

Town of Newmarket, NH  
Town Council Business Meeting  
November 1, 2006  
Town Council Chambers  
Meeting Minutes  
*Non-Public #1*

**Present:**

Al Dixon, Town Administrator  
Jennifer Jarvis, Chairman  
Brian Hart, Vice Chairman  
Dana Glennon  
Michael LaBranche  
Michael E. Ploski

**Absent:**

Gerry Hamel (arrived at 7:00pm)  
Wil Hamel (arrived at 6:50pm)

**NON-PUBLIC RSA 91-A:3 II**

**Motion:** To enter into Non-Public RSA 91-A:3 II at 6:22pm

**Motioned:** Councilor Hart

**Seconded:** Councilor Ploski

**Vote:** 5-0 Motion carries

Councilor Ploski	Aye
Councilor G. Hamel	Absent
Councilor W. Hamel	Absent
Councilor LaBranche	Aye
Councilor Glennon	Aye
Councilor Hart	Aye
Councilor Jarvis	Aye

**Councilor Jarvis** opened the discussion by stating that the Council had received a pay study from Chief Cyr.

**Chief Cyr** stated that he did his own study because he didn't want to lose any more people because of salaries. There was an opening in the department now, and there would be another one effective January 1, 2007. He explained that McIntosh College tested between three hundred-fifty and four hundred candidates each year in April and October. This October they tested 65 people. Newmarket was the first police department to get test results, but was still having a hard time filling open positions. People are looking elsewhere for their careers. Out of eight candidates interviewed, three were eliminated right away. Hiring entry level officers costs a lot of money to get them ready for the street. He explained the training each officer had to go through before being allowed out on patrol. Total training cost was about \$17,000 before an officer even worked one day alone. Looking at the budget and salary pay plan approved for municipal salaries, he found those pay grades to be in line with where the officers' salaries should be today. Each officer's salary could be adjusted based on longevity, rank and responsibility. Based

on the fact that the Police Department had been running shorthanded for so long, the department budget could fund 50% of that increase and implement the new salaries in January 2007. He admitted to treading on dangerous ground because he didn't want to be considered to be Union busting. That wasn't the object here. The object was getting fair pay for his officers. Before he could move forward, he needed a consensus of support from the Council.

**The Council** discussed the pay classification grades as well as what officers were currently making compared to where Chief Cyr felt they should be.

**Administrator Dixon** stated that the plan could be feasibly implemented in January without retroactive pay. Between what Chief Cyr was offering to kick in and the limited flexibility in the employee adjustment fund, the increase could be covered.

**Councilor Jarvis** stated that she would support the fair market study provided by Chief Cyr showing where he felt his officers should be. She added that she felt the officers should be somewhere between the 2005/2006 pay scale and the proposed scale from Chief Cyr.

**Councilors** LaBranche, Glennon, Ploski, G. Hamel and W. Hamel agreed with her statement.

**Councilor Hart** was not comfortable expressing his opinion as stated by Councilor Jarvis.

**Motion:** To end Non-Public RSA91-A:3 II at 7:15pm

**Motioned:** Councilor Hart

**Seconded:** Councilor Ploski

**Vote:** 7-0 Motion carries

Councilor Ploski	Aye
Councilor G. Hamel	Aye
Councilor W. Hamel	Aye
Councilor LaBranche	Aye
Councilor Glennon	Aye
Councilor Hart	Aye
Councilor Jarvis	Aye

**Motion:** To seal the minutes because divulgence of the information could adversely affect a party other than a member of the Council.

**Motioned:** Councilor Hart

**Seconded:** Councilor LaBranche

**Vote:** 7-0 Motion carries

Councilor Ploski	Aye
Councilor G. Hamel	Aye
Councilor W. Hamel	Aye
Councilor LaBranche	Aye
Councilor Glennon	Aye
Councilor Hart	Aye
Councilor Jarvis	Aye

Respectfully submitted, Erica Spechuilli