

MINUTES OF HAVERHILL SELECTBOARD WORK SESSION
Tuesday, January 14, 2014
Draft Subject to Review, Correction and Approval at Following Meeting

Board Members Present: Wayne Fortier, Tom Friel, Lynn Wheeler and Robert Roudebush.

Town Manager: Glenn English

Administrative Assistant/Finance Officer: Jo Lacaillade

Selectboard Clerk: Karen Hyde

Work Session (Called to Order at 8:50 PM):

The Selectboard met to discuss the proceedings of the Advisory Budget Committee meeting that was held just prior to this work session. Chairman Fortier brought up the salary of the Rec Director being set at 3% and the rest of the salary increases were approved as recommended. Tom Friel, speaking personally, had no problem with the way the Advisory Budget Committee went. It was his personal feeling that the meeting was very professional and well-handled and he agreed with their findings. Chairman Fortier asked if anyone disagreed with the findings of the Committee. TM English stated that he felt that the Selectboard was being cruel to Sherri and that it might affect her performance. AA Lacaillade thought that the word "performance" was not the right word. She thought that the Selectboard's actions were giving Sherri a message on her value to the Board. Lynn Wheeler thought that it was unfair to have Sherri manage property. TM English stated that she wasn't managing the building; she was scheduling the use of it. Both Lynn and Tom were under the impression that Sherri was doing much more than scheduling. TM English stated that Sherri was overseeing the work done at Railroad Park. TM English stated that Sherri has asked for the last three years for a pay increase and this year, she came to him very professionally and asked again. He has had other employees ask about pay increases and he has held them off. This year, he has changed that. There was good discussion about this tonight. AA Lacaillade stated that the Board knows that the employees do their job; but once in a while, the employees need to know that they are valued. Robert Roudebush asked AA Lacaillade if Sherri felt that the Board did not value her. AA Lacaillade stated that there are a lot of employees that feel this way. Chairman Fortier stated that Sherri has been the Town's employee for three years; he thinks that she has done a good job, but there is a level of immaturity on her part to what her value is. He did comment on the letter that Sherri had sent the Board which stated that she felt underappreciated. He wasn't sure what the Board could do; a 10% pay increase caused him some concern. Robert thought that 3% was on the low side and he would go for 5%. TM English also thought 5% would be a reasonable compromise. AA Lacaillade stated that the difference between the 3% and the 5% increase would be \$487. Robert felt that the 5% made a statement of encouragement without going overboard. Tom Friel wanted to do more financial research on his own. There was a short discussion on the bond issue. Robert Roudebush made the motion to come out of the work session; seconded by Tom Friel and all approved.

Work session ended at 9:15 PM

Minutes transcribed by Karen Hyde