

**BOARD OF SELECTMEN  
TOWN OF HAMPTON FALLS**

**OCTOBER 17, 2019 – 8:30 AM  
PUBLIC SAFETY BUILDING  
(Relocated due to power outage at Town Hall)  
DRAFT**

**PRESENT:** L. M. Smith, Chairman; E. B. Beattie, Vice Chairman; L. Gargiulo  
Selectman; L. A. Ruest, Town Administrator; K. Anderson, Secretary

**2020 Police Salary Pay Plan**

Chief Dirsa presented a proposed pay plan for the Police Department. E. Beattie told the Board that he worked with Chief Dirsa and Lt. Venio to review the present pay plan with the goals of improving the retention of current employees, determining how to best coordinate the pay plan with the NH Retirement System 10 year vesting date and putting Hampton Falls in a position of attracting quality staff rather than being the department losing staff to other departments.

Chief Dirsa explained that with the current plan, officers reach the top step in 23 years and reaching the top step earlier will help keep people in Hampton Falls. E. Beattie said we currently need to offer a bonus to attract officers. Chief Dirsa said that with the proposed pay scale, there would not be a need to offer the incentive. L. Gargiulo said that the new plan is good, although he has concerns that the first three steps are too low. Chief Dirsa said that with the flexibility to place new hires within a range based on their experience, it could attract more experienced officers to the department. L. Smith asked how this plan compares with the Seacoast, particularly Kensington and Seabrook. Chief Dirsa said that he didn't have the specific town's rates, but for the Seacoast average it will put Hampton Falls above the average. The Board agreed that the pay scale should be reassessed every couple of years.

**MOTION**

**MOTION:** L. SMITH that the Board accept the proposed Hampton Falls Police Pay Scale to be effective January 1, 2020.

**SECOND:** E. BEATTIE

**VOTE:** UNANIMOUS

L. Smith told the Board that he has asked that a chart be put together to show how the town, county and school costs have changed over the past years and asked that the current draft be adjusted to break out the Lincoln Akerman costs from the Winnacunnet costs.

L. Smith asked E. Beattie to look at the current pay plan for the town employees in the same way that he did for the Police Department. E. Beattie agreed to do that.

The Town Administrator told the Board that the September CPI that COLA's are generally based on for the town is 1.5%.

**MOTION:**

**MOTION:** L. SMITH motioned to adjust the pay plans, including the new police pay plan, by 1.5%.

**SECOND:** E. BEATTIE

**VOTE:** UNANIMOUS

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R. Dirsa updated the Board with the number of calls between 2-3AM and 6-7AM as requested by the Board. Based on the statistics, Chief Dirsa said that he could adjust the schedule to 6AM-1AM with the flexibility to also schedule based on 7AM – 2AM depending on the school schedule and/or day of the week. The Board agreed that the flexibility would be a good thing. L. Ruest told the Board that the draft budget that the Board has reflects the increases of the fifth officer and will be adjusted based on the pay plan and COLA. In other budget matters, she noted that there was currently \$9,000 available in the 2019 budget for road salt and an order will be placed to have available. The budget for Workers' Compensation will show an increase in the costs, with the actual premium cost being budgeted. Last year the budgeted amount was reduced by the amount of the premium holiday rather than showing that premium holiday as revenue, this year the budget corrects that. The Town Clerk has provided estimates for the costs associated with the 4 elections in 2020. Programming the voting machine is a large part of the expense. The importance of receiving the engineers cost estimates for the King Street culvert was stressed.

**MOTION:** To adjourn the work session at 10:49 a.m.

**MOTION: L. GARGIULO**

**SECOND: E. BEATTIE**

**UNANIMOUS**