

RESULTS OF THE JACKSON TOWN MEETING

MARCH 12, 2015

Polls were opened at 8:00 AM by Moderator Willis Kelley and closed at 7:00PM on March 10, 2015 by Assistant Moderator Laurel Smith to vote on Articles one through five.

The town meeting was called to order by Moderator Kelley on Thursday, March 12th at 7:00PM. Moderator Kelley then led the attendees in the Pledge of Allegiance and one verse of God Bless America. Meg Phillips led the group in a moment of prayer and reflection.

In his opening comments, Moderator Kelley wanted to recognize Selectmen Thompson. Selectmen Thompson wanted to take a moment to recognize a couple of individuals in this town that has provided long term service and dedication. Selectmen Thompson first wishes to recognize Gordon Lang who is retired from the Fire Warden's position after 40 years of service to the town in that capacity. Selectmen Lockard introduces Chief Jette, Chief Jette recognizes Chief Meyers for teaching him. Karl Meyers was Chief for 12 years; he was dedicated to this town and raised his children here. Many holidays were forsaken for the department and many days off. Chief Jette accepts this plaque for Karl Meyers. The plaque reads "The Chief of Police Karl Meyers in recognition of many years of service and dedication to the Town of Jackson 2003 to 2014." Chief Jette introduces members of the department today. Michael Chapman has been with the department for 2 years and is currently on a part-time basis, Andrew Koplin new full time staff and going to the academy in May, Ryan McDonald is a Certified Officer for 2 years and Lauren Orsini acting in the capacity as our Animal Control Officer for the past 2 years, but due to personnel issues we have added her to our part time rooster as well.

Moderator Kelley reminded everyone to be courteous and polite and if you have any questions or comments to direct those questions or comments to the moderator. He will give everyone a chance to speak on an article. Article 1 the results of the voting on Tuesday:

Article 01: ELECTION OF OFFICERS

To choose the necessary officers for the ensuing year.

Position	Elected Candidate-# of votes
Selectmen for 3 yrs.	Bob Thompson – 178
Trustees of the Trust Funds for 3 yrs.	Helene Matesky - 186
Trustees of Cemeteries for 3 yrs.	Lee Phillips – 196
Library Trustee for 3 yrs.	Denise Sachse – 141
Library Trustee for 3 yrs.	Brian Walker – 134
School Moderator for 1 yr.	Tim Scott – 24 W-I
Member of the School Board for 3 yrs.	Dan Mahood – 172
Member of the School Board for 3 yrs.	Jessica DellaValla – 177
Member of the School Board for 2 yrs.	Genn Anzaldi – 68 W-I
School Clerk for 1 yr.	Courtney Wrigley – 178
School Treasurer for 1 yr.	Christine Thompson – 8 W-I

Article 02: AMENDMENT - ZONING ORDINANCE

To see if the Town will vote to adopt Amendment No. 1 as proposed by the Planning Board for the existing Jackson Zoning Ordinance as follows:

Reorganization of Zoning Ordinance Section 4.3 District Regulations so that Uses Permitted will be listed, but Uses Not Permitted will not be listed as a separate section; rather uses not permitted at present will be shown as "except for" within the Uses Permitted section. With these changes the Planning Board aims to continue the original intent, while bringing the wording into compliance with the recommended format. In addition, the proposed changes will create consistency with Section 5.4.1 Uses Permitted in the River Conservation District. Recommended by the Planning Board (7-0-0).

Result of votes: Yes: 183 No: 24

Article Passed

Article 03: AMENDMENT - ZONING ORDINANCE

To see if the Town will vote to adopt Amendment No. 2 as proposed by the Planning Board for the existing Jackson Zoning Ordinance as follows:

Wording changes to Zoning Ordinance Sections 4.3.1.2 and 4.3.2.3 Setbacks to give relief to an owner of a corner lot, so that placement of structures on such a lot would no longer be restricted by two 50-foot setbacks; instead the lot would have just

one 50-foot setback along the road giving access to the land. Also, removal of the phrase “which is a property boundary” from “From the near bank of any year-round stream or body of water which is a property boundary: Fifty (50) feet.” Note: a 75 foot setback from any body of water already restricts type and placement of structures. Recommended by the Planning Board (7-0-0).

Result of votes: Yes: 173 No: 38

Article Passed

Article 04: AMENDMENT - ZONING ORDINANCE

To see if the Town will vote to adopt Amendment No. 3 as proposed by the Planning Board for the existing Jackson Zoning Ordinance as follows:

Replacement of Zoning Ordinance Section 6 MINIMUM LOT SIZE to utilize Site-Specific Soil Mapping Standards which have superseded the use of High Intensity Soil Maps, as the Site-Specific Soil Mapping Standards are more refined and provide greater efficiency in the permitting process. Proposed changes would replace Section 6 in its entirety, and would also delete the Appendix. Recommended by the Planning Board (7-0-0).

Result of votes: Yes: 179 No: 27

Article Passed

Article 05: AMENDMENT - ZONING ORDINANCE

To see if the Town will vote to adopt Amendment No. 4 as proposed by the Planning Board for the existing Jackson Zoning Ordinance as follows:

Wording changes at Zoning Ordinance Section 9.8 ACCESSORY APARTMENTS in accordance with a recommendation by Town Engineer, Burr Phillips, so that a new septic system need not be installed for construction of an accessory apartment to occur; however, a State-approved septic system design must be provided before construction or renovation is begun.

Recommended by the Planning Board (7-0-0).

Result of votes: Yes: 185 No: 27

Article Passed

Article 06: OPERATING BUDGET

To see if the Town will vote to raise and appropriate the Selectmen’s recommended Operating Budget of the Town in the amount of 1,868,851 not including appropriations by special warrant articles and other appropriations voted separately (see 2015 Budget). Selectmen are in favor (3-0-0).

DISCUSSION: Moderator Kelley the first category is the:

Office of the Selectmen, any questions? Dick Badger asks what is the actual increase or decrease for the whole budget compared to last year’s budget. Selectmen Thompson indicates it is a decrease of \$26,897.

Office of the Town Clerk, any questions? Jeanette Heidmann will try to speak loud enough for all to hear. The Tax Collector position is the only one governed by State Statute which is RSA 41:33 “Each town at the annual meeting may determine the rate or amount of compensation to be allowed the Collector of Taxes his or her services” In Jacksons recent history whenever an increase to compensation was brought forward, it was made to be brought forward to the people for a vote. No position either elected, hired or appointed receive the detailed scrutiny that this position does. This allows for detail discussions that frankly we would benefit from on many other positions on the town payroll. Along these lines the W-2 Withholdings Report on page 102 this does not reflect the inclusion of health insurance or retirement which is paid to the employees, and contributed by them tax free towards the health and retirement benefits. Those numbers do not reflect the amount of money or income some receive in total page 93, in the Operating Budget Jeanette Heidmann found it misleading under the Town Clerks section, and thinks clarification is in order. On page 93, the Health Insurance line shows no 2014 actuals, on page 97 under the Non-Recurring Actuals for 2014 it shows \$20,608 in actuals and that there was \$34,500 (*correction \$32,500 was figure in March 2014 annual meeting and this year’s report*) accrued at last year’s Town Meeting in Article 9 as an approved budget item. Jeanette Heidmann feels it should not be zero in the 2014 Budget, it should be the \$34,500 (\$32,500). The same goes for the next line, the contribution to the NHRS Retirement System. The town voted on a warrant article that that be budgeted at \$4,000, and the number is zero. I think that number should also be included. When those budget items are added to the blank spaces on the table on page 92, and compare the 2015 Budget to the 2014 Budget the change goes from a 53.87% increase to a 10% decrease. Jeanette Heidmann believes the town is using incorrect or misleading budget numbers as voted by the assembly. While the overall budget numbers using the 2014 actuals against the 2015 budget does reflect an increase in the area of \$4,600. This is explained because the actuals for the health insurance last year were only for 9 months, starting on 1 April, this year it is for 12 months. So it is that extra quarter that is included in that increase. Looking again at page 93, the town portion of the health insurance coverage was dropped from the 2014 approved amount of \$32,500 to \$24,126. The contribution to the NHRS was also reduced from the \$4,000 as approved by us last year to \$3,600. A total budget reduction of \$8,774, both of these changes were done this year without voter approval. It seems that this position is required to have approval for increases and that it should have approval for decreases for those compensation numbers. The Town moved to a cheaper insurance coverage for its employees and elected officials thereby saving the town a lot of money. However, this results in higher copays that the employees will have to pay. Jeanette Heidmann leaves it to this

body any budget changes, and feels these comments are important as they will help explain to you my support for Article 17. Moderator Kelley asks if there are any other comments on the Town Clerk Portion of the Operating Budget. Angus Badger asks the selectmen why there is nothing in the 2014 Column on health insurance for the Town Clerk. Selectmen Thompson states it was not inserted into the operating budget because it was a separate warrant article.

Financial Administration: any questions?

Assessing, Revaluation, Tax Map UPD: any questions?

Legal Expenses: any questions or comments? Peter Benson asks if we only spent \$17,000, why we are proposing \$40,000 this year. Is there something we do not know about? Selectmen Thompson says no, we used to budget \$20,000 for that, this is the 2nd year in a row that we are budgeting \$40,000 due to some pending legal matters. We talked about it after the first budget meeting and we do expect forgoing any unforeseen legal issues in the future, to lower that line item back down to next year to \$20,000. Moderator Kelley asks is there any more questions on that category?

Planning Board: any questions or comments?

Zoning Board: any questions or comments?

General Government Buildings: any questions or comments? Robert Burton states we spent \$60,000 for the Old Library should it have been in there or not because it was a separate warrant article? Selectmen Thompson states that it was a separate warrant article. Robert Burton inquires that we still retain ownership of that building, is that correct? Selectmen Thompson confirms yes, that is correct.

Cemeteries: any questions or comments?

Property Liability Insurance: any questions or comments?

Building Inspection: Penny Miller asks why we have \$3,000 budgeted for Septic System Design Review when all septic systems must be designed by a licensed designer and we already pay taxes for the State Septic System Inspector to come inspect the system. Moderator Kelley states that the Town of Jackson has a septic ordinance that has to pass town approval after it passes state approval. Correction, before it goes to state approval. Moderator Kelley recognizes Frank Benesh for a better explanation. Frank Benesh states that the Town standards are different than the state requirements. And it is helpful for Burr to review the designs before going to the state, because Burr is knowledgeable with the Jackson departments and the state would not be. Selectmen Thompson states there is an ordinance on the books that we have to abide by it. There may be people not happy with that ordinance, but we do not have the authority to ignore it. So until it is taken off of the book, that is our charge. Gino Funicella states for a couple of years in a row we were charged five to six thousand a year. I do not understand why we shot up by almost \$19,000 a year. He's also getting FICA, Is he an employee, outside contractor? Selectmen Lockard as you know we struggled with the building inspector process for some time. Looked for an outside contractors, we finally found a person that we could train that could work with the fire inspector, so it's a part-time position, that essentially works for the town. Selectmen Lockard states we are not contracted out per say. Gino Funicella does not understand why we contract out? Selectmen Lockard only can say there was a whole rodeo about that. We ended up with the best choice for the least cost. Selectmen Thompson indicates a lot of that budget increase is for two reasons. 1st Our building inspector trained for quite a while under our fire inspector Robert Goudreau and 2nd we ended up with a building inspection payment from the Wentworth Hotel in December of last year and a lot of our inspection requirements for that building during this calendar year, for money we took in during the last calendar year. That is why it looks a little bit off there.

Police Department: any questions or comments?

Bartlett-Jackson Ambulance: questions? Gino Funicella asks why we are budgeting \$9,600 when we only spent \$6,400. Is there a reason? Moderator Kelley informs us that the cost of that squad is about \$100,000 a year. Selectmen Thompson states that they came to us with the raise increase request because they were able to look into the upcoming calendar year realizing they were going to need radios, communication equipment and some new batteries for some of the gear they already have. Moderator Kelley mentions it is a percentage factor split between Jackson and Bartlett for their Operating Budget, this is the Jackson share.

Fire Department: questions or comments?

Emergency Management:

Highways & Streets: questions or comments?

Solid Waste Disposal: questions or comments?

Animal Control: questions or comments?

Public Welfare: questions or comments?

Library Appropriations: questions or comments?

Recreation & Parks: questions or comments?

Debt Service: questions or comments?

Tans Interest Paid: questions or comments? Gino Funicella says that is a thousand dollars on a tax anticipation note, and it looks to him that we have \$800,000 to \$1,000,000 in the uncommitted fund. Why do we need a tax anticipation note if we have that kind of money sitting in the sidelines? Treasurer Dougherty explains that the tax anticipation note allows us to get our money immediately. We can also go through TD Bank but it takes a couple of months to get the money. This is an emergency account; it costs us five dollars per month. We have not yet used it. Jerry Dougherty IV says that if we take a tax anticipation note then we will have interest on that note and that is what those thousand dollars is for. Bob Burton asks a question on the overall budget. We compare the 2014 Budget to the 2015 Proposed and not the 2014 Actual to the Proposed. Why do we not compare what we actually spent to what we anticipate spending this year? It is confusing to a layperson. Selectmen Thompson points out that on pages 93 through 96, it is laid out the 2014 Actual Expenses, the 2014 Budget and

what we are actually proposing for 2015. It is listed line by line through page 96. Robert Burton says it is a lot clearer looking at what we wanted to spend compared to what we did spend. It seems misleading, why is it formatted with all these ups and downs. Moderator Kelley asks, how long do you want those reports? Bob Burton states it doesn't show it on that side. Gino Funicella one more comment earlier Dick Badger had a comment about the tax rate on page 100. Is the tax rate listed before the fund balance? Selectmen Thompson says the Tax Rate for 2014 could be found on page 100. It shows a tax rate of \$4.09 that was after the fund balance was added from the unreserved fund. It is a little early to determine tax breaks at Town Meetings and that is why it is not done, however had we not used some of the unreserved fund balance to offset the tax rate, the tax rate would have been \$5.16. It is thought the unreserved fund balance is used to offset large one time capital improvement expenses number 1. Number 2, the unreserved fund balance is a little higher than it should be, it is recommended by our accountant that we keep that unreserved fund balance to around 11 to 13% range. On page 100, a projected 2015 Tax Rate of \$4.70 and that's with no unreserved fund balance used to offset the tax rate. There are two things that factor into the tax rate that we do not know tonight. One of them is the less anticipated revenue line and the fund balance that we would be used to offset the tax rate. We contributed a hundred ninety four thousand dollars to the unreserved fund balance this year from unexpended funds from the 2014 budget. Our fund balance is at \$849,000 and that is with the \$194,000 added into it. We do not know if or how much of the unreserved fund balance we might use, and we do not decide that in March. And the less anticipated revenue of \$477,000 is our best guess in March and it gets revised in September. That \$477,000 amount is our best guess estimate at this point; you can see it was 580 last year. Dick Badger asks about the actual expenditures going up by almost 5% (4.96). Did the increase in value of the town real estate respond to that same increase in the budget? Dick Badger asks if we had a 3% growth? Selectmen Thompson asks Dick was he referring to our assessed property values. Dick replies yes and Selectmen Thompson replies no it was about 1%. Dick Badger replies so the budget is above our inflation rate and above our growth it is somewhat inflationary in of itself. Gino Funicella asks when we get the new fire engine are we going to have to rebuild the fire station to fit it. Based on the quote and not going to the long end tanker truck, we will not have to tear off the back of the garage yet. Any other questions or comments on the overall bottom line of the operating budget?

Vote: Verbal Approval(unanimous)

Article 07: CRF - FIRE TRUCK

To see if the Town will vote to raise and appropriate the sum of \$100,000 to be placed in the Fire Department Truck Capital Reserve Fund (0003 - Fund Balance as of 12/31/14 \$359,221.47) for the purpose of purchasing a new fire truck. Selectmen are in favor (3-0-0).

DISCUSSION: Jerry Dougherty III states the selectmen expected to purchase the truck in 2016, he would like them to consider purchasing it in 2015. The fire truck has been specified, we know what you are going to buy, and it is his understanding that there is a substantial savings could be made by buying it in 2015 rather than in 2016. And he understands we have the money to do it. As to the particulars of how much we are saving or the sense of buying it now, he will leave that to others to explain. Selectmen Lockard it is open to the board and it will save us some money and it is always a possibility if we were to sell the other truck early we may get more money for it. It is probably a good idea, but it is not finalized at this point. Moderator Kelley clarifies if this article passes then the amount will be there to purchase the truck this year or next year. They do not have enough money to purchase the truck specified without this article. Selectmen Thompson says the estimate on savings if we purchase the truck when this /once this warrant article hopefully is approved we would save \$30,000 by purchasing it this year.

Vote: Verbal Approval(unanimous)

Article 08: CRF - HIGHWAY TRUCK

To see if the Town will vote to raise and appropriate the sum of \$50,000 to be placed in the Highway Truck Capital Reserve Fund (0048 - Fund Balance as of 12/31/14 \$78,017.17) for the purpose of purchasing a new highway truck. Selectmen are in favor (3-0-0).

DISCUSSION: any questions?

Vote: Verbal Approval (unanimous)

Article 09: CRF - ROAD RECONSTRUCTION

To see if the Town will vote to raise and appropriate the sum of \$50,000 to be placed in the Road Reconstruction Capital Reserve Fund (0064 - Fund Balance as of 12/31/14 \$22,033.36) for the purpose of road reconstruction of town roads. Selectmen are in favor (3-0-0).

DISCUSSION: any discussion?

Vote: Verbal Approval (unanimous)

Article 10: MM - HIGHWAY REPAIR

To see if the Town will vote to raise and appropriate the sum of \$38,000 to be placed in the Highway Repair and Reconstruction Fund (MM - Fund Balance as of 12/31/14 \$1,770.51) for the purpose of highway repair and reconstruction. The sum of \$38,000, which is contingent upon the Town receipt of that amount from the anticipated State Highway Block Grant in 2015-2016. Selectmen are in favor (3-0-0).

DISCUSSION: any discussion?

Vote: Verbal Approval (unanimous)

Article 11: CRF - HEAVY HIGHWAY VEHICLES

To see if the Town will vote to raise and appropriate the sum of \$30,000 to be placed in the Heavy Highway Vehicle Capital Reserve Fund (0068 - Fund Balance as of 12/31/14 \$30,039.74) for the purpose of purchasing heavy highway vehicles. Selectmen are in favor (3-0-0).

DISCUSSION: any discussion?

Vote: Verbal Approval (unanimous)

Article 12: ETF - STATE ROADS

To see if the Town will vote to raise and appropriate the sum of \$30,000 to be placed in the State Aid Reconstruction Expendable Fund (0058 - Fund Balance as of 12/31/14 \$9,442.73) for the purpose of repairing and maintaining state roads in Jackson. Selectmen are in favor (3-0-0).

DISCUSSION: any discussion? Why does Jackson pay to repair and maintain state roads? Jay Henry says that is 16A from here to the ski area down Carter Notch, up as far as Meloon Road and up Dundee Road to Mountain View and Carter Notch and back to the village. That is all State road, for as long as any of us can remember they have always done it. It is the only way that road gets paved, we are one of the few towns in the state that do it, there's only a couple. If we didn't do that then we probably would not put any money on it to pave it, because the state does not do a lot of maintenance on those particular roads. It's a cost share, we put thirty and the state puts in thirty. So we end up with \$60,000 in pavement.

Vote: Verbal Approval (unanimous)

Article 13: CRF - POLICE CRUISER

To see if the Town will vote to raise and appropriate the sum of \$15,500 to be placed in the Police Cruiser Capital Reserve Fund (0027 - Fund Balance as of 12/31/14 \$6,528.84) for the purpose of purchasing a new police cruiser. Selectmen are in favor (3-0-0).

DISCUSSION: any discussion? Jack Tracy asks why these happen in lumps and why not in a depreciation schedule a little bit each year. Moderator Kelley states the capital reserve account is to pay partial amounts to ease up the tax issue and when it is time to buy the vehicle there's a pretty good amount available. Jack Tracy asks if that is a recurring item, so we will see this figure every year. Moderator Kelley says yes, as we have done every year. The amounts may vary a little bit year to year, the capital reserve trust accounts for purchases for many years. Someone else asks to word the question a little bit differently, When is the next anticipated purchase of a vehicle? Selectmen Lockard replies 2017, Moderator Kelley corrects him by stating 2016. Chief Jette says we have two cruisers and that we maintain each cruiser is rotated every five years, the way that it falls right now see page 101. Selectmen Thompson points out a spreadsheet on page 101 that is for Capital Improvement purchases spread out through now and 2024, to project out what those needs are and how much those heavy equipment purchases are going to cost and when we anticipate when we need to make them. The cruiser is slated for purchase in 2016, that is going to run \$40,000 so between this meeting and hopefully next meeting we will have what we need to make that purchase. Someone asks what do we do with the vehicles when they are decommissioned? Selectmen Thompson says we auction them off to the highest bidder. What do we have a bond for? Moderator Kelley says it is for the highway garage that was built 5-6 years ago, we are still paying for it.

Vote: Verbal Approval (unanimous)

Article 14: TOWN OFFICE ROOF

To see if the Town will vote to raise and appropriate the sum of \$13,000 for the purchase of a new roof on the Town Offices for the purpose of replacing the weather worn roof. Selectmen are in favor (3-0-0).

DISCUSSION: any discussion? John Pepper asks how old is the building? Bill Botsford replies January 2001. Bob Burton asks if that is the price on a metal roof. Selectmen Thompson replies it is for a shingle roof. In order to put a metal roof we will have to also put an overhang on the handicap accessible spot so it gave us a cost increase above the \$15,000 estimate we got for the shingles. Jerry Dougherty III asks how do we need a new roof after only fourteen years? Selectmen Thompson says it has something to do with the quality of the shingles.

Vote: Verbal Approval (unanimous)

Article 15: ETF - DRY HYDRANT

To see if the Town will vote to raise and appropriate the sum of \$5,000 to be placed in the Dry Hydrant Expendable Trust Fund (0049 - Fund Balance as of 12/31/14 \$5,184.54) for the purpose of repairing dry hydrants. Selectmen are in favor (3-0-0).

DISCUSSION: any discussion? Leanne Muzerall asks how many dry hydrants is that? Jay Henry says it is six or eight dry hydrants. Moderator Kelley states it is not pressurized hydrants you see in the village, but remote hydrants in remote ponds. Selectmen Lockard states we are trying to maintain what we have.

Vote: Verbal Approval (unanimous)

Article 16: ETF - BRIDGES

To see if the Town will vote to raise and appropriate the sum of \$5,000 to be placed in the Bridge Repair Expendable Trust Fund (0034 - Fund Balance as of 12/31/14 \$36,652.15) for the purpose of repairing and maintaining bridges. Selectmen are in favor (3-0-0).

DISCUSSION: any discussion? Dick Badger asks what bridges are we talking about. Jay Henry states there are no immediate major bridges that need anything; it's mainly for if we need to put a wooden deck on the ones that has a wooden deck. Nothing major planned at all. The bridges on Wilson Road, Meloon Road, Green Hill, Dundee, Valley Cross Road Bridge and probably missing one. Moderator Kelley says it's not major reconstruction its basically maintenance, Jay Henry well it could be, it's mainly for small projects. Two years ago we did Wilson Road Bridge; it was like \$15,000 to re deck that bridge all in pressure treated. Dick Badger asks if the state inspects those bridges? Jay Henry says they are all inspected by the state and we get a report every year. Dick Badger asks where are we on that list. Jay says we are not bad for the state, we have no red listed bridges for the state. Denise Sachse asks if we intend to take money out of that in a daily basis? Jay Henry says yeah, last year we did not do very much. We will probably be re decking Valley Cross Road at some point, maybe not this year. We are trying to put money in to boost that account in case something happens. Gino Funicella says if we lose a bridge it will cost far more than that. Someone who walks across the Valley Cross Road bridge couple a times day on foot, most of the ornamental work is rusted and its dangerous at this point. So if you're not really planning using these funds, if we have these funds maybe you should plan on using them. Angus Badger says in respect to the graffiti on the Carter Notch Road / Moody Farm Road. Jay Henry says it is a State Bridge not ours. Angus Badger asks if the graffiti is going to be left there? Jay Henry says that is the State of New Hampshire DOT, I do not know their plan on that.

Vote: Verbal Approval (unanimous)

Article 17: TC/TX - WAGE INCREASE - PETITIONED

To see if the town will raise and appropriate the sum of \$4,060 for an increase in wages for the Town Clerk / Tax Collector. An increase of \$4,060 will impact the tax rate by \$.01. Not recommended by Selectmen (0-3-0).

DISCUSSION: any discussion? Jeanette Heidmann with this increase, the previous stated decrease of 10% now becomes 5% decrease. So when you compare the 2015 budget to the 2014 budget even with this increase it is still less. So she asks your support in passing this unilateral change that was made and taking into account the reduction in health benefits, resulting in additional copays that is passed onto the employees, this will help cover some of that. Thank You. Emily Benson asks why the selectmen do not recommend this. Selectmen Lockard talked personally to Karen about this, last year we put into process in order to meet her needs for medical insurance, which taking on a significant increase of what we incurred at that time. That is his reason he said no, and a 3% would have been much more appropriate and therefore, he could not support the increase she asked for. Selectmen Thompson says the history of how we ended up with a full time Town Clerk/Tax Collector was that in the fall of 2013 our Town Clerk/Tax Collector needed to step down. Karen was the assistant and they came to the Board of Selectmen with a proposal that would end up meeting Karen's needs if she were going to be the Town Clerk/Tax Collector that she would work a minimum of 30 hours which would qualify her for benefits of \$27,700 worth of benefits. So we restructured that office and we support that warrant article that would allow for health benefits. The pitch at the time and the understanding was the plan would have the assistant Town Clerk/Tax Collector working a lot less hours and the Town Clerk/Tax Collector working more hours and the salary would not have to go up. Last year we had the discussion that although the department went up by 67% the salary did not, so that was the plan. The money Karen is asking for represents a 13% increase in pay benefits. We felt that we were certainly at a point to do some objective analysis to take a look at what other towns contribute to the Town Clerk/Tax Collector's process. We felt that the fairest way to do that and the most objective way to think of was to compare what we are contributing to provide those services to the town with what other towns of a similar size contributes to those services. There are a lot of towns in this state with a population of less than a thousand that have a combined Town Clerk/Tax Collector position, but there are some. So we took a look at that and then we said even though we have a population of just under 850 let's look at all the towns that we can find information on that are no more than twice our population level is. We felt that population level was the fairest most objective way to do it analysis on compensation other towns have. Jackson currently expends more per capita upon the Town Clerk/Tax Collector office than any other towns with population of under a thousand. There were also towns with population levels between 1,000 and 1,622 residents. Again 1,622 residents is twice our size. There are five towns that spend more than we do currently and five that spend less. Some towns provide their Town Clerk/Tax Collector services with an average eleven hours per week open to the public, we have 30 hours open to the public, and Karen typically had about five extra hours beyond what the office is open for that, but again going back to the history of how we arranged this thing to start with to provide those health insurance benefits, we wanted to work with an amount that we thought was fair to everybody. Whether a person is on the town staff as a hired individual or someone is on the town staff as an elected official, they're are all town staff. And we spent a fair amount of time over the last 2/3 years in particularly looking at the police department, and we realized we have corporal and sergeants that were not being paid at a commencement rate to other towns and what they paid out, we gave them increases above and beyond. But when we did the analysis saw that Jackson was paying out more for those services it just reaffirmed to us that what we are currently paying for that position was fair and reasonable. Karen Amato asks if you do that for all town employees, you go through that process of checking other towns? Selectmen Thompson says we have done that for most of the full time positions in our town. In general we have looked at the road agent, garage crew, and it seems to be fair and equitable with towns this size. We have not found any other positions that our town right now that are underpaid in comparison to counterparts in other towns. Karen Amato states that the Supervisors of the Checklist are underpaid. Selectmen Thompson says I am talking about full time employees. Sarah Isberg says it seems to her that the Town Clerk/Tax

Collector position might be different than the other town employees, in that how many residents does not necessarily reflect the work done because it is based on. It might be better to compare property tax revenue taken in rather than residents, because we have a lot of properties whose owners are not residents. Did you consider comparing us to other towns with not a lot of second homes is not fair. Bea Davis asked if she works 30 hours a week, is that correct. Selectmen Thompson confirms. Karen Burton replies that she actually work to the public 30 hours per week, I average 37 a week, I have a spreadsheet and submit time cards every week to justify if anyone wants to see them. Also, at any given time on weekends and off times, I am also in the office when needed for motor vehicles and special items off hours. Moderator Kelley clarifies how many hours do the other office personnel work? Selectmen Thompson replies 37.5 for the office administrator and 35 for the assistant. Denise Sachse states that her only observation is that Karen Burton for 2014 for the same hours \$23,000 and the town office administrator for the same hours \$38,000. Leslie Schomaker says she cannot compare what we pay to other towns, but I can certainly look at equities within our town, looking at page 93. The salaries for the Town Clerk is about \$30,500 and the salaries for the selectmen's office is \$84,000, which is almost 2 ½ time more. Looking at page 102, the Town Clerk is getting significantly less than the Town Administrator and is even getting less than the Assistant Administrator. She just does not understand the equities on that? Bill Terry wanted to reiterate the comment a little bit differently, is Jackson is significantly different in that it is a resort town and that we have a significant number of properties that are part time properties, the answer you gave that this is a per capita number that we compared against per capita full time residents or was it per capita tax collected entity. Selectmen Thompson states it is based on our town population, if you disagree with that it is fine. The important thing to the selectmen is that you had the information you need to make an informative decision here tonight. You are the voting body and so it is your call, when we saw discrepancies in pay for the police department by about 15% we said there was no way in the world we could do that in one year, that was amortized out over 2 years to bring them up to speed. That was why they felt uncomfortable with a 13% pay increase in one year. Betsy Harding says we are putting tremendous trust and faith to Karen Burton's work; she is very well trained and seems to be an exemplary employee. She is handling tremendous quantities of money and she agrees that we have twice as many residents or properties on the tax roll as we do full time residents in their homes. It makes no sense to have Karen not paid as much as people who were paid prior positions in that same office, who worked far fewer hours. Peter Benson says it is interesting to come to this meeting and talk a lot about equipment and machinery and talk about a lot of other stuff, I have said this before good town employees are the one thing that don't depreciate, they appreciate over time. Good employees in any organization are like gold and to treat them like well is really great. I think this is a fair and equitable request. You're going to be looking at a Petition Article 20 for fifteen minutes of fireworks for a \$1,000 less, I ask you to compare the values. I am not against fireworks, I love them. I just ask you to compare the relative value of a town employee to fifteen minutes of fireworks in July.

Vote: Verbal Approval

Article 18: ETF - POLICE EQUIPMENT

To see if the Town will vote to raise and appropriate the sum of \$3,000 to be placed in the Police Department Equipment Expendable Trust Fund (0051 - Fund Balance as of 12/31/14 \$170.41) for the purpose of purchasing, repairing or maintaining Police Department Equipment. Selectmen are in favor (3-0-0).

DISCUSSION: any discussion? Is this an amount that is requested by the police department? Moderator Kelley states it is an ongoing thing for a long time, again it is to lessen the burden on a one shot basis.

Vote: Verbal Approval (unanimous)

Article 19: POLICE AIR CONDITIONER

To see if the town will vote to raise and appropriate the sum of \$3,000 for the purpose of replacing the Police Department Air Conditioner. Selectmen are in favor (3-0-0).

DISCUSSION: any discussion? Joan Aubrey encourage us to not just look at air conditioners, there is a whole new technology or splits and there is a lot of savings on heat and air conditioning. And there are rebate programs through the cooperative program, so subscribe fast. If you look at them do it quickly. Gino Funicella says it is not entirely true at the present time, with the price of electricity compared to the price of oil. His electric bill went up by 47%. Emily Benson asks if the town offices are air conditioned. Selectmen Thompson replies yes they are. Emily says this is a separate, just the basement. Selectmen Thompson confirms.

Vote: Verbal Approval (unanimous)

Article 20: FIREWORKS

To see if the Town will vote to raise and appropriate the sum of \$3,000 for the Jackson Chamber of Commerce for the purpose of contributing to the Fireworks Fund. Selectmen are in favor (3-0-0).

DISCUSSION: any discussion?

Vote: Verbal Approval (unanimous)

Article 21: TRI-COUNTY COMMUNITY ACTION - PETITIONED

To see if the Town will vote to raise and appropriate the sum of \$3,000 for Tri-County Community Action for the purpose of continuing services of the Fuel Assistance Program for the residents of Jackson. Submitted by petition. Selectmen are in favor (3-0-0).

DISCUSSION: any discussion? Dick Badger asks, do we have anyone to speak on the various petition articles? Moderator Kelley asks if there is anyone in the room that submitted a petition and would like to speak on it or could speak and explain it. Andrea from the Tri-County Community Action Program introduces herself; she specifically oversees the eight counties in the program. The community office provides direct services for fuel assistance which members have provided \$7,360 in assistance this year to residents of Jackson through state funds. And we were able to provide \$3,315 through electric discounts for residents of Jackson. The funds are very very necessary and as always we thank the Town of Jackson for their continued support. Bill Botsford says I would like to amend the \$3,000 to \$6,000 to what we had last year. Jerry Dougherty III, asks if it is legal to amend a petition article? Moderator Kelley replies yes and confirms with the Town Attorney. Amendment to \$6,000 approved.
Vote: Article as amended - Approved

Beth Funicella asks why there are people representing the petition articles this time, not that she doesn't want to hear from them. Moderator Kelley says in his sixteen years as moderator and assistant before that, no one was comfortable speaking in front of people. Selectmen Thompson said it was a request made from the floor last year.

Article 22: CHILDREN UNLIMITED - PETITIONED

To see if the Town will vote to raise and appropriate the sum of \$2,600 for Children Unlimited, Inc. for the purpose of supporting the Early Supports & Services Program (birth to 3 years). Submitted by petition. Selectmen are in favor (3-0-0).

DISCUSSION: any discussion? Dick Badger asks about a representative and asks about some explanation. Jackie Sparks, Executive Director of Children Unlimited we have been providing services to this town for twenty-nine or thirty years. It is for children born with diagnoses like downs syndrome, cerebral palsy, and some babies have strokes in uterus or at birth, or have some other anomalies, limbs or legs, we also see more at risk for developmental delays for speech. We do see children from the Town of Jackson almost every year. Emily Benson really encourages us to support this, the more these interventions are most effective they are really addresses those needs down the lines for these kids. Saving us tax dollars in the future.

Vote: Verbal Approval (unanimous)

Article 23: GIBSON CENTER - PETITIONED

To see if the Town will vote to raise and appropriate the sum of \$2,500 for the Gibson Center for Senior Services, Inc., for the purpose of supporting Jackson home delivered meals, congregate meals, transportation and program services. Submitted by petition. Selectmen are in favor (3-0-0).

DISCUSSION: any discussion? George Cleveland, Executive Director for the Gibson Center for Senior Services, we appreciate the support we gotten over the years from Jackson. We are again asking for \$2,500, we served over 1,325 meals to Jackson residents. Over forty residents total have taken use of our services. Again we appreciate it very much and if you have any questions he would be happy to entertain them. Volunteers are always welcome.

Vote: Verbal Approval (unanimous)

Article 24: BEAUTIFICATION PROJECT

To see if the Town will vote to raise and appropriate the sum of \$1,000 for the Jackson Chamber of Commerce for the purpose of contributing to the Holiday Beautification Project. Selectmen are in favor (3-0-0).

DISCUSSION: any discussion? Is this Beautification Project something different from hanging our holiday decorations or is that what the money is for? Moderator Kelley says Holiday.

Vote: Verbal Approval (unanimous)

Article 25: STARTING POINT - PETITIONED

To see if the Town will vote to raise and appropriate the sum of \$863 for Starting Point for the purpose of providing advocacy and support to victims of domestic and sexual violence and their children. Submitted by petition. Selectmen are in favor (3-0-0).

DISCUSSION: any discussion? Why \$863? Selectmen Thompson says it is a specific request based on a formulation that is requested based on service they provide here to our town. Melissa Couture, Executive Director of Starting Point confirms the statement from Selectmen Thompson. A base amount of \$750 per town and then the rest is calculated based on the use of services from previous year. The agency provides 24/7 support through our crisis line, and we have a shelter that is currently and most often times full.

Vote: Verbal Approval (unanimous)

Article 26: NORTHERN HUMAN SERVICES - PETITIONED

To see if the Town will vote to raise and appropriate the sum of \$716 for Northern Human Services for the purpose of providing Jackson residents who are uninsured, services at a sliding fee scale. Submitted by petition. Selectmen are in favor (3-0-0).

DISCUSSION: any discussion? Moderator Kelley says it is a formula based number

Vote: Verbal Approval (unanimous)

Article 27: EASTERN SLOPE AIRPORT - PETITIONED

To see if the Town will vote to raise and appropriate \$500 for the Eastern Slope Airport Authority for the purpose of contributing to the operation the Eastern Slope Regional Airport. Submitted by petition. Selectmen are in favor (3-0-0).
DISCUSSION: any discussion? Let's rename it the Ray Abbott Airport. Denise Sachse asks to support the community airport. Peter Benson feels it is a very limited value on this petition article. Ann Kantack asks to know about more specific help provided to the hospital.
Vote: Verbal Approval (unanimous)

Missing Article:

To act upon other business which may legally come before this meeting.

DISCUSSION: No money or official vote. Ginger Bailey would like to say thank you to the women who were involved in restoring and working so hard in getting the Old Library into the condition it is in right now, it is magnificent. If we ever lost that building it would be such a shame for our town. Thank you for all the hard work.

Moderator Kelley wishes to thank all the employees, volunteers, groups within the town for doing a heck of a job. Stephen Weeder thank Bill Kelley for doing a fantastic job. Moderator Kelley would like to entertain a motion for this meeting be dissolved. Moved and Seconded.

Vote: Verbal Approval (unanimous)

John Allen, Selectmen

Bob Thompson, Selectmen

Bill Lockard, Selectmen

Town of Jackson Board of Selectmen

Town Clerk
A true copy attest