

**Town of Hooksett
Town Council Special Meeting Minutes – Official
Wednesday, January 2, 2019**

The Hooksett Town Council met on Wednesday, January 2, 2019 at 6:00 in the Hooksett Municipal Building.

CALL TO ORDER

Chair Sullivan called the special meeting of 02 Jan 2019 to order at 6:06 pm.

PROOF OF POSTING

Town Administrator, Dr. Dean E. Shankle, Jr., provided proof of posting.

ROLL CALL

In Attendance: Councilor James Sullivan, Councilor Robert Duhaime, Councilor John Giotas, Councilor James Levesque, Councilor Timothy Tsantoulis, Councilor Donald Winterton, and Councilor Alex Walczyk

Missed: Councilor John Durand, Councilor David Ross

PLEDGE OF ALLEGIANCE

OLD BUSINESS

Interim Town Administrator Employment Agreement

D. Fitzpatrick: At the December 19, 2018 Town Council meeting, Councilor Winterton was appointed Interim Town Administrator beginning January 7, 2019 through no later than June 30, 2019. His duties will include serving as department head for Community Development and Economic and Community Director for the Town of Hooksett as well as the other regular duties of the Town Administrator. His hourly rate will be \$35, less ordinary and regular withholdings, not to exceed 40 hours per week without the approval of the Town Council Chair. The year 2003 provides a past-practice (precedent) for this, when a Town Councilor served as Interim Town Administrator at a flat rate of \$1,000 per week. Inflation over 15 years was taken into account. Councilor Winterton will receive no health insurance, no option for the town stipend, and no other benefits. He will have a town-issued cell phone, and a town vehicle will be available to him, but not for commuting back and forth to work. He will be indemnified just as the Town Councilors are each year in July. In his absence, Councilor Winterton will designate another town employee to serve in his stead, with Town Council approval.

J. Levesque motioned to approve the contract with Councilor Winterton as Interim Town Administrator under the terms described. The motion was seconded by A. Walczyk. A roll call vote was taken.

Roll Call Vote #1

D. Winterton Abstain

J. Giotas Yes

T. Tsantoulis Yes

J. Levesque Yes

A. Walczyk Yes

R. Duhaime Yes
J. Sullivan Yes
Voted unanimously in favor with one abstention (6-0-1)

T. Tsantoulis: I had calls from people who did not like the way the Town Council voted twice on this appointment. I took responsibility, but there was no malice intended. I am confident that our actions were consistent with the Charter.

D. Shankle: I believe it is correct to count Councilor Winterton as part of the two-thirds quorum, and I suggest the Council vote on that.

R. Duhaime motioned that Councilor Winterton be counted as part of the quorum at all times, in affirmation of Section 3.5 of the Town Charter. The motion was seconded by J. Giotas. A roll call vote was taken.

Roll Call Vote #2

R. Duhaime Yes
J. Levesque Yes
A. Walczyk Yes
J. Giotas Yes
D. Winterton Abstain
T. Tsantoulis Yes
J. Sullivan Yes
Voted unanimously in favor with one abstention (6-0-1)

Town of Hooksett NH and Teamsters Local 633 Collective Bargaining Agreement

D. Fitzpatrick: At the December 19, 2018 meeting, the Council had a non-public discussion on this agreement. We met with the Teamsters two times and they agreed to a two-year contract.

J. Sullivan motioned to unseal discussion #1 of the non-public session of December 19, 2018. The motion was seconded by T. Tsantoulis.

Voted unanimously in favor, with the abstention of Councilor Winterton (6-0-1)

TOWN COUNCIL MINUTES

Non-Public Meeting

Wednesday, December 19, 2018

DISCUSSION #1 – Town of Hooksett NH and Teamsters Local 633 Collective Bargaining Agreement

Dr. Dean E. Shankle, Jr.: Provided overview and facilitated discussion on 2-year (07/01/19-06/30/21) contract with Teamsters Local 633 to include but not limited to:

- wage all members receiving an increase of 5% in year one and then members moving onto the wage 89 chart year 2 for an average wage increase under 3%.
- Adding call-out of \$5.00 for each day as determined by the Public Works Director
- health insurance language to mirror the Police Union contract for same as non-union employee options; however, plans that non-union contribute the Teamsters will contribute 16% in year 1 and 17% in year 2

D. Winterton: Added longevity bonus (as described in agreement).

D. Fitzpatrick: Teamsters agreed to remove specific language for many articles and simply refer to Town Personnel Plan.

Council Consensus: This item will be discussed further and voted on at future Town Council meeting.

D. Fitzpatrick: The Teamsters have met and signed a two-year contract, running from July 1, 2019 until June 30, 2021. The agreement calls for a flat 5% wage increase for the first year, and a second-year increase based on the wage chart in the packets of the Town Councilors. These second-year increases will be three percent or less. Next is a call-out rate \$5 each time employees are called out, to be determined by the Public Works Director. Regarding health insurance, the agreement mirrors the police union contract. For those employees covered by a health plan which requires a contribution, the Teamsters will pay 16% of that amount for the first year and 17% for the second year. Language has been added regarding longevity bonuses of \$1,000 after three years and bigger bonuses for years six, nine and twelve. For leaves of absence, the Teamsters agreed to say, 'refer to the town personnel plan'. This will avoid sidebars on these issues. C. Soucie, Finance Director, has drafted a warrant article for the review of the Town Council.

D. Winterton: Negotiations went extraordinarily well. I wholeheartedly support this agreement, though I won't be voting.

R. Duhaime: I echo the remarks of Councilor Winterton. These wage increases are overdue. We need to offer competitive wages for Highway workers in order to keep them long term.

J. Giotas: In light of the difficulty we've had filling these positions, I am pleased with this agreement.

J. Giotas motioned to accept this contract agreement with Teamsters Local 633. The motion was seconded by T. Tsantoulis. A roll call vote was taken.

Roll Call Vote #3

J. Giotas Yes

A. Walczyk Yes

R. Duhaime Yes

T. Tsantoulis Yes

J. Levesque Yes

D. Winterton Abstain

J. Sullivan Yes

Voted unanimously in favor with one abstention (6-0-1)

R. Duhaime motioned to place this warrant article in the amount of \$83,564 on the March ballot. The motion was seconded by T. Tsantoulis. Voted unanimously in favor, with the abstention of Councilor Winterton.

T. Tsantoulis motioned to recommend this warrant article. The motion was seconded by R. Duhaime. A roll call vote was taken.

Roll Call Vote #4

A. Walczyk Yes
J. Levesque Yes
R. Duhaime Yes
D. Winterton Abstain
T. Tsantoulis Yes
J. Giotas Yes
J. Sullivan Yes
Voted unanimously in favor with one abstention (6-0-1)

NEW BUSINESS

Financial Audit Engagement for Fiscal year ended June 30, 2018

D. Shankle: We have a financial audit every year. Angell & Company LLC did our audit last year. C. Soucie was pleased with their work, and the cost is less than Hooksett was paying a couple of years ago. Both Ms. Soucie and I recommend Angell & Company.

R. Duhaime motioned to have the Chair sign the Engagement Letter for the Fiscal Year ending June 30, 2018 with Angell & Company. The motion was seconded by T. Tsantoulis. A roll call vote was taken.

Roll Call Vote #4

A. Walczyk Yes
J. Levesque Yes
R. Duhaime Yes
D. Winterton Abstain
T. Tsantoulis Yes
J. Giotas Yes
J. Sullivan Yes
Voted unanimously in favor with one abstention (6-0-1)

NON-PUBLIC SESSION

NH RSA 91-A:3 II (a) The dismissal, promotion, or compensation of any public employee or the disciplining of such employee, or the investigation of any charges against him or her.

NH RSA 91-A:3 II (b) The hiring of any person as a public employee.

NH RSA 91-A:3 II (c) Matters which, if discussed in public, would likely affect adversely the reputation of any person, other than a member of the public body itself.

J. Sullivan motioned to enter non-public session of 01/02/19 at 6:34 pm per NH RSA 91-A:3 II (a), (b) & (c). Seconded by J. Levesque.

Roll Call #6

J. Durand – not present

J. Levesque – yes

D. Winterton – abstain

J. Giotas – yes

D. Ross – not present

T. Tsantoulis – yes

A. Walczyk – yes

R. Duhaime – yes

J. Sullivan – yes

Vote in favor (6-0-1 abstain)

J. Giotas motioned to exit non-public session of 01/02/19 at 7:19 pm. Seconded by T. Tsantoulis. Vote in favor (6-0-1) Councilor Winterton abstained.

J. Sullivan motioned to seal the non-public session minutes of 01/02/19. Seconded by J. Giotas. Vote in favor (6-0-1) Councilor Winterton abstained.

ADJOURNMENT

J. Sullivan motioned to adjourn the public session of 01/02/19 at 7:20 pm. Seconded by T. Tsantoulis. Vote in favor (6-0-1). Councilor Winterton abstained.

Records Clerk

Kathleen Donnelly

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