

Budget Advisory Committee

Town of Temple, NH

Meeting Minutes

11:30 AM, 29 November 2016, Town Hall Annex

Attendees: Gary Scholl, John Kieley, Christine Robidoux, Gail Cromwell, Ken Sullivan

Guest representing the Police Department, Jim McTague, Chief of Police

Meeting called to order at 11:32 AM

Recreation

The resurfacing of the tennis court was done this year, however Gary noted some cracks, including where it was recently repaired. Gary noted that it should be repaired as soon as possible to avoid further damage caused by the winter weather.

Action Item:

- Gail will check the contract with the company that did the repairs to see if the work is guaranteed.

The Recreation Committee would like to purchase pickle ball equipment next year, noting that the program in Peterborough has been highly successful. This will be played on the tennis court.

Action Item:

- Will the court be used for any other activities?

Police

Salaries:

Chief McTague noted that several issues are affecting the department's ability to hire and retain good officers. Raising the salaries of the officers will help Temple-Greenville to be more competitive when officers are recruited by other towns in the area paying higher salaries.

Other issues around salary include:

1. Officers sign a three-year contract. If the officer leaves before the contract is up, they must pay the town back for the academy training, with the amount dependent on when they break the contract. Other towns are paying the academy fees for the officers. This saves them money on the academy training and they get a fully trained officer.
2. Retirement figures are based on salary, with a 50/50 officer/town split.
3. In a small department, there is not a lot of opportunity for advancement.
4. Many new applicants are looking for jobs right out of college. These applicants are generally applying for the training and experience, and then move on after three years.

To combat some of these issues, Chief McTague looks through the pool of applicants for candidates that are invested in the community locally. It's also preferred that they live locally, because not having to travel far to work is a good selling point. Chief McTague believes that a salary increase will help retain the current officers.

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A blanket salary increase versus targeted adjustments was discussed. It would be a complicated process when factoring in performance, years of service, and officer specific areas of expertise.

Chief McTague requested that a salary analysis be done every two years.

It was noted that the Police budget has been going up every year. When the two towns merged, there was a significant cost savings to both towns. If the costs keep going up, it may not continue to be the best option for both towns.

It was also noted that a budget surplus last year helped cover expenses this year.

John Kieley made a motion:

The Temple BAC supports a 2% cost of living salary increase plus a 3% salary adjustment for all full-time and part-time employees with the condition that the Temple-Greenville Police Board review the 2017 budget line by line to identify off-setting savings.

Ken Sullivan seconded, unanimous approval.

Police Department Discussion concluded with appreciation for Chief McTague's time.

Other Business

Gail brought to the BAC a request made by Deb Harling on behalf of the town office for a new paper shredder, because of a special sale price being offered. The request was presented to the BOS at their last meeting. It may come up for review to be included in the 2017 budget.

Action Item:

- Gary will follow-up with the BOS regarding the process for reviewing unexpected expenses (\$1459).

Gail presented a letter that the BOS received regarding the increase in the hourly rate for legal expenses. The new rate is \$205/hour. The hourly rate was last raised in 2013.

The meeting minutes from November 15, 2016 were unanimously approved.

Next meeting is December 13, 2016 at 11:30 AM

Meeting was unanimously adjourned at 1:06 PM