

Town of Tamworth  
Board of Selectmen's Meeting  
December 13, 2010  
Town Office

Members Present	John Roberts, William Farnum and Robert Abraham
Others Present	Cassandra Pearce, Penny Colby, Bruce Robinson, Gordon White, Parker Roberts, Jay Rancourt, Jeff Tavares, Dana Littlefield, Dan Poirier, Judson Noyes, Glenn Johnson, Kim Noyes, Libby Hauser, and Anne Abear.
Employee Meeting	<p>Members of the Board met with the employees to discuss the following:</p> <ol style="list-style-type: none"><li>1. Vacation section and the changes that are being proposed by the Board.<ol style="list-style-type: none"><li>a. The Board advised that this would be for any new hires effective after the date of this section being adopted.</li></ol></li><li>2. A new section regarding the use of electronics and equipment security.<ol style="list-style-type: none"><li>a. The section limits the use of town equipment (computers, copiers, telephones, faxes, etc.) for personal use.</li></ol></li><li>3. A revision to the compensation section.</li><li>4. A new section being added regarding retirement offered through NH Retirement System.<ol style="list-style-type: none"><li>a. An employee must work 35 hours per week in order to receive this benefit per NHRS and this section.</li></ol></li><li>5. A revision to the responsibilities of employees' section.</li><li>6. A clarification and revision to the insurance section.</li><li>7. Health insurance and dental insurance increase in rates effective 7/1/2011 – the current proposal is for the health insurance to increase by 16% and dental insurance will increase by 5%. Ms. Noyes suggested the Board place money in a reserve account that could be utilized to offset some of the deductible that an employee may face if the health insurance provider changes. The Board advised that they looked into this in the past and the cost was not favorable at that time. It will be looked at again in the future.</li><li>8. Cell phone provider and coverage information – Many comments were made regarding the best provider for employees who have cell phones provided by the Town. Chief Poirier recommended he pay for a portion of his cell phone as he utilizes it as a personal cell phone also. The Selectmen's office will look into adding a personal line onto Chief Poirier's telephone. The Board will meet with providers of Sprint/Nextel at their meeting of 12/16 to discuss the concerns expressed by the employees.</li><li>9. Increases proposed for the 2011 year – The Board explained that they have proposed a 2.8% COLA for the employees to adjust the salaries for the year in which no increase was given in 2009. Further, the Board has budgeted for a 2.2% increase for all the employees. Ms. Noyes discussed the policy that she presented in which she believes the employees should receive their increases proposed for the coming year at their evaluations or the Selectmen should give an amount of funds to each department head to disburse to their employees as they see fit. She continued by indicating that all employees should not get the same increase. Mrs. Abear advised that most departments only have 1 or 2 employees and that Tamworth is not a large community. Mr. Roberts discussed a report that one employee has been handing</li></ol>

out fliers to several other employees in their attempt to notify other employees of their concern that they are not receiving adequate pay. The Board advised they were being fair to all employees, not just a few and would support the proposed increase being presented at Town Meeting.

Mrs. Pearce thanked the Board for their support of all the employees during the year. Many other employees agreed and expressed their appreciation for the Board's support even if the raise did not go through.

Adjournment

*Mr. Roberts moved and Mr. Farnum supported to adjourn this meeting at 11:53 a.m. Vote was unanimous. Motion passed.*

Respectfully submitted,  
Anne M. Abear

Approved by the Board of Selectmen: 12/16/2010

Tamworth Board of Selectmen

John Roberts

William Farnum

Robert Abraham