

DELEGATION MEETING – Set Elected Officials Salaries
Administration Building
UNH Coop Extension Conference Room
3855 Dartmouth College Highway
North Haverhill, NH
May 23rd 2022

PRESENT: see attached sign in sheet

Rep. Sykes called the meeting to order at 8:00 AM and began with the Pledge of Allegiance led by Rep. Sykes.

Elected Officials Salaries Discussion

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

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

Rep. Sykes stated that the purpose of today's meeting is to set Elected Officials salaries.

MOTION: Rep. Almy moved that the salaries of the three (3) Commissioners and Treasurer be raised by 10%. Rep. Massimilla seconded the motion.

Discussion: Rep. Almy stated that inflation has been more than the 10% the last two (2) years but this seems like a normal increase and she understands the entire Executive Committee voted in favor of this motion.

Rep. Weston called the roll. Twenty (20) Reps., Abel, Adjutant, Almy, Berezny, Dontonville, Egan, Fellows, Gordon, Greeson, Hakken-Phillips, Ham, Ladd, Muirhead, Massimilla, Murphy, Sanborn, Simon, Stavis, Sykes and Weston were in favor and none were in opposition. With the vote being twenty (20) in favor and none in opposition the motion passes.

MOTION: Rep. Hakken-Phillips moved to increase the annual salaries of only the County Attorney, Sheriff and Register of Deeds by 10% of their current existing salary for FY2023 and another 10% increase of the FY2023 salaries for the same three (3) elected officials for FY2024.

Rep. Gordon stated that the Executive Committee met and agreed upon a specific recommendation. He asked what the purpose of having the Executive Committee meet to make recommendations to the Delegation if that is not what is brought forward. He questioned if they should be voting on the recommendation of the Executive Committee first, before any other motions. He asked what was the purpose of the Executive Committee meeting to make a recommendation was, if the recommendation is not going to be presented as a motion to the body. He stated that he understands if the Delegation wants to vote against the Executive

Committee's recommendation but he feels that the first motion made should be the recommendation made by the Executive Committee.

Rep. Hakken-Phillips withdrew her motion.

MOTION: Rep. Greeson moved that the salaries for the three elected positions of the County Attorney, Sheriff and Register of Deeds be raised by 10% over the two (2) year biennium as per the recommendation of the Executive Committee. Rep. Simon seconded the motion.

Rep. Almy stated that it occurs to her that that they have an issue with recruitment for new people. It does not matter what the party is. They have to be competent and that requires a decent salary. A decent salary for an executive position has to be the same, if not higher than their employees. Rep. Murphy stated that it was a unanimous decision to vote for a 10% increase for the Commissioners and Treasurer. It was a split decision on the vote for these Elected Officials, with the argument that they have not seen a raise in many years and their compensation is much less than some in their own office. This would also bring them to similar salaries as the other positions across the state. Recruitment and retention is not only difficult but also expensive. He stated that Grafton County has talented people and he would like to send the message that they would potentially increase their salary in not only the first year but the second year as well. Rep. Greeson stated that these are elected officials. They know the salaries coming in and if they do not like the salaries then they can choose not to run. There are other positions around the state that make more than the executive positions. Rep. Greeson noted that it is not about recruiting, it is about people who are willing to do the job, being paid what it pays and a 10% raise is fair. It puts Grafton County in the middle of the pack accounting for raises across the other counties. Rep. Ladd stated that they have had this situation with salaries since he has been here and they have always been able to attract qualified people for these positions. Rep. Simon stated that his only concern with going more than 10% is that while he want their employees to be treated fairly, there are people who are paying those salaries who are under the median income or on fixed incomes. He is trying to balance the needs of both of those demographics and he feels that going over 10% over a two (2) year period would sent the wrong message to their constituents. He noted that he believes the 10% is fair and keeps them in the middle. Rep. Gordon noted that one of the things that affected his decision was the wage study that was just completed and the average increase for employees was a 4.5%. Rep. Sykes stated that when they were comparing the Elected Officials salaries, they were looking at what they were and not what they would be after other raises were put into place. They now have data that shows what they would be and they are trying to get Grafton County's salaries in the middle. The Delegation members further discussed the motion.

Rep. Weston called the roll. Seven (7) Reps., Berezny, Gordon, Greeson, Ham, Ladd, Sanborn and Simon were in favor and thirteen (13) Reps., Abel, Adjutant, Almy, Dontonville, Egan, Fellows, Hakken-Phillips, Muirhead, Massimilla, Murphy, Stavits, Sykes and Weston were in opposition. With the vote being seven (7) in favor and thirteen (13) in opposition the motion fails.

MOTION: Rep. Hakken-Phillips moved to increase the annual salaries of only the County Attorney, Sheriff and Register of Deeds by 10% of their current existing salary for FY2023 and another 10% increase of the FY2023 salaries for the same three (3) elected officials for FY2024. Rep. Stavis seconded the motion.

Discussion: Rep. Hakken-Phillips stated that this would reflect a significant increase, bringing these three (3) Elected Officials to market competitive positions across their peers in the state. She believes the motion is in order, to properly thank these public servants for their roles in maintaining law and order and the county records. She stated that she would like to note that some of these Elected Officials are making upwards of \$10,000 less on an annual basis to some of their subordinates in their department, which they feel is unfair in some ways. This will reflect the CPI of 8.5% as of March 2022.

CA Libby noted that the motion could not be fiscal year. The salaries are set for calendar years per the statute. The salaries would take effect January 2023 and then again January 2024.

Rep. Hakken-Phillips amended her motion to increase the annual salaries of only the County Attorney, Sheriff and Register of Deeds by 10% of their current existing salary for calendar year 2023 and another 10% increase of the 2023 salaries for the same three (3) elected officials for 2024.

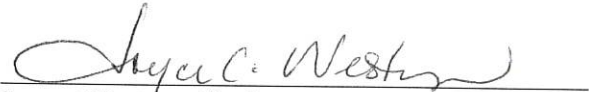
Rep. Weston called the roll. Thirteen (13) Reps., Abel, Adjutant, Almy, Dontonville, Egan, Fellows, Hakken-Phillips, Muirhead, Massimilla, Murphy, Stavis, Sykes and Weston were in favor and seven (7) Reps., Berezny, Gordon, Greeson, Ham, Ladd, Sanborn and Simon were in opposition. With the vote being thirteen (13) in favor and seven (7) in opposition the motion passes.

Rep. Gordon stated that he does not find across the board increases by percentage very satisfying. He wonders if they should look at some type of objective analysis of the value of those offices. He questions if they would be better served by putting money in the budget to have that looked at and when they go through this process again they can look at the value of the positions and not necessarily look at a random number. Rep. Sykes stated that the Executive Committee could take up that discussion. Rep. Egan stated that he thinks in most business structure, there is a 360 evaluation. This would help to better figure out appropriate increases. Rep. Stavis stated that would support this analysis. She would like to see that separated from any type of performance review process. She believes that a performance review of an elected official would send the wrong message and could be problematic, where as an objective data review of the job would be appropriate. She noted that they are talking about salaries of the position not the person.

Rep. Fellows stated that in the future it would be helpful to know if there is a recommendation of the Executive Committee, what the vote was and why it was recommended. Rep. Ladd agreed. Rep. Sykes noted that it might be helpful to put that in the bylaws so future groups would follow the same guidelines.

9:37AM with no further business the meeting adjourned.

Sincerely,


Joyce Weston, Clerk

Delegation Meeting

May 23 2022

Sign In Sheet ~ PLEASE PRINT

1	George Sykes	31
2	Richard Abel	32
3	Joyce Weston	33
4	[Signature]	34
5	Mary Mahan - Phillips	35
6	Jessica Adiwant	36
7	RUSSELL MURHEAD	37
8	Linda Massimilla	38
9	Sallie Fellows	39
10	Roger W. Dortonville	40
11	[Signature]	41
12	Rick Lucet - Flaverhill	42
13	[Signature]	43
14	[Signature]	44
15	[Signature] Lex Beechmy	45
16	Jeffrey Gregson	46
17	Sandra Harris	47
18	Wendy Roer	48
19	Linda Lawer	49
20	Omer C. Aherin Jr.	50
21	Julie Libby	51
22	Samantha Norcross	52
23	Marcie Horvath	53
24	Alison Evans	54
25	Jeff Stiegler	55
26	Kelley Monahan	56
27	Ned Gordon	57
28	Matthew Simon	58
29	Tim Egan	59
30	James Murphy	60