394 and 4150-02-4394) While one is 90% expended (with latest bill that is being processed) the other is only 20% expended out of a budget of \$45,000. We pay by the hour for work that is done. It is hard to predict exactly what will be spent in 4150 as it varies based on the number of abatements, building permits and subdivision activity. The state has standards that must be met. We do not have the expertise to do this in-house. The current vendor was selected by the Board in a competitive process. Line 4152 is used for the revaluation cycle work and 4150 for the regular work needed. All building permits, subdivisions, etc. are reviewed so any changes are examined by the assessor for April 1 value of construction. Abatements need to be addressed before August 1. This year we had more building permits and other land use activity than anticipated. We had 31 abatement requests, including 8 appeals to the Board of Tax and Land (5 settled, 1 heard and 2 more awaiting a hearing date). The Assessing firm does expect to underspend the total for the two lines. Next year we might want to readjust the lines. It might need a higher budget next year if based on statistics we need to do an update of certain strata. This year and next we will have to spend money to address the Mendum pond values where the pond is drained, first down and then back up when water returns. We are awaiting sales to see what adjustments are needed. In general the Assessing line (4150) is less predictable because it is impacted by building permit activity and abatement requests. Just a note that this is a certification year (every fifth year state inspection of files) and there is a lot of the verification work that is being done in-house to keep costs down.

-Can we expect that police overtime should drop to virtually zero at this point since we are now fully staffed? We have had a lot of overtime already this year because of vacancies, but there will always be police overtime to cover vacant shifts (e.g. vacation, sick time, training) and at the end of shifts when an officer has to finish with a person after the completion of their shift. The rate of use should slow, unless we have another vacancy. The line will almost certainly be overspent but the goal is to have the full time hourly line under by more than that over expenditure. Whenever we operate short-handed there is more overtime and less being spent from full time hourly. While the police have not done formal exit interviews in the past, we usually know the stated reason for leaving and that has been shared with the Board in the past.

-Why is the fire EMS line overdrawn by 113K? Could you please provide some explanation on this? The air packs come out of this line and this line will be reimbursed when the grant is received. We expect reimbursement by August.

I believe the top priorities for a new town hall in order are:

1. **Adequate space:** There has been a thorough space needs study done by the architect with participation of the departments and the Board of Selectmen. This was the most recent of several space needs studies that have been done in the past 10 years, all with similar results. I believe that the total space for office and records has been well documented. There is also logic in the relationship of certain departments that should

be maintained, e.g. Planning and Building/Codes adjacent to each other. These two and both Town Clerk and Tax Collection should be most easily accessible for the public. However, the meeting space could be changed in size and location. It could even be a part of the space is built as part of the “Community Center/Library” if that facility is designed to be available for town boards and committees.

2. **Low long-term costs:** Any building should consider long term cycle costs including durability, maintenance costs and energy efficiency. For example, if there are multiple stories, the building should have a full elevator and not a LULA like the rented space that breaks several times a year, sometimes stranding those riding in it. Other examples would be energy efficiency, a 35-50 year roof, an exterior that did not need staining or painting on a regular basis, etc.
3. **Cost:** The price per square foot should be reasonable compared with other commercial construction of similar design to accomplish the same purpose. The town has invested money in designing the building that was defeated at the past two town meetings. A sunk cost for economics is a cost that has been incurred that cannot be recovered. A retrospective sunk cost is one for activity in the past and in traditional microeconomic theory should not prevent the Board from considering a different option. The Board of Selectmen can decide for valid reasons to walk away from that location and design; consider many, but not all, of those expenses lost as a retrospective sunk cost; and choose to go in a new direction.
4. **Location:** The location should be readily available to the public; located near other town functions; and on a road from which it can be entered with minimal risk from traffic.
5. **Quality of construction and design:** The appearance both inside and out should be a positive statement about Barrington as a progressive community.