



Town of Winchester
1 Richmond Road Winchester, NH 03470

**Minutes of the
Board of Selectmen Meeting**
Wednesday, October 2, 2019

Board members present: Roberta Heinonen, Jack Marsh, Ben Kilanski, Herbert Stephens and Gloria Leustek. Also, present Dale Gray, Chief Kellom, Captain Ford, Chief Tollett, and Rick Meleski.

First order of business: Minutes

The board reviews the minutes of 9-25-19 for approval. Selectman Leustek makes a motion to approve the minutes. Selectman Stephens seconds the motion. The motion carries 4-0-1.

Second order of business: New Business

Selectman Kilanski made a motion to approve the Oath of Office for Mike Faulkner as a full member to the RED Committee. Selectman Marsh seconds the motion. The motion carries 5-0.

JB Mack-SWRPC asked the Town if we would be interested in applying for an EPA Grant for the AC Lawrence property. Grant opens in November and applications are due in December. The grant is up to \$500,000 and SWRPC will help write the grant. The Board approves applying for the grant.

Land & Community Heritage Investment Program (LCHIP) will be here Thursday, Oct 3rd @ 2:30 to do a walk through the church and assess the project. Selectman Leustek stated she will be available to go to the meeting.

The Board tabled the Avitar contract until next week to review the past few contacts amounts.

Karey will be out of the office 10/10 & 10/11.

Intent to cut was received for Baker-Rabbit Hollow Rr.

Selectman Marsh made a motion to approve a water abatement for Miller-Back Ashuelot Rd. in the amount of \$50.00. Selectman Leustek seconds the motion. The motion carries 5-0.

Selectman Marsh made a motion to approve a water & sewer abatement for Hutchins-Michigan St. in the amount of \$105.00. Selectman Leustek seconds the motion. The motion carries 5-0.

The Plans for the Ashuelot Fire Station are complete and Chief Kellom has reviewed them. The board agrees to put the project out to bid.

The board reviews and approves the following financial documents:

Selectman Kilanski makes a motion to approve the 941 2019 quarterly tax in the amount of \$7,268.84. Selectman Leustek seconds the motion. The motion carries 5-0

Selectman Kilanski makes a motion to approve internal transfer in the amount of \$130.80. Selectman Stephens seconds the motion. The motion carries 5-0

Selectman Kilanski makes a motion to approve the Zoll Preventive Maintenance contract in the amount of \$510.00. Selectman Leustek seconds the motion. The motion carries 5-0

Selectman Stephens makes a motion to approve the reimbursement from the Police Activity Fund to the Town in the amount of \$1,767.44. Selectman Kilanski seconds the motion. The motion carries 5-0.

Selectman Kilanski makes a motion to approve the request for WW Building Supply from sewer capital reserve in the amount of \$4,166.65. Selectman Stephens seconds the motion. The motion carries 5-0.

Last week the board discuss if they would be giving a Merit or Cola raise for 2020-2021. Selectman Heinonen stated that Selectman Marsh and Stephens would like to see a cola. Selectman Heinonen & Leustek stated they would like to give merit raises. The board tabled the discussion until there was a full board. Selectman Kilanski stated that he would be in favor of a cola. Selectman Stephens said he would like to see a 3% cola. Selectman Kilanski stated that he would like a 2% cola. Steve Hammond asked if the board new what the cost of living increase is this year. Selectman Leustek said projected to be 1.8%. Steve stated that the board needs to know the average wages are for each of the positions. The town hasn't kept pace with the wages over the years. Selectman Heinonen said everyone wants a raise but we also represent the citizens in town and the average citizens in town don't get raises. We are trying to come up with a raise for the employees but also that will make the citizens happy. Steve said shouldn't we be trying to push the town forward. Sometimes we need to invest money to make money. I would say to invest in the employees. Turnover costs the town money. Let's get employees to an average wage for their positions. Selectman Kilanski said that we have been slowly. Selectman Heinonen said that this is the only place in the public sector that you can come and ask for raises. In the private sector, if I went to my employer and asked, I wouldn't have a job. Steve asked how do we get to the point where employees have an average wage, for above average employees. Selectman Kilanski said that he agrees and would like to see a 2% cost of living for everyone. 3% cola is what Selectman Stephens would like but financially it would be tough. 2% is better than last years cost of living @1.6% and better than the projected 1.8% for this year. Steve suggested that the board give a cost of living increase and give a merit raise based on what the Department Heads gave for an evaluation. This will help get the employees towards an average pay. Help keep the employees we have. Selectman Marsh said that we have been trending water for so many years it's held itself back. With this board in the last 4 years we have accomplish more positives than in the 10 years. It's not going to happen overnight. It can't be 1 budget season. The Town of Winchester pays the employees now what the town can afford. Steve said that you will still incur these costs because we will still have the turnover. Selectman Heinonen makes a motion to give a 1% cola and a merit up to 3%. Selectman Leustek seconds the motion. The motion carries 3-2.

Third order of business Board comment:

Selectman Marsh asked the board to revisit the Cemeteries request to pave 300ft of the road on the back side of the cemetery. Selectman Marsh feels that 3 inches of pavement is a lot for a road that is not used often. The board has no issues with the proposal and doesn't feel its necessary to revisit.

Selectman Leustek stated that Picklefest was a great day. ACCESS shuttled over 500 people and there were over 5000 people who attended the Picklefest. Paul Morehouse Sr said he saw a few pickle signs around town that were missed.

Karey said the winner of the cow plop was Marshall Royce and he donated \$500 to the Conant Library & \$500 to the Thayer Library.

Selectman Heinonen asked the board to think about a buyback program for employees that don't take the Town Insurance.

October 8th is the 1st Budget Committee meeting at 6pm.

Fourth order of business Public comment:

Mike Coope asked Selectman Leustek to relay to the LCHIP Committee the historical importance of the steeple and the clock. Mike also asked about the repair and winding of the clock. Selectman Leustek said she would contact Brian to come asap to finish working on the clock. Mike commended Highway & the Police department for closing Michigan St. It made a huge difference and improvement from years past.

Selectman Leustek added that the Picklefest committee will be hold a forum soon to talk about what can be done better for next year's Pickle Festival and they want to hear from the community.

Fifth order of business: Nonpublic under RSA 91-A:3II (a)(b)(c)(d)(e)

Selectman Kilanski makes a motion to enter nonpublic session under (a, c & e). Selectman Leustek seconds the motion. The motion carries 5-0. A roll call vote was taken, and members vote "yes" individually, and the board convenes in non-public at 8:05pm.

Sixth order of business: Adjournment

The board reconvenes in public session at 8:33pm.

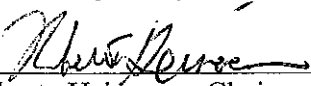
Selectman Leustek makes a motion to seal the minutes under (a , c & e). Selectman Stephens seconds the motion. A roll call vote was taken, and members vote "yes" individually. The motion carries 5-0.

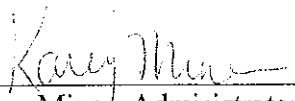
Selectman Stephens makes a motion to adjourn at 8:37pm. Selectman Leustek seconds the motion. The motion carries 5-0.

Minutes respectfully submitted:

Karey Miner, Administrator

Minutes signed by:


Roberta Heinonen, Chairman


Karey Miner, Administrator