

DELEGATION MEETING
Vote to Set Elected Officials Salaries
Administration Building
3855 Dartmouth College Highway
North Haverhill, NH
May 21st 2018

PRESENT: see attached sheet

Rep. Sykes called the meeting to order at 9:00AM and began with the Pledge of Allegiance led by Rep. Migliore.

Rep. Smith called the roll. Twenty (20) members were present and a quorum was declared.

Rep. Bailey asked if there are any benefits available to the elected officials. CA Libby stated that the full time elected officials are eligible for health insurance and the New Hampshire retirement system. Part time elected officials are not.

Rep. Migliore asked about the change in health insurance and asked for the justification. CA Libby stated that they received an increase of 41.69% from New Hampshire Interlocal Trust who provides Harvard Pilgrim insurance and is the county's current health insurance provider. The majority of the board decided to switch to Health Trust who provides Anthem for a number of different reasons.

Rep. Rand stated that Rockingham County significantly increased their Sheriff, Register of Deeds and County Attorney salaries. He stated that he is wondering if that is a result of their understanding of what it takes to get a good person to do those jobs and if they need to look at that as well in Grafton County. Rep. Hennessey stated that the cost of living is much lower in Grafton than it is Rockingham.

Atty. Saffo was asked her opinion on the County Attorney's salary. Atty. Saffo stated that she is comfortable with talking about the salary line as she does not plan to run for office again. She stated that the Deputy County Attorney makes more money than the County Attorney and thinks it is wise to increase this salary for the future county attorney. She answered more questions from the Delegation.

Rep. Smith stated that they need to remember they are setting salaries for a position not a person.

MOTION: Rep. Hennessey moved that the Register of Deeds have a 0% increase. Rep. Binford seconded the motion.

Discussion: Rep. Hennessey stated that this position received a raise last year and is right in the middle of the range with the other Register of Deeds. Rep. Smith stated that if they voted 0% right now would that leave this position out of a potential COLA when that

vote may come. CA Libby stated that if the Delegation votes to give a COLA it would include all elected officials unless they exempt one.

MOTION: Rep. Abel moved to amend the motion and give each of the Elected Officials a 1.5% COLA and subsequently vote on the individual office if there is any other adjustment.

Rep. Hennessey declined the amendment. She stated that she thinks each office should be voted on separately. Rep. Almy stated that she is reluctant to leave the Register of Deeds without at least a COLA. Rep. Rand stated that they are picking out one (1) office saying no raise and he would not like to deal with it this way. He stated that he wants to vote this down and vote on one that deals with it on a broad base. Rep. Hennessey stated that she does not think that an across the board adjustment is the way to go. Rep. Binford stated that the Register of Deeds requires no specific qualifications for that position and this is a reason to stop the increases in this position.

A roll call vote was called. Seven (7) Reps., Bailey, Binford, Brown, Darrow, Hennessey, Migliore and Schwaegler were in favor. Thirteen (13) Reps., Abel, Almy, Bennett, Campion, Dontonville, Higgins, Josephson, Maes, Mulligan, Nordgren, Rand, Smith and Sykes were in opposition. With the vote being seven (7) in favor and thirteen (13) in opposition the motion fails.

MOTION: Rep. Hennessey moves to increase the salary of the County Attorney by 3.6%. Rep. Bailey seconded the motion.

Discussion: Rep. Hennessey stated that in looking at the numbers she thinks this is a fair amount. It would bring the salary to roughly \$84,000. Rep. Rand stated that he doesn't think this is enough. He feels \$90,000 is the right number. Rep. Smith stated that she has concerns of raising the salary when they have no idea who will be in this position. They need to vote on the position not the person.

A roll call vote was called. Seven (7) Reps., Bailey, Binford, Brown, Darrow, Hennessey, Migliore and Schwaegler were in favor. Thirteen (13) Reps., Abel, Almy, Bennett, Campion, Dontonville, Higgins, Josephson, Maes, Mulligan, Nordgren, rand, Smith and Sykes were in opposition. With the vote being seven (7) in favor and thirteen (13) in opposition the motion fails.

MOTION: Rep. Almy moved to increase the County Attorney's salary to \$90,000. Rep. Campion seconded the motion.

Discussion: Rep. Almy stated that she has lived through two (2) bad County Attorneys. She stated that they have had a good County Attorney for a number of years. When they underprice the market they are discouraging people that are good attorneys and are making more money than that elsewhere. There are four (4) counties above \$90,000. Rep. Sykes stated that they have expanded the duties of the County Attorney over the past ten

(10) years. Rep. Bailey stated that there are people that can no longer afford their taxes. He thinks a 3.6% increase is generous. He stated that statistically the average attorney is around \$40,000 in New Hampshire. Rep. Migliore stated that the larger counties are all around \$90,000 and does not see how Grafton County can justify being in the same category with the larger counties. Rep. Schwaegler stated that they have 89,000 people in Grafton County as opposed to 400,000 in Hillsborough. They need to consider the population disparity. Rep. Hennessey stated that what they are voting on now is almost an 11% increase. Rep. Schwaegler stated that she is worried about the voters. They have never had an 11% increase. Rep. Smith stated that she has an issue with an 11% increase because it is an elected official. She would go with something around 5.5%. Rep. Sykes stated that you get what you pay for; they need to do what they can to get the best person to run for this position. He stated that he is not comfortable with this increase but it may be needed.

A roll call vote was called. Seven (7) Reps., Abel, Almy, Bennett, Campion, Maes, Rand and Sykes were in favor. Thirteen (13) Reps., Bailey, Binford, Brown, Darrow, Dontonville, Hennessey, Higgins, Josephson, Migliore, Mulligan, Nordgren, Schwaegler, and Smith were in opposition. With the vote being seven (7) in favor and thirteen (13) in opposition the motion fails.

MOTION: Rep. Campion moved to increase the County Attorney's salary by 6% to \$86,000.10. Rep. Higgins seconded the motion.

A roll call vote was called. Thirteen (13) Reps., Abel, Almy, Bennett, Campion, Dontonville, Higgins, Josephson, Maes, Mulligan, Nordgren, Rand, Smith and Sykes were in favor. Seven (7) Reps., Bailey, Binford, Brown, Darrow, Hennessey, Migliore, and Schwaegler were in opposition. With the vote being thirteen (13) in favor and seven (7) in opposition the motion passes.

MOTION: Rep. Almy moved to increase both the Sheriff and Registry of Deeds by 1.5%. Rep. Higgins seconded the motion.

Discussion: Rep. Mulligan asked if they taking into consideration that these increases are being funded by taxpayers. Rep. Abel stated that he would like to make the observation we have had about a \$5,000 increase total. He stated that he understands the principle but they are not talking about millions of dollars. Rep. Binford asked when in the past ten (10) years has the overall budget been cut. They have to draw a line somewhere. Rep. Almy stated that what they are trying to do is find out what is reasonable to compensate these positions. Rep. Smith noted that the people who are fulfilling these positions are county residents so they are affected by these increases as well.

A roll call vote was called. Fifteen (15) Reps., Abel, Almy, Bailey, Bennett, Campion, Dontonville, Higgins, Josephson, Maes, Mulligan, Nordgren, Rand, Schwaegler, Smith and Sykes were in favor. Five (5) Reps., Binford, Brown, Darrow, Hennessey, and

Migliore were in opposition. With the vote being fifteen (15) in favor and five (5) in opposition the motion passes.

Treasurer Hill was present at the meeting. She stated that the Treasurer's duties include signing checks weekly, coming to Commissioner and/or Executive Committee meetings when needed to present reports. She stated that the position also receives mileage reimbursement. She stated that her sense is that the person running for Treasurer isn't motivated by salary and that the salary is fair.

MOTION: Rep. Bailey moved that the Treasurer receive no increase. Rep. Binford seconded the motion.

A roll call vote was called. Seventeen (17) Reps., Almy, Bailey, Bennett, Binford, Brown, Campion, Darrow, Dontonville, Hennessey, Higgins, Josephson, Maes, Migliore, Mulligan, Nordgren, Schwaegler and Smith were in favor. Three (3) Reps., Abel, Rand and Sykes were in opposition. With the vote being seventeen (17) in favor and three (3) in opposition the motion passes.

MOTION: Rep. Almy moved that the Commissioners do not receive increases. Rep. Binford seconded the motion.

Rep. Abel stated that he feels they should give the same cola to the Commissioners as they give to the regular employees. He is against this motion. Rep. Sykes stated that he thinks the position deserves an increase as they put in a lot of work. Rep. Almy withdrew her motion.

Rep. Binford kept the motion in place. Rep. Brown seconded the motion.

Discussion: Rep. Hennessey asked if one of the Commissioners would like to speak to the motion. Commissioner Lauer stated that the Delegation has the historical data. Since 2008 the Commissioner salary has gone up \$150 and the chair has gone up by \$300. She stated that aside from the facts she will refrain from any other comments. Rep. Rand stated that as a token he feels the Commissioners should each receive \$100.

A roll call vote was called. Nine (9) Reps., Bailey, Binford, Brown, Dontonville, Hennessey, Josephson, Migliore, Schwaegler, and Smith were in favor. Eleven (11) Reps., Abel, Almy, Bennett, Campion, Darrow, Higgins, Maes, Mulligan, Nordgren, Rand and Sykes were in opposition. With the vote being nine (9) in favor and eleven (11) in opposition the motion fails.

MOTION: Rep. Rand moved to increase all three (3) Commissioners by \$100. Rep. Smith seconded the motion.

Discussion: Rep. Rand stated that it is symbolic. They appreciate the Commissioners and the job they do. Rep. Abel stated that he feels it is not enough.

A roll call vote was called. Sixteen (16) Reps., Almy, Bailey, Bennett, Binford, Brown, Campion, Darrow, Dontonville, Hennessey, Higgins, Josephson, Mulligan, Nordgren, Rand, Schwaegler, and Smith were in favor. Four (4) Reps., Abel, Maes, Migliore and Sykes were in opposition. With the vote being sixteen (16) in favor and four (4) in opposition the motion passes.

MOTION: Rep. Bailey moved to reconsider the Sheriff’s increase of 1.5%. Rep. Hennessey seconded the motion.

Discussion: Rep. Bailey stated that based on the numbers a 3% increase is right on the mark with other County Sheriff’s and is appropriate.

A roll call vote was called. Fifteen (15) Reps., Abel, Bailey, Bennett, Brown, Campion, Darrow, Dontonville, Hennessey, Higgins, Josephson, Maes, Mulligan, Nordgren, Schwaegler and Sykes were in favor. Five (5) Reps., Almy, Binford, Migliore, Rand, and Sykes were in opposition. With the vote being fifteen (15) in favor and five (5) in opposition the motion passes.

MOTION: Rep. Bailey moved to increase the Sheriff’s salary 3%. Rep. Hennessey seconded the motion.

Rep. Bailey stated that unlike other departments the Sheriff has to be available 24-7. Rep. Schwaegler spoke with one of the deputies and they stated that when they get a call with someone who has to be picked up in another state and needs to be transported back to New Hampshire the Sheriff needs to be the one to make those decisions any time day or night.

A roll call vote was called. Sixteen (16) Reps., Abel, Almy, Bailey, Bennett, Brown, Campion, Darrow, Dontonville, Hennessey, Higgins, Josephson, Maes, Mulligan, Nordgren, Schwaegler and Sykes were in favor. Four (4) Reps., Binford, Migliore, Rand, and Smith were in opposition. With the vote being sixteen (16) in favor and four (4) in opposition the motion passes.

The following is a recap of the actions that were taken on Elected Officials salaries for 2019/2020:

	Current Salary 2017-2018	Increase	Salary 2019-2020	% Increase
Commissioner Chair	\$ 11,439.95	\$ 100.00	\$11,539.95	0.87%
Commissioners	\$ 10,932.95	\$ 100.00	\$11,032.95	0.91%
Treasurer	\$ 6,570.72	\$ -	\$ 6,570.72	0.00%

County Attorney	\$ 81,132.17	\$4,867.93	\$86,000.10	6.00%
Register of Deeds	\$ 59,264.24	\$ 888.96	\$60,153.20	1.50%
Sheriff	\$ 62,773.70	\$1,883.21	\$64,656.91	3.00%

Rep. Sykes stated that the full Delegation will meet to vote on the budget June 25th at 9:00am.

10:41 AM with no further business the meeting adjourned.

Sincerely,

Suzanne Smith, Clerk