

APPROVED
TOWN OF PELHAM
BOARD OF SELECTMEN MEETING
MINUTES
April 29, 2014
APPROVED – May 13, 2014

CALL TO ORDER - approximately 5:30PM

PRESENT: Mr. Edmund Gleason, Mr. William McDevitt, Mr. Doug Viger, Mr. Hal Lynde,
Acting Town Administrator Joseph Roark

ABSENT: Mr. Robert Haverty

REQUEST FOR NON-PUBLIC SESSION(S)

MOTION: (Viger/Lynde) Request for a non-public session per RSA 91-A:3,II, a, c & d
(Personnel; Matters which, if discussed publicly, would affect adversely the
reputation of any person; Consideration of acquisition, sale or lease of property)

ROLL CALL: Mr. Gleason-Yes; Mr. McDevitt-Yes; Mr. Lynde-Yes; Mr. Viger-Yes

The Board entered into a non-public session at approximately 5:30pm.

The Board returned to public session at approximately 6:30pm.

MOTION: (McDevitt/Lynde) Request for a non-public session per RSA 91-A:3,II, a & d
(Personnel; Consideration of acquisition, sale or lease of property)

ROLL CALL: Mr. Gleason-Yes; Mr. McDevitt-Yes; Mr. Lynde-Yes; Mr. Viger-Yes

It was noted that when the Board returned, after the non-public session, the Board would then take up
the items on the agenda and conduct their public meeting. The Board entered into a non-public
session at approximately 6:32pm.

The Board returned to public session at approximately 7:03pm.

PLEDGE OF ALLEGIANCE

MOTION: (Viger/Lynde) To seal the minutes of the non-public sessions indefinitely.

VOTE: (4-0-0) The motion carried.

MINUTES REVIEW

April 15, 2014

MOTION: (Lynde/McDevitt) To approve the April 15, 2014 public meeting minutes as amended.

VOTE: (4-0-0) The motion carried.

ANNOUNCEMENT(S)

- The John H. Hargreaves VFW Memorial Post 10722 and Ladies Auxiliary hosting the VFW Loyalty Day Awards Dinner on May 9, 2014 at 6:00pm at St. Patrick's Parish Center. RSVP and reserve tickets at \$10.00 per person \$5.00 for children under 12 to Mark and Rita McCabe at (603)-635-1540.

OPEN FORUM

None.

APPOINTMENT(S)

Zoning Board of Adjustment Appointments:

Chris LaFrance – Full Time Member – Reappointment for 3-year term April 1, 2014-March 31, 2017. Mr. LaFrance came forward and reminded the Board he had met with them approximately one year ago to discuss changing from an Alternate to a Full Time Member. After changing to a Full Time Member he was appointed as Secretary to the Zoning Board. He asked that the Board allow him to continue his membership on the Zoning Board.

Mr. Lynde commended Mr. LaFrance on his exemplary attendance and work (as the Secretary) on the Zoning Board. He asked Mr. LaFrance how he viewed the charge of the Zoning Board. Mr. LaFrance felt the Zoning Board was to review each case in front of them and protect both the Town and the applicant. He reviewed applications on a case by case basis using the By-Laws and taking hardship into consideration. Mr. Lynde commented there was one case of concern (Kosik) brought to the Selectmen, which was a request for variance to put a building into the Wetland Conservation District ('WCD'). He said the ordinance clearly states that no structures are allowed in the WCD. In that case, he wanted to know how Mr. LaFrance could justify voting in favor of the variance and that the spirit of the ordinance was observed. With due respect, Mr. LaFrance said he would rather not acknowledge how/why he voted. He felt it went against the Zoning Board to judge how they voted. He believed the Zoning Board voted case by case as to what was presented to them. Again, with due respect, he felt it went against the board to question the individual votes. He didn't feel it was necessary to be open for discussion. Mr. Lynde understood. He said the Selectmen were the appointing board and it was their job to make sure that the people appointed understood the rules and were working in the best interest of the Town. He said the Selectmen had the right to ask the questions and the applicants had a right not to answer them.

Mr. Gleason, who was a former Zoning Board member, noted Mr. LaFrance was not the only vote in favor of the case Mr. Lynde referenced. Mr. LaFrance said he was not. Mr. Gleason heard that Mr. LaFrance believed his position was to review cases based upon their merits and make a determination by balancing the by-laws with the hardship provisions. Mr. LaFrance said that was correct. Mr. Gleason understood that the Zoning Board felt comfortable in arriving at their decision. Mr. LaFrance said that was also correct.

79 Mr. Viger made a motion to accept Mr. Chris LaFrance as a full-time member and extend his service
80 based on his performance in the past. Mr. McDevitt seconded the motion. He supported Mr.
81 LaFrance's appointment. He commented that the votes a person takes are of consequence. He said a
82 couple weeks ago he argued that a pattern of voting in a certain way would be more of concern to him
83 than a single vote. Although he didn't like the way that particular case (Kosik) turned out, he didn't
84 feel it showed a pattern of voting. He reiterated that the Selectmen were the appointing authority and
85 if the votes didn't matter there would be no sense in having applicants come in. He said there were
86 reasons why the Selectmen had people come in to meet with them. Mr. LaFrance understood.

87
88 Mr. Lynde noted there was another case where the vote was (1-4); for which Mr. LaFrance was the
89 sole member that voted in the affirmative and the other board members didn't feel the applicant met
90 the criteria.

91
92 Mr. Gleason stated the Town has individuals who volunteer and take an oath to carry out duties to the
93 best of their ability. He said they are designated as representatives of the Town to perform actions on
94 the Town's behalf to the best of their judgment. He recalled there were many cases when he sat on
95 the Zoning Board that were unpopular, but the members had to do what was right because of there
96 were consequences with appeals and violating hardship. Mr. Gleason said while the Selectmen could
97 question members on their vote, he felt they should respect the fact those individuals were on the
98 board and put time in to deliberate the cases before them. He understood how difficult it was to sit on
99 the Zoning Board.

100
101 Mr. Lynde believed to sit on a board individuals had to protect the best interest of the Town. He once
102 again recognized Mr. LaFrance's attendance and appreciated his service. He asked that he take into
103 account all the criteria and weigh them carefully. Mr. LaFrance said he certainly would.

104
MOTION: (Viger/McDevitt) To appoint Mr. Chris LaFrance as a full-time member of the
Zoning Board of Adjustment (term: April 1, 2014 – March 31, 2017).

VOTE: (3-0-1) The motion carried. Mr. Lynde abstained.

105
106
107 **Kevin O'Sullivan – Alternate Member – Reappointment for 3-year term April 1, 2014-March**
108 **31, 2017**

109
110 Mr. Gleason understood that Mr. O'Sullivan had a work conflict and was unable to attend the
111 meeting. He was given the latitude to reschedule for May 13th.

112
113 Mr. Lynde asked if the Selectmen would accept and review an application from someone else in
114 Town if one was submitted. Mr. McDevitt answered yes. Mr. Gleason didn't believe anyone else
115 applied. Mr. McDevitt said they could always appoint alternate members to a land use board up to
116 the number per statute.

117
118
119
120 **Susan Snide, Assessing Assistant - Elderly Exemption (Documentation & Forms)**

121
122 Assessing Assistant Sue Snide came forward to discuss the proposed form for the Elderly Exemption
123 application. She said they would like to use the public assistance form for the Elderly Exemption
124 application, which would broaden the information from the form they had been using. She asked the
125 Selectmen how they wanted to address the first half tax bill. She wanted to know if the Selectmen

wanted to entertain applications from the elderly coming forward, or if they wanted to wait until the statutory timeframe for when applications for abatements and deferrals were supposed to come in after the second half tax bill. Ms. Snide said the elderly who were surprised because of the Town Meeting vote were wondering how they would pay for their first half tax bill.

Mr. Lynde said they could defer payment, without penalty or interest until the second half was due. This would provide time for people to present a case for hardship. He said the Selectmen recognized that there may be cases that had a basis for a portion being abated under the provisions of the law.

Mr. McDevitt said if people were given an extension of their first half tax bill with no interest to the fall, people would get their new tax bill and owe both in the fall at which point they would go through the process of requesting abatement. He questioned why the Selectmen wouldn't take the position on the first tax bill that it was an extension of the abatement from last time. He said why not provide abatement for everybody that requested/qualified last time. He said they would have to go through the process in the fall.

Mr. Gleason said he didn't want to alienate people, but the fact was the voters spoke by voting in favor of restructuring the Elderly Exemption. He said the law must be followed. He said if people feel they are aggrieved, there is a mechanism in place to handle hardship situations. Ms. Snide said they accept applications after the second tax bill is sent out. Mr. Gleason felt if a person demonstrated a hardship situation through the vetting process that warranted relief it would be brought to the Board (through an identified process) for decision.

Mr. McDevitt read aloud a letter he received from a concerned citizen requested help. He said he knew what the voters said, but he also remembered saying to voters that they were concerned with the growth of the situation. Mr. Gleason said the letter should be given to Ms. Snide, who could go through the process and have the situation go through an assistance request. He said if after going through the process the individual needed relief, a recommendation should then come to the Selectmen.

Mr. Viger felt the Selectmen should review situations on a case by case basis. He didn't think prolonging the change to the next tax bill would address any particular issue. He suggested people come before the Selectmen to explain their situation if in the past they didn't pay a tax bill and now they had to. It was at that point the Selectmen could make a determination. Mr. Gleason felt there should be a vetting process to verify hardship that should be reviewed by the Board. The Selectmen agreed.

Mr. Gleason said any letter Ms. Snide receives with a request for hardship consideration should begin the vetting process. Ms. Snide will be very empathetic to people's needs and proactive in providing assistance. She asked if applications should be reviewed based on the tiered schedule or on a case by case basis. Mr. Gleason understood that applications were typically reviewed based on merit and wanted to know why it would be any different. Ms. Snide said they were now using the public assistance form which didn't give criteria; the form only provided a yes or no answer. They were trying to 'marry' the two systems. Mr. Gleason believed it was as simple as answering whether or not there was hardship. If there is hardship it should be bounced up to the Selectmen with a recommendation from Assessing. The Selectmen agreed.

Mr. Gleason said all queries would be directed to Assessing for review on a case by case basis and given to the Selectmen with a recommendation for approval/non-approval; any extenuating circumstances should be indicated. Ms. Snide understood the Selectmen's direction.

OTHER BUSINESS

Update on Town Administrator Search

Mr. Gleason stated they were still in the review process and expected to meet the self-imposed deadline of June 1, 2014 to have an administrator in place.

Restating of Pelham Veteran's Memorial Park Residency Requirement

It was noted that there was a recent vandalism incident at Pelham Veteran's Memorial Park ('PVMP') by non-residents. This item was on the posted agenda prior that incident occurring.

Mr. McDevitt said there had been some questions about the residency requirements for use of the park. When asked to demonstrate where Town Meeting was with the record, they were unable to locate it. He noted that the park sign listed residents only and it was generally understood that it was residents only. Mr. McDevitt felt it was appropriate for the Selectmen to have a discussion and if they felt it was to continue as residents only they should take a vote and make it official. He recommended continuing with residents only, which is what he believed was the case since the park was acquired from the Lowell YMCA.

Mr. Gleason asked if Pelham residents would be precluded from bringing guests. Mr. McDevitt said it would be the Selectmen's decision. Mr. Gleason wanted to know how to enforce the rule. Mr. Roark brought that's what brought the discussion forward. He said a violation of an ordinance could be cited so a person could be brought to court and a judge could then make the appropriate fine.

Mr. McDevitt said the RSA that would cover the ordinance was Choice and Duties of Town Officers – Section 41-11,A. He read aloud the relevant sentence from the RSA; the ability to set rules and regulations for the use of parks is with the Board of Selectmen. He said the Board had options, they could discussion the situation, hold a public hearing or have something on the ballot although not a requisite of the statute. Mr. McDevitt would like to continue the residency requirement unless there was an objection from members of the public.

Mr. Roark wanted to know what enforcement mechanism would be used. Mr. McDevitt said they would have to check with legal. He said to the degree that the Selectmen have the authority to regulate all Town property, there must be some remedy for violating a regulation. Mr. Roark said the Police could follow a lawful order and follow up with an arrest if it was not followed. He said in the past they cited Town Ordinance. He questioned if the Selectmen could amend an ordinance versus waiting until Town Meeting vote. He felt 'resident only' was a life safety issue; the Town had to control its parks. Mr. McDevitt said they had a long established practice for requiring permits to use the beach. Mr. Gleason believed the summer camp was open to outside residents. Mr. Roark said he would make the argument that by being a paying participant a person had explicit authorization by the Town to be there.

Mr. Gleason felt it appropriate to get legal counsel's advice as to what 'teeth' could be added. He also believed a public hearing would be appropriate. He suggested meeting with the Parks & Recreation Director to discuss what was being proposed and have him determine if the department could operate within the confines.

Mr. Viger recalled the Selectmen authorizing the operation times for each park in Town. He didn't recall seeing any signs posted and questioned if they were holding off from doing so. Mr. McDevitt

said the Selectmen approved it and were waiting for signs. Mr. Roark said it was a project that had stalled several times. He will speak to the Parks & Recreation Director.

The Selectmen will invite the Parks & Recreation Director to their next meeting to discuss the topic of 'residents only' and to speak about the park signs. Mr. Gleason would like to have Mr. Roark speak with legal about what remedies were available to the Town if they pursued 'residents only'. Mr. Roark believed the New Hampshire Municipal Association would be able to assist with the answer. This topic will be included on the Selectmen's agenda for May 13, 2014 for further discussion.

Pelham Rule and Policies Regarding Municipal Employees – Revision to Article XXI Section 21.1 – Retirement Benefits

Mr. Gleason said in looking at the tentative Town Administrator contract an element came up showing a conflict in the Town Policies and Procedures as written in regard to what they could physically do. In checking with the Finance Director, they found the item contained in the policy to be incorrect and needed updating. At the advice of counsel, they drafted a new paragraph (see Attached), which Mr. Gleason then read aloud. He recommended that the Board adopt the amendment to be in compliance with the provisions of the policy.

Mr. Lynde questioned if any public notice was required. It is the Selectmen's policy and they had the ability to amend.

MOTION: (McDevitt/Viger) To adopt the change as recommended.

VOTE: (4-0-0) The motion carried.

HVAC Seasonal Maintenance Discussion

Mr. Gleason said the Selectmen had received a maintenance policy from Richard Tarpey of Tarpey and Lord. Mr. Roark said the Town's HVAC systems had been maintained by Mr. Tarpey. He said part of the plan to move forward was to develop maintenance programs for Town buildings. They've reviewed a roof program and were in the process of doing other programs. He summarized the HVAC program submitted by Mr. Tarpey and asked the Selectmen if they wanted to enter into an agreement.

Mr. Gleason questioned if Mr. Viger had reviewed the program since he was given the charter to review Town buildings. Mr. Viger stated he had reviewed the program and felt it was very reasonable and inexpensive for routine maintenance. He said the cost was below the threshold for going out to bid and it was a known provider who had been fair and honest with the Town. He recommended moving forward with the agreements.

Mr. Lynde saw that the cost had 'not to exceed' numbers and wanted to know if the bills were itemized and what would happen once the number was reached. Mr. Roark said the estimate was at \$3,200 and believed if it was going to be more, Mr. Tarpey would come back with information.

Mr. Viger added that the way the items were laid out was routine maintenance and tune ups. He said if issues arise there would be a different bid/quote figure. Mr. McDevitt pointed out that Mr. Viger had credibility and knowledge because he was in that area of business.

MOTION: (McDevitt/Lynde) To proceed with the agreements as presented and outlined to the Selectmen.

VOTE: (4-0-0) The motion carried.

Senior Center Generator Disposition - Discussion

Mr. Gleason stated after spending money to make the generator functional, they were now faced with a catastrophic failure. Mr. Roark said the generator had been moved from the fire station to the Senior Center. During the past year there was maintenance and during the routine test the generator didn't seem to be running properly. The generator company came to look at the unit and found there was a catastrophic failure of the rear motor end. He said the remedy options were: 1) to remove/replace the generator end with a new one at a cost of approximately \$9,956; 2) purchase and install a new 45kw propane generator at a cost of approximately \$16,131; or 3) do nothing. Mr. Roark said the generator was not critical to the daily operation at the Senior Center, although important as it provides for a temporary emergency center during heat waves and prolonged electrical outages. He reviewed the pros/cons for fixing/replacing the generator. He recommended replacing the generator through a warrant article in 2015. Other options were to try and place the cost in the Senior Center operating budget or to take the cost from FEMA funds.

Mr. Gleason said since the generator had been moved from the Senior Center there was a history of failures and maintenance. Mr. Lynde said they had lived without a generator for quite a while and didn't have one for very long. He was not in favor of doing something right away. He asked how they arrived at a 45kw sized unit. Mr. Roark replied the sizing was done through the generator company and electrician. He believed it was the appropriate size for the building. He suggested as the budget process progressed the Selectmen could have the Senior Center Director meet with the Board to advocate how important the generator was to the operation.

Mr. Gleason said the unit had been brought from the fire station and questioned if the size was overstated for the Senior Center. Mr. Viger discussed how watts were typically determined. He assumed that the electrician sized it properly with essential circuits versus non-essential circuits. Mr. Roark said he would obtain an answer.

Mr. McDevitt said the Selectmen needed to put a 'radar' item to find out the purpose of the generator. He didn't know if the Senior Center was used as a cooling center or shelter. He felt it would be appropriate to have discussions with the Senior Center Director and Fire Chief to see if it made sense to have a generator. Mr. Roark spoke casually with the Senior Center Director who mentioned there were seniors who were comfortable at the center when there were heat waves. It was a nice place for them to socialize and enjoy the air conditioning at no expense.

Mr. Lynde asked if the fire station could be considered an emergency shelter. Mr. Roark didn't want to speak on the Fire Chief's behalf, but in a situation that required shelter he wasn't sure that bringing people to that type of facility beneficial. He said emergency responders were typically busy during those emergency situations and it might not be a practical location for a shelter. He said when speaking about the 'cooling' at the Senior Center it was very informal.

Mr. Gleason said in the event of a catastrophic failure it was not the intent to create an emergency center, but rather to create a safe environment that people were familiar with. He said the Selectmen should put the topic on their 'radar' for a later discussion as to whether they would have an item in the budget or in a warrant. He said the dialog with the Senior Director was essential. He asked Mr.

Roark to speak to the electrician and determine if the size was over specified or if a smaller unit would be sufficient.

Request by Mr. Steele to allow Pennichuck Water to cross Town land

Mr. Gleason said the Selectmen received a request from Mr. Steele to allow Pennichuck Water to cross Town land to provide water to his house (white house on the corner of the Town Center roundabout). He found no problem with the request as it would be a short run underground during the roundabout construction. He explained that Pennichuck Water had offered to put water into the house, but there was a strip of Town land that necessitated asking permission to do so.

Mr. Viger confirmed the expense would be paid by Pennichuck. Mr. Gleason said there would be no expense to the Town.

MOTION: (Lynde/McDevitt) To allow the water line to cross Town property to Mr. Steele's house.

VOTE: (4-0-0) The motion carried.

Tax Anticipation Note

Mr. Gleason said it was brought to his attention that the Town was negotiating with Enterprise Bank for a Tax Anticipation Note ('TAN'). He understood it was essential for the Selectmen take a vote to allow the Town to enter into this agreement. The Treasurer would like to open a line of credit account with Enterprise Bank in an amount not to exceed \$2,000,000. Mr. Gleason said the Selectmen typically put a \$5,000 TAN(interest expense) into the budget to be used only in the event there was a cash flow problem going into the later part of the year.

Mr. Viger noted the meaning of 'cash flow problem' was the anticipation of the Town having to pay bills before receiving taxes in from residents. Mr. Gleason said the school may want to draw their money more rapidly than the Town would be receiving tax revenues. In the event of a cash flow problem, the Treasurer would have to temporarily borrow money to meet that flow problem. He said the Treasurer was typically adept at handling the situation, but this year with the school building, the school would probably pull money quicker than usual. He believed the Treasurer was trying to stay on top of the situation by opening the TAN.

Mr. Gleason read aloud the proposed motion. Mr. McDevitt moved the motion. Mr. Viger seconded.

Mr. McDevitt reiterated the TAN was a cash-matching situation; the Town was not entering into long-term debt. He said they may need to borrow money during the time frame of only one week. Mr. Gleason said when the June tax bills start coming in the school may hit the Town with a double bill because the school would be entering their vacation time. He said borrowing would be a temporary situation due to revenues possibly not being into the Town yet.

Mr. Lynde noted the current amount allocated was \$5,000 and in most years the Town didn't use it. He said each year the Treasurer managed the cash flow and tried very hard to have the school work with the Town. He said the TAN was used as a safety net .

MOTION: (McDevitt/Viger) Move to secure a line of credit with Enterprise Bank to be

able to issue a tax anticipation note consistent with the approved budget or future approved budgets and the authority to issue tax anticipation notes is based on Warrant Article 11 of the 1999 Town Meeting and authorize the Town Treasurer and Chair of the Board of Selectmen to execute the necessary documents for the line of credit and tax anticipation note.

VOTE: (4-0-0) The motion carried.

2014 First Quarter Expense and Revenue Review

The Selectmen were provided with a spreadsheet of the first quarter expenses and revenues. Mr. Gleason asked that Mr. Roark provide clarification for 'specials' line in the Selectmen's budget. He said it didn't appear to be overspent, but would like a breakdown.

TOWN ADMINISTRATOR / SELECTMEN REPORTS

Mr. McDevitt said during the last Selectmen meeting there was a discussion about the conflict of interest ordinance and question if it required Town Meeting approval. He said for the record, RSA 31:39,A requires Town Meeting approval for such an ordinance.

Mr. Lynde had no report.

Mr. Viger said he was working on the Town-wide maintenance program. Each of the Town buildings will be broken down into their own general ledger number to help determine individual costs. He has tentatively scheduled an energy audit and asked Mr. Lynde to join him. Mr. Viger told the Selectmen that the Budget Committee met to conduct their organization meeting. He said they would like the Selectmen to look at their budgets with zero percent growth, after contractual increases. He said the Budget Committee would like the Selectmen to explore outsourcing the ambulance service as an effort to try and save money. Mr. Viger said he had no interest in exploring outsourcing; he said they had done so a few years ago and recalled it wasn't beneficial for the Town.

Mr. Lynde said he came to appreciate that Pelham didn't just have an ambulance service. He said the Town essentially had a traveling emergency hospital room with a direct connect to the hospital during transport.

Mr. McDevitt also recalled discussing the topic and felt it would be worth bringing back some of the conversation as to why they felt it was a bad idea.

There was further discussion and the Selectmen did not appear to be in favor of outsourcing ambulance services. Mr. McDevitt wanted to know if it was a formal request of the Budget Committee. Mr. Viger said it was brought up by one member and there was consensus by the Budget Committee to see if the Selectmen would move forward. He didn't see the value in reviewing since the Selectmen had done so already, but wanted to pose the question to the Selectmen. He noted the Budget Committee was requesting that the School Board create more charter schools to save money in the budget. Mr. McDevitt said School Boards don't create charter schools.

Mr. Roark provided the following report:

- Opening weekend of flag football went well. Attendants were trained and Police Officers were present. There was some traffic congestion because of construction.

- Sgt. Periello submitted a request for re-lining the parking lot. Mr. Roark will have a conversation with the Parks & Recreation Director and Highway Department to determine costs.
- The light poles have been successfully moved on the Village Green entrance and the Fire Station entrance.
- April 22, 2014 was the closing day for the Fire Station drainage project bids. Two legitimate bids were received; 1) Trident Storm Water of Cumberland, RI; 2) Morello Construction of Peterborough, NH . He asked the Selectmen if they wanted to move the project forward or have a discussion at the next meeting. Mr. Gleason asked if both were properly qualified. Mr. Roark believed there would be a vetting after the fact; they both seemed to be legitimate companies that placed acceptable bids and references. He said he could provide the Selectmen with information for review and vetting. Mr. Lynde said the Selectmen could have a discussion at their next meeting. Mr. Gleason asked if Mr. Roark recommended going with the low bidder. Mr. Roark said in this instance he would. Mr. Lynde suggested vetting the company within the next week prior to the Selectmen's discussion. The Selectmen agreed and would discuss at their next meeting.

Mr. Gleason said he and Mr. Lynde would be travelling to Concord to meet with the Department of Transportation – Bridges regarding the Quantum proposal and would report back to the Selectmen. He said the Planning Director would also attend that meeting. He then advised that an agenda item was added to the next agenda to discuss their budget strategy. Mr. Gleason said he received notification from Sgt. Periello that the D.A.R.E. ceremonies would be conducted at St. Patrick's School and Pelham Elementary and encouraged the Selectmen to attend.

ADJOURNMENT

MOTION: (Viger/McDevitt) To adjourn the meeting.

VOTE: (4-0-0) The motion carried.

The meeting was adjourned at approximately 8:33pm.

Respectfully submitted,
Charity A. Landry
Recording Secretary

ATTACHMENT

Town of Pelham, NH

Pelham Rules and Policies
Regarding Municipal Employees

Revised April 29, 2014

This revision is in compliance with Article I, section 1.1, General Provision of the Personnel Rules and Policies of December 8, 1998. These rules are subject to any applicable Individual Contracts or Collective Bargaining Agreements. The Following is an amendment to the Policy:

Article XXI

Retirement Benefits

21.1 The Town contributes legally required Social Security benefits for eligible employees. In addition, New Hampshire Retirement System (NHRS), Group I benefits are given to eligible full-time municipal employees and Group II benefits are given to eligible full-time Police and Fire Department employees.