

**MINUTES**  
**SELECT BOARD RETREAT**  
**TOWN OF PETERBOROUGH**  
Thursday, January 17, 2013 – 9:00am  
35 Elm Street, Peterborough, New Hampshire

**Present:** Joe Byk, Barbara Miller Liz Thomas

**Also Present:** Pamela Brenner, Nancie Vaihinger, Nicole MacStay

**Chair Miller** called the meeting to order at 9:00am

Ms. Vaihinger began by reviewing the Town’s history with the merit increase program, noting that it has been very successful in rewarding hard-working employees and providing an incentive to employees who have room for improvement. Ms. Vaihinger recommended that the Board choose a percentage at which to fund merit increases, and further recommended that if the Board feels that the merit program needs to be reconsidered that they form a committee of employees, board members and people from outside the government to review the policy. There followed a discussion about merit increases versus bonuses.

Chair Miller said that she supported budgeting 2.2% merit increase. Mr. Byk said that he had visited a number of private businesses in Peterborough and none of them said that they would be giving a pay increase to their employees this year. Chair Miller said that the Town’s competition is the Monadnock Region, not just Peterborough. Ms. Thomas said that the Board should be looking at what other towns are doing. She said that there are some very competent people working for the town, and the Board needs to make sure that they are retained. She said that she has the impression that many of them could leave now and be paid more. Ms. Vaihinger said that the Department Directors are a little underpaid, but many stay because they like the town, staff and Board. Employees understand the process as it is now, and she again recommended that if the Board would like to revisit the personnel policy that a committee be formed. Mr. Byk said that he did not see a need to form a committee to shuffle the deck chairs, but at the same time he doesn’t see how the Board can tell the school to cut costs when the Board is proposing a 2.5% merit increase. Chair Miller said that the Board has cut costs by outsourcing and bringing in new revenue with the ambulance transfer program. Mr. Byk said that it is the increases in the tax bill that people are struggling with. There was then a discussion about what percentage of a merit increase could be offered. The Board agreed to keep a 2.5% merit increase in the budget for the time being, but to reduce the merit increase to 1.7%.

As there was no further business, the meeting adjourned at 10:42am.

Respectfully Submitted,  
Nicole MacStay, Assistant Town Administrator

PETERBOROUGH  
SELECT BOARD:

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Barbara A. Miller, Chair

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Joe Byk

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Elizabeth M. Thomas