

MINUTES OF THE GOVERNMENT OPERATIONS COMMITTEE MEETING
EXECUTIVE CONFERENCE ROOM
JUNE 1, 2016 – 8:30 A.M.

Committee Members present: Councilor Jennifer Soldati, Chair
 Councilors Martin Dumont, Jessica Paradis

Administration/staff present: City Manager Bob Belmore
 Human Resource Manager Linda Corriveau
 City Clerk Trish Harris

Chairman Soldati called the meeting to order at 8:30 a.m.

MINUTES OF PREVIOUS MEETING

Councilor Dumont, seconded by Councilor Paradis, made a motion to approve the minutes of the May 18, 2016 meeting. The motion passed, 3-0.

CITY ORDINANCE CH 4, PERSONNEL RULES & REGULATIONS – WAGES

City Manager Belmore explained that the committee needed to discuss the cost of living adjustment for non-union employees. This includes approximately 30 employees. Last several years, the council has approved 2% increase across the board, about \$30,000.

Unions negotiate for cost of living and wage increases. Water/Wastewater does not negotiate in their union. There is a “Me Too” clause that they are a part of and they get whatever the others get for an increase

There was discussion about how the pay in Somersworth compares to other communities. Human Resources Manager Corriveau said Somersworth offers fair compensation, police are doing well, we are still a little low, but comparable.

City Manager Belmore said while in the hiring process for the new planning director and pw director, he saw that we are spot on or a little higher.

For police and teachers, we are about in the middle, but other benefits factor in.

Councilor Soldati asked if we were short staffed in Public Works. City Manager Belmore said he would like to have a couple more people. Instead of a summer seasonal, and a winter seasonal, maybe we could make that one full time position.

Councilor Soldati, if we want to work to a better image, we need to get our staffing up to maintain that image.

She also asked about a part time person in the Clerk’s office.

There used to be a part time person in there, but that position was cut a few years ago. At the same time, a position in Economic Development and the Administrative Assistant for the City Manager we cut to part time.

City Manager Belmore said the two part time positions have been increased to full time and he would like to have the part time clerk back in the clerk office. The budget is tight.

They also eliminated a city engineer and went to a contractor position, which has been a good move.

There was discussion about the needed in other departments. We need something in highway. Another equipment operator. And in Recreation, we have a seasonal part time clerk, we could use that full time all year around.

Councilor Dumont said he saw Recreation Supervisor Kristin Ducharme at Bisson Park emptying the trash and walking around the property picking up trash. That is dedication and we need more of that.

Councilor Paradise asked again how do we compare, would we have a better image if we go to a 3% increase?

Councilor Paradis, seconded by Councilor Dumont, made a motion for 2.5% increase for non-union City employees. The motion passed 3-0.

MISCELLANEOUS

City Manager Belmore and Human Resources Manager Corriveau gave an update of City staffing.

Approved 2 new police office new hires. That will put us up full staffed.

Advertising for a fulltime dispatcher.

Hired a new Deputy Clerk, pending background checks.

About 55 applications for the city accountant position.

All set on camp councilors; there are 13. The pay was at minimum wage, and recently increased to \$7.50.

Advertising for a part time highway person.

Councilor Dumont, seconded by Councilor Paradis, made a motion to adjourn at 9:04am. The motion passed unanimously.

Respectfully submitted,

Trish Harris, City Clerk