

**Town of Webster
Office of Select Board
945 Battle Street/Rte. 127
Webster, NH 03303**

Select Board Meeting – January 5, 2015 – Work Session

Select Board present: Chairman Roy Fanjoy, Selectman Bruce Johnson and Selectman Roger Becker, Police Chief Robert Dupuis, Financial Administrator Wendy Pinkham and Administrative Assistant Judith Jones.

4:05 pm This was a work session to continue discussion on the proposed 2015 budget. The Board was provided with copies of two proposed budgets. The Board discussed the employees' wages, which included several employee requests. It was noted that the Board's decision could mean the necessity to amend the Personnel Policy. There was lengthy discussion which was not limited to, but included current and alternative raises; employee performance or a step payment program similar to the State related to pay increases, etc. Chairman Fanjoy made a motion to add a 5% increase to all Town employees; seconded by Selectman Becker. The motion was then discussed. Later the motion was unanimously approved. There was then discussion on reducing the proposed budget in other areas. Selectman Johnson recommended that Department Heads go back to their individual budgets and try to find ways to cut their budgets in an effort to lower the overall budget, which would help to cover the pay increases. He also recommended a long range solution regarding salaries so that it did not come up every year. Mrs. Pinkham was requested to go back in the records to review pay increases over the last six years.

Selectman Johnson reviewed the list of the five-year road plan provided by the Road Agent and read a potential list and associated costs to move forward over the next four years. A lengthy discussion ensued on projects, etc. Chairman Fanjoy stated that any projects in Pillsbury Lake District should be coordinated with Pillsbury Lake for those roads in the District so that the District could plan for any needed repairs to the waterlines to avoid tearing up any newly completed road projects. Sue Roberts requested that Selectman Johnson provide a copy of what he read for their review.

The Capital Reserve for Bridges was discussed and it was questioned whether these funds could be used for related items to bridge such as any necessary guardrails. Mrs. Jones will research to see if there may be a need to change the purpose of the Capital Reserve at the Town Meeting. Mike Arpino was discussed as a resource for the replacement of Schoodac Bridge and the need for a culvert in the Bashan Hollow area. The Board approved Mr. Bean contacting Mr. Arpino.

There was discussion on possibly paving dirt roads in the future. This led to a discussion on a possibility of a Petition Article to pave certain dirt roads. Mrs. Jones noted the need for a dollar figure to accompany any petition that required funds.

The Board agreed to increase the Compensated Absences Expendable Trust Fund to \$9,000.

5:55 pm Selectman Johnson made a motion to adjourn; seconded by Selectman Becker and approved.

Roy E. Fanjoy, Chairman
SB/ jj

Bruce G. Johnson

Roger A. Becker

R E Fanjoy

B G. Johnson R A Becker