

Warner Town Meeting
March 16, 2019



Dedication



David & Linda Hartman

VISIT Warner NEW HAMPSHIRE

ARTS AND ENTERTAINMENT



- Seasonal festivals
- Outdoor concerts
- Author events
- Historical talks
- Art exhibits
- Open mic events



COVERED BRIDGES

Two historic covered bridges span the Warner River. The Dalton Bridge (12) and the Waterloo Bridge (13).



MUSEUMS

You'll find five museums, from historical to natural, we have something for everyone!



AGRICULTURE

Warner is a beautiful hub of working farms with everything from sweet corn to maple syrup.



RECREATION

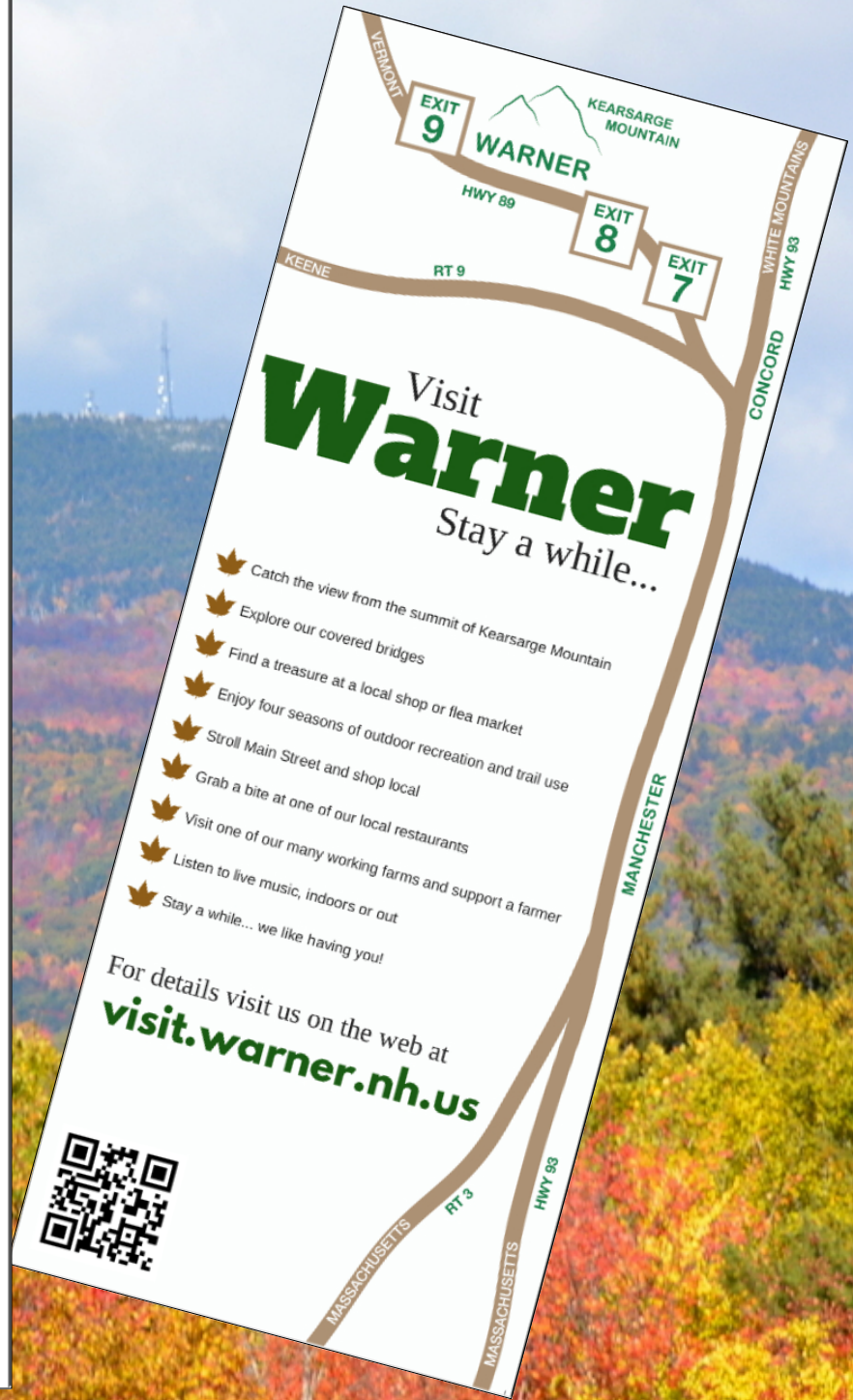
Hike, bike, fish, snow mobile or cross country ski on any of our beautiful trails!

WARNER'S MAIN STREET

- Restaurants
- Museums
- Community parks
- Shops
- Farmer's market
- and more!



warner.nh.us



Guest Speaker : Franco Ross
President of CAI Technologies



ChoicesSM
Addiction Recovery Services

- Based upon proven therapies and treatments
- Outpatient services tailored to individual needs
- Clients maintain work, family, and school commitments

RIVERBEND
COMMUNITY MENTAL HEALTH, INC.

Treatment Works!



Assisting children, adolescents, families

Mobile Crisis Services

- 24/7 telephone and field response
- Services provided in community settings or private residences
- Field stabilization avoids costly emergency room

*Guest Speaker : Allen Moses, CFO
Riverbend Community Mental Health*

Open House

Registration Card

Informational Brochure


Business Cards

Markers

Informational Brochure

Business Card Holder





**PILLSBURY
FREE
LIBRARY**
~Est. 1891~

Hours
Monday: 1 - 5 PM
Tuesday: 9 - Noon, 1 - 8 PM
Wednesday: 1 - 5 PM
Thursday: 9 - Noon, 1 - 8 PM
Saturday: 9 - 2 PM



Potential Revenue for 2019



A photograph of a snowy path leading through a forest of bare trees. The path is covered in a layer of snow and leads into the distance. The trees are mostly without leaves, and the sky is a clear, bright blue. The overall scene is peaceful and wintry.

**136 E. Main Street
Negotiations Well Underway**

For Sale / Lease To Buy





Eversource \$\$\$ Energy Rebates / Incentives



Warner Compensation Study

- Hire outside consultant
- Adopt updated job descriptions
- Adopt points system used to determine job classifications
- Review market survey data
- Adopt proposed new salary scales (the wage matrix)
- Map employees to nearest Grade / Step
- Implement pay adjustments

Discussion Areas to Follow

- Performance review program
- Bonus program
- Longevity program



Title	Grade	Below Step 1
Custodians (1 of 2)	4	\$1.60
Transfer Station Attendants (3 of 5)	4	\$0.80 to \$1.27
Land Use	6	\$2.52
Deputy Town Clerk	6	\$1.39
Assessing Clerk	6	\$3.60
Driver / Laborer	7	\$0.77
Town Clerk	9	\$0.60
Transfer Station Foreman	9	\$2.61
Bookkeeper	9	\$4.81
Director, Department Public Works	15	\$2.97
Town Administrator	17	\$3.92

Steps	Job Grades - Hourly Wages																						
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20			
24	\$17.19	\$18.97	\$20.14	\$21.79	\$24.54	\$28.18	\$30.50	\$32.36	\$37.91	\$40.23	\$42.69	\$45.30	\$47.13	\$50.02	\$53.08	\$56.33	\$59.78	\$63.96	\$67.87	\$72.02			
23	\$16.85	\$18.60	\$19.74	\$21.37	\$24.06	\$27.63	\$29.90	\$31.72	\$37.17	\$39.44	\$41.85	\$44.42	\$46.21	\$49.04	\$52.04	\$55.22	\$58.61	\$62.70	\$66.54	\$70.60			
22	\$16.52	\$18.23	\$19.36	\$20.95	\$23.58	\$27.08	\$29.31	\$31.10	\$36.44	\$38.66	\$41.03	\$43.55	\$45.30	\$48.08	\$51.02	\$54.14	\$57.46	\$61.48	\$65.23	\$69.22			
21	\$16.20	\$17.88	\$18.98	\$20.54	\$23.12	\$26.55	\$28.74	\$30.49	\$35.72	\$37.91	\$40.22	\$42.69	\$44.41	\$47.13	\$50.02	\$53.08	\$56.33	\$60.27	\$63.96	\$67.86			
20	\$15.88	\$17.53	\$18.60	😊	\$22.67	\$26.03	\$28.17	\$29.89	\$35.02	\$37.16	\$39.44	\$41.85	\$43.54	\$46.21	\$49.04	\$52.04	\$55.23	\$59.09	\$62.70	\$66.53			
19	\$15.57	\$17.18	\$18.24	\$19.74	\$22.22	\$25.52	\$27.62	\$29.31	\$34.34	\$36.43	\$38.66	\$41.03	\$42.69	\$45.30	\$48.07	\$51.02	\$54.14	\$57.93	\$61.47	\$65.23			
18	\$15.26	\$16.84	\$17.88	😊	\$21.79	\$25.02	\$27.08	\$28.73	\$33.66	\$35.72	\$37.90	\$40.23	\$41.85	\$44.42	\$47.13	\$50.02	\$53.08	\$56.79	\$60.27	\$63.95			
17	\$14.96	\$16.51	\$17.53	\$19.11	\$21.36	\$24.53	\$26.55	\$28.17	\$33.00	\$35.02	\$37.16	\$39.44	\$41.03	\$43.54	\$46.21	\$49.04	\$52.04	\$55.68	\$59.08	\$62.70			
16	\$14.67	\$16.19	\$17.19	\$18.60	\$20.94	\$24.05	\$26.03	\$27.62	\$32.35	\$34.33	\$36.43	\$38.67	\$40.23	\$42.69	\$45.30	\$48.07	\$51.02	\$54.59	\$57.93	\$61.47			
15	\$14.38	\$15.87	\$16.85	\$18.24	\$20.53	\$23.58	\$25.52	\$27.08	\$31.72	\$33.66	\$35.72	\$37.91	\$39.44	\$41.85	\$44.41	\$47.13	\$50.02	\$53.52	\$56.79	\$60.26			
14	\$14.10	\$15.56	\$16.52	\$17.88	\$20.13	\$23.12	\$25.02	\$26.54	\$31.10	\$33.00	\$35.02	\$37.17	\$38.67	\$41.03	\$43.54	\$46.21	\$49.04	\$52.47	\$55.68	\$59.08			
13	\$13.82	\$15.26	\$16.20	\$17.53	\$19.73	\$22.66	\$24.53	\$26.02	😊	\$32.35	\$34.33	\$36.44	\$37.91	\$40.23	\$42.69	\$45.30	\$48.08	\$51.44	\$54.59	\$57.92			
12	\$13.55	\$14.96	\$15.88	\$17.18	\$19.35	😊	\$24.05	\$25.51	\$27.09	\$31.72	\$33.66	\$35.72	\$37.16	\$39.44	\$41.85	\$44.41	\$47.14	\$50.43	\$53.51	\$56.78			
11	\$13.29	\$14.66	\$15.57	\$16.85	\$18.97	\$21.78	😊	\$25.01	\$29.30	\$31.10	\$33.00	\$35.02	\$36.44	\$38.67	\$41.03	\$43.54	\$46.21	\$49.44	\$52.47	\$55.67			
10	\$13.03	\$14.38	\$15.26	😊	\$18.60	\$21.36	\$23.11	\$24.52	\$28.73	\$30.49	\$32.35	\$34.34	\$35.72	\$37.91	\$40.23	\$42.69	\$45.31	\$48.47	\$51.44	\$54.58			
9	\$12.77	\$14.10	\$14.96	\$16.19	\$18.23	\$20.94	\$22.66	\$24.04	\$28.17	\$29.89	\$31.72	\$33.66	\$35.02	\$37.17	\$39.44	\$41.85	\$44.42	\$47.52	\$50.43	\$53.51			
8	\$12.52	\$13.82	\$14.67	\$15.87	\$17.87	😊	\$20.53	\$22.22	\$23.57	\$27.61	\$29.30	\$31.09	\$33.00	\$34.33	\$36.44	\$38.66	\$41.03	\$43.55	\$46.59	\$49.44	\$52.46		
7	\$12.28	\$13.55	\$14.38	\$15.56	\$17.55	😊	😊	😊	\$23.11	\$27.07	\$28.73	\$30.49	\$32.35	\$33.66	\$35.72	😊	\$40.23	\$42.69	\$45.68	\$48.47	\$51.43		
6	\$12.03	\$13.28	\$14.10	\$15.26	\$17.18	\$19.73	\$21.35	\$22.66	😊	\$28.17	\$29.89	\$31.72	\$33.00	\$35.02	\$37.16	\$39.44	\$41.86	\$44.78	\$47.52	\$50.42			
5	\$11.80	\$13.02	\$13.82	\$14.96	\$16.84	\$19.34	\$20.93	\$22.21	\$25.02	\$27.61	\$29.30	\$31.10	\$32.35	\$34.33	\$36.43	\$38.66	\$41.04	\$43.90	\$46.59	\$49.43			
4	\$11.57	\$12.77	\$13.55	\$14.67	\$16.51	\$18.96	\$20.52	\$21.78	😊	\$27.07	\$28.73	\$30.49	\$31.72	\$33.66	\$35.72	\$37.91	\$40.23	\$43.04	\$45.67	\$48.47			
3	\$11.34	\$12.52	\$13.29	\$14.38	\$16.19	\$18.59	\$20.12	\$21.35	\$25.01	\$26.54	\$28.16	\$29.89	\$31.10	\$33.00	\$35.02	\$37.16	\$39.44	\$42.20	\$44.78	\$47.52			
2	\$11.12	\$12.27	😊	😊	😊	😊	😊	😊	😊	\$20.93	\$22.62	\$24.33	\$26.02	\$27.61	\$29.30	\$30.49	\$32.35	\$34.33	\$36.43	\$38.67	\$41.37	\$43.90	\$46.58
1	\$10.90	\$12.03	😊	😊	😊	😊	😊	😊	😊	😊	😊	😊	😊	😊	😊	😊	😊	😊	😊	😊	😊	😊	😊

All Employees on the New Wage Matrix

THANK
YOU!

