

AGENDA

CHARTER COMMISSION

March 20, 2013

**Commissioners Duval, Girard,
Martin, D'Allesandro, Lopez, Pappas,
Clayton, Ashooh, Infantine**

6:00 p.m.

**Aldermanic Chambers
City Hall (3rd Floor)**

1. Chairman Duval calls the meeting to order.

2. The Clerk calls the roll.

3. Proposed motions by commissioners:

A. Commissioner Martin:

1. Eliminate the tax cap, while maintaining the expenditure cap.
2. Definition of a super majority needed to override the tax cap/expenditure cap. That number could be 9 instead of 10.
3. Welfare Commissioner position.

B. Commissioner Girard:

1. Elimination of health and dental benefits for aldermen and school board members.
2. Remove the listing of departments from the charter, replacing it with "The Board of Mayor and Alderman may create, consolidate or eliminate any department, agency or board as it sees fit to ensure the efficient operation of city government."
3. Elimination of the Parks and Recreation Commission.
4. Empowerment of departmental commissions to review and approve non-labor related contracts for their departments.
5. Elimination of at-large positions.
6. Motion to provide the school board/district with an official seat on the Planning Board.
7. Require that before approving any residential new residential development, the Planning Board be required to solicit and consider information from the school district on the potential impact on the schools prior to granting any approvals.

8. Requiring that the Board of Mayor and Aldermen, prior to the rezoning of any land, be required to solicit from the Planning Department, Board of Assessors, and other departments as the situation may warrant, such as the schools in the case of residential rezoning, impact data of the proposed change and a determination of whether or not the proposed change is a higher and better use of the land, but also whether or not the proposed use will have a more beneficial net impact on the tax base than the existing use.

C. Commissioner Ashooh:

1. The expansion of the disclosure of pecuniary interest to cover all boards and commissions in addition to the BMA and School Boards.
2. The restriction of using "one time funds" to balance an operating budget.

D. Commissioner Pappas:

1. Terms for department heads and appointed city officials.
2. Changing the needed number of aldermen for the removal of a department head or appointed city official.
3. Posting notices of primary and general election in their respected wards from 3 to 10 postings.
4. Increase speaking time during public participation at BMA and School Committee meetings for individuals wishing to speak.

E. Commissioner D'Allesandro

1. Make the welfare commissioner an appointed position.
2. Remove the mayor as chair of the Board of School Committee.
3. Set the mayor's salary at \$100,000.
4. Term limits on boards and commissions

F. Commissioner Infantine:

1. A person running for mayor needs to be a resident of the City for at least 3 years.
2. A person running for alderman or school board must be a resident of that ward for 1 year.
3. Regarding alderman and school committee person at large they must be a resident of the City for at last one year.
4. The City move to biennial budgets.
5. Stipend for Alderman be increased to \$7,000 annually.
6. Stipend for School Board members be increased to \$5,000 annually.
7. Alderman and School Board members will not be eligible for City benefits.

8. Alderman and School Board at-large district to be changed as follows:
 - a. One at-large position for the first 6 wards 1-6,
 - b. One at-large position for remaining 6 wards 7-12.
9. Fluoride will no longer be allowed to be added to the municipal water system.
10. Mayor, Aldermen and School Board members may carry concealed handguns in City Hall.

G. Commissioner Lopez:

1. Pay for mayor, aldermen, school board members
2. Budget time frame for schools and city
3. Welfare commissioner as a department head/elections
4. Place everyone in the primary
5. Term limits for appointments
6. Penalties for lack of reporting, add reference to RSA 15A
7. Full authority of commission at Airport

TABLED ITEM

A motion is in order to remove this item from the table

9. Education Discussion:
 - o Timeline of the school budget
 - o School District becoming a City department
10. If there is no further business, a motion is in order to adjourn.

To: Charter Commissioners
From: Commissioner Martin
Re: Proposed Language – Director of Welfare
Date: March 18, 2013

The individual elected to the office of Welfare Commissioner shall maintain that role until December 31, 2015. As of July 1, 2014, the Welfare Commissioner shall be paid at a grade 26, step 1 salary of \$76,958. In anticipation of the transition to department head status, the job of Director of Welfare will be posted during the fall of 2015. The elected Welfare Commissioner shall be considered like all other candidates for the new position of Director of Welfare. The mayor shall appoint the Director of Welfare with approval of 8 aldermen.

Department Heads Years of Service

Last Name	First Name	MI	Dept #	Group Code	Hire Date	Years of Service
ANGELL	JENNIE	L	13	ND	10/20/1980	32.00
LAFRENIERE	LEON	L	20	ND	8/22/1983	29.00
BURKUSH	JAMES	A	30	ND	5/8/1977	35.00
HARTE	PATRICIA	M	22	ND	11/10/1986	26.00
SHEPPARD	KEVIN	A	50	ND	9/16/1985	27.00
NORMAND	MATTHEW	P	4	ND	10/20/1994	18.00
SOUCY	TIMOTHY	M	41	ND	2/20/1990	22.00
BOWEN	THOMAS	M	29	ND	5/18/1970	42.00
VIGNEAULT	BARBARA	A	82	ND	12/4/1978	34.00
CLARK	THOMAS	R	7	ND	1/16/1978	34.00
MARA	DAVID	J	33	ND	9/7/1986	26.00
VAN ZANTEN	DENISE	M	71	ND	7/20/1998	14.00
BOLDIN	MARTIN		18	ND	2/2/2004	8.00
GAGNE	ROBERT	J	2	ND	10/4/2010	2.00
SANDERS	WILLIAM	E	10	ND	3/21/2007	5.00
BREWER	MARK	P	25	ND	1/1/2008	5.00
GILE	JANE	E	19	ND	5/19/2008	4.00
ANDERSON	WESLEY	B	23	ND	5/7/2012	0.00

Years of Service as a Dept Head

Last Name	First Name	MI	Department Description	# Yrs Dept Head	Date of Position
VIGNEAULT	BARBARA	A	SENIOR SERVICES	33	10/15/1979
CLARK	THOMAS	R	CITY SOLICITOR'S OFFICE	18	3/13/1995
BOLDIN	MARTIN		OFFICE OF YOUTH SERVICES	9	2/2/2004
SOUCY	TIMOTHY	M	HEALTH DEPARTMENT	6	12/1/2006
VAN ZANTEN	DENISE	M	LIBRARY DEPARTMENT	6	9/18/2006
SANDERS	WILLIAM	E	FINANCE DEPARTMENT	5	3/21/2007
ANGELL	JENNIE	L	INFORMATION SYSTEMS	5	12/18/2007
BREWER	MARK	P	AVIATION	5	1/1/2008
BURKUSH	JAMES	A	FIRE DEPARTMENT	5	2/19/2008
SHEPPARD	KEVIN	A	HIGHWAY DEPARTMENT	5	2/5/2008
GILE	JANE	E	HUMAN RESOURCES	4	5/19/2008
LAFRENIERE	LEON	L	PLANNING & COMMUNITY DEV	4	3/1/2009
MARA	DAVID	J	POLICE DEPARTMENT	4	4/27/2008
NORMAND	MATTHEW	P	CITY CLERK'S OFFICE	3	5/5/2009
GAGNE	ROBERT	J	ASSESSOR'S OFFICE	2	12/21/2010
HARTE	PATRICIA	M	TAX COLLECTOR'S OFFICE	2	7/6/2010
ANDERSON	WESLEY	B	CENTRAL FLEET MNGT	0	5/7/2012
PARIS	DAVID	B	WATER WORKS	0	2/1/2013
18					

February 13, 2013

Memo for: Charter Commission

From Commissioner Mike Lopez

Subject Recommendation

First, my work and experience as an alderman brings me to the following recommendation:

- a. Pay for Mayor/Alderman/Scholl Board Members
- b. Budget time frame for Schools and City
- c. Welfare Commissioner as a department head /Elections
- d. Place everyone in the primary
- e. Term limits for appointments
- f. Penalties for lack of reporting, add reference to RSA 15A
- g. Full Authority for Commission at Airport

The effective date of any change in this charter could be January 2014 . My recommendation is it shall be July 1,2014 since a new budget will take place for 2015.

Please look at my recommendation make comets on these items, agree or disagree with them.

Note: a-g bottom right

Section 8.04 Compensation of Officials

Change to: a. The salary of the Alderman shall be set at fifteen thousand dollars (\$15,000) with no benefits after the election of new Alderman at the next municipal general election .The alderman's salary shall not be increased from the time of any election until the close of the term of the Alderman then elected.

b. The salary of school board members shall be set at ten thousand dollars (\$10,000) with no benefits after the election of new school board members at the next municipal general election. The school board member's salary shall not increase from the time of any election until the close of term of the school board members then elected.

C. The salary of the Mayor shall be set at one hundred and seven thousand nine hundred and thirty seven (\$107,937.00)

Reference 10.08 Change : The salary of the Mayor/Alderman/School Board Members shall be effective on July 1,2014

A

DEPT HEAD LISTING WITH YEARS OF SERVICE, SALARY, GRADES, STEPS AND ENTRY LEVEL SALARIES

Last Name	First Name	MI	Dept #	Group	Hire Date	Years of Service	Annual Salary	Grade Description	Step	Step 1 Salary
VIGNEAULT	BARBARA	A	82	ND	12/4/1978	34	\$ 75,307.10	YARGER DECKER 20	14	\$ 51,280.46
BOLDIN	MARTIN		18	ND	2/2/2004	8	\$ 92,254.41	YARGER DECKER 23	14	\$ 62,820.76
GAGNE	ROBERT	J	2	ND	10/4/2010	2	\$ 102,545.72	YARGER DECKER 25	13	\$ 71,923.50
HARTE	PATRICIA	M	22	ND	11/10/1986	26	\$ 96,659.17	YARGER DECKER 25	11	\$ 71,923.50
NORMAND	MATTHEW	P	4	ND	10/20/1994	18	\$ 109,723.89	YARGER DECKER 26	13	\$ 76,958.14
ANDERSON	WESLEY	B	23	ND	5/7/2012	0	\$ 91,892.05	YARGER DECKER 26	7	\$ 76,958.14
GILE	JANE	E	19	ND	5/19/2008	4	\$ 125,622.92	YARGER DECKER 28	13	\$ 88,109.38
BOWEN	THOMAS	M	29	ND	5/18/1970	42	\$ 133,273.34	YARGER DECKER 28	15	\$ 88,109.38
VAN ZANTEN	DENISE	M	71	ND	7/20/1998	14	\$ 111,614.32	YARGER DECKER 28	9	\$ 88,109.38
SANDERS	WILLIAM	E	10	ND	3/21/2007	5	\$ 138,449.01	YARGER DECKER 29	14	\$ 94,277.02
ANGELL	JENNIE	L	13	ND	10/20/1980	32	\$ 123,010.15	YARGER DECKER 29	10	\$ 94,277.02
LAFRENIERE	LEON	L	20	ND	8/22/1983	29	\$ 126,700.47	YARGER DECKER 29	11	\$ 94,277.02
BURKUSH	JAMES	A	30	ND	5/8/1977	35	\$ 138,449.01	YARGER DECKER 29	14	\$ 94,277.02
SOUICY	TIMOTHY	M	41	ND	2/20/1990	22	\$ 130,501.46	YARGER DECKER 29	12	\$ 94,277.02
MARA	DAVID	J	33	ND	9/7/1986	26	\$ 139,121.10	YARGER DECKER 29A-ASTP	13	\$ 97,576.72
CLARK	THOMAS	R	7	ND	1/16/1978	34	\$ 152,584.65	YARGER DECKER 30	15	\$ 100,876.40
SHEPPARD	KEVIN	A	50	ND	9/16/1985	27	\$ 158,510.26	YARGER DECKER 31	14	\$ 107,937.78
BREWER	MARK	P	25	ND	1/1/2008	5	\$ 215,843.56	YARGER DECKER 36	13	\$ 151,388.31

Recommend change for budget Article VI budgets and Appropriations

I have reviewed my time as an alderman and someone who has done a budget and has worked with three Mayors and schools on a budget. It is my opinion after reviewing the time line. I offer the following to be consider by the commission for a charter change . I offer this not only for the department heads/Schools who must manage the expenditures of this city but most important the employees who serve us .

The school budget shall be presented to the board of Mayor & Alderman by the 2nd Tuesday in February each year.

Article VI Section 6.03 b. On or before the 2nd Tuesday in March of each year, the Mayor shall submit to the board of alderman a budget for the ensuring fiscal year an accompanying message.

Article VI 6.04 c. Adoption: The Board of Mayor and alderman shall adopt the budget on or before the first Tuesday of May of the fiscal year currently ending.

ELECTED OFFICERS

SECTION 5.09 a. DELETE COMMISSIONER OF WELFARE

ANYWHERE IN THE CHARTER REFERING TO COMMISSIONER OF WELFARE WILL NO LONGER BE STATED.

EXAMPLE Section 5.04, 5.06, 5.10, 5.19,

Add 5.09 c. The person that is elected in November 2013 shall become the department head of the welfare department for 2014-2015 Starting in January 2016 He /she must qualify for that position under the job classification that is listed with the city .In the event said person does not qualify the Mayor shall appoint a welfare department head with qualification under the job classification with approval of eight (8) alderman . The department head for the welfare department shall become effective July 1, 2014 at \$76,958 Grade 26 Step 1 and entitled to compensation package of the city.

ELECTED OFFICERS

Elections :

Section 5.07 a Delete 5.07 b delete

Add all candidates for office will be listed in the primary .

D

Delete : SECTION 3.14 D. Terms and limits:

add : new title Section 3.14 d. Terms .

Section 3.14 d. would read Members of the commissions shall serve for three (3) year terms .

Delete everything else in section 3.14 d.

Note : Name a few : water commission ,planning board ,zoning board etc

Its so hard to find people to serve after having experience for 2-3 years then they have to get off ,the only reason this was done in the last charter was to have more people served, it has not worked that effective.

POLITICAL CAMPAIGN REPORTING 5.29

ADD 5.29 K 4

PENALTY: any candidate or member of his political committee, who has failed to comply with this section shall be assets \$300.00 shall be collected by the city clerk .

Add 5.29 K 5

Each incumbent official shall yearly fill out New Hampshire statement of financial interests –RSA 15 –A

F

2013 NEW HAMPSHIRE STATEMENT OF FINANCIAL INTERESTS - RSA 15-A

Type or Print Clearly

Full Name _____ Work Address _____

Primary Occupation _____ e-mail *optional _____ Work Phone _____

The office, position, appointment, or employment with state government held by you. NO ACRONYMS _____

A. List below the name, address, and type of any profession, business, or other organization in which you or a family member was an officer, director, associate, partner, proprietor, or employee, or served in any other professional or advisory capacity, and from which any income in excess of \$10,000 was derived during the preceding calendar year. Sources of retirement benefits other than federal retirement and/or disability benefits shall be included. (Use additional sheets as necessary.)

1. _____
2. _____

If you have no qualifying income indicate by writing your initials next to the following statement. My income does not qualify _____

B. Indicate below whether you or a family member has a special interest in any of the following businesses, professions, occupations, groups, or matters. A person has a reportable special interest in an item on this list if a change in law, a change in administrative rule, a decision whether or not to award a contract, grant a license or permit, discipline a licensee or permittee, or other decision by government affecting the listed business, profession, occupation, group, or matter would potentially have a greater financial effect on you or a family member than it would on the general public:

<input type="checkbox"/> 1. Any profession, occupation, or business licensed or certified by the State of New Hampshire. List each such profession, occupation, or category of business: _____										
<input type="checkbox"/> 2. Health Care	<input type="checkbox"/> 3. Insurance	<input type="checkbox"/> 4. Real Estate, including brokers, agent, developers, and landlords			<input type="checkbox"/> 5. Banking or financial services	<input type="checkbox"/> 6. State of New Hampshire, county, or municipal employment				
<input type="checkbox"/> 7. N.H. Retirement System	<input type="checkbox"/> 8. Current use land assessment program		<input type="checkbox"/> 9. Restaurants/ lodging	<input type="checkbox"/> 10. Sale and distribution of alcoholic beverages		<input type="checkbox"/> 11. Practice of law				
<input type="checkbox"/> 12. Any business regulated by the Public Utilities Commission										
<input type="checkbox"/> 16. Agriculture	<input type="checkbox"/> 17. N.H. taxes:	<input type="checkbox"/> Business Profits Tax	<input type="checkbox"/> Business Enterprise Tax	<input type="checkbox"/> Interest and Dividends Tax	<input type="checkbox"/> 14. Education		<input type="checkbox"/> 15. Water Resources			
<input type="checkbox"/> 18. Optional: Specify any other area in which you have a special interest: _____										

I have read RSA 15-A and hereby swear or affirm that the foregoing information is true and complete to the best of my knowledge and belief. RSA 15-A:9 Penalty. Any person who knowingly fails to comply with the provisions of this chapter or knowingly files a false statement shall be guilty of a misdemeanor.

Date _____ Signature of Reporting Individual _____

SECTION 3.11 DEPARTMENTAL, BOARDS AND COMMISSIONS

Insert the following:

f) The Airport Authority shall be vested with full control and management of its department, subject to directives of the Board of Mayor and Alderman. In exercising control and management of the department this commission or authority shall act as a body by formal vote in public session. Such commission or authority shall have the expenditure of all money appropriated for use of the department, and all bills for payment shall be approved by the Chairman or some member by him designated as well as the department head. Section 3.12 of this charter shall apply for purposes of appointment and membership to such commission and authority, except as may required by statutes.

g) Directives. In exercising directives issued pursuant to this Section. The Board of Mayor and alderman shall act as a body by formal vote in public sessions and may issue mandatory directives to operational methods, personnel matters ,the expenditure of funds ,the use of personnel, or general policy requirements, provided that such directives are not in conflict with this charter ,with law, or with contractual obligations . The Board of Mayor and Alderman may authorize the Mayor to carry out directives and policies.