

FINANCE, ORGANIZATION AND PERSONNEL COMMITTEE Council Chambers B, Keene City Hall May 25, 2023 6:00 PM

A. AGENDA ITEMS

- Acceptance of Strategic Planning Grant Engineering Evaluation of Groundwater - Asst. Public Works Director/Operations Manager
- 2. Change Order for Professional Services Appraisal Services Winchester Street Reconstruction Project City Engineer
- 3. Amendment to KSC Agreement City Manager
- 4. Relating to Class Allocation and Salary Schedules Ordinance O-2023-11-A
- Relating to the Appropriation of Funds Road Preservation and Rehabilitation Program; Relating to the Appropriation of Funds -Stormwater Resiliency Program, and Relating to the Appropriation of Funds - Thompson Road Stabilization Project Resolution R-2023-14 Resolution R-2023-15 Resolution R-2023-16
- 6. Relating to the FY 2023-2024 Budget Resolution R-2023-13

B. MORE TIME ITEMS

NON PUBLIC SESSION

ADJOURNMENT





CITY OF KEENE NEW HAMPSHIRE

Meeting Date: May 25, 2023

To: Finance, Organization and Personnel Committee

From: Aaron Costa, Asst. Public Works Directors/ Operations Mgr.

Kurt Blomquist, ACM/Public Works Director

Through: Elizabeth Dragon, City Manager

Subject: Acceptance of Strategic Planning Grant - Engineering Evaluation of

Groundwater - Asst. Public Works Director/Operations Manager

Recommendation:

Move that the Finance, Organization, and Personnel committee recommend that the City Manager be authorized to do all things necessary to accept, execute and expend a Strategic Planning Grant from the New Hampshire Department of Environmental Services (NHDES) for \$50,000 to perform an engineering evaluation of the Robertson Field property and West Street Well Facilities.

Attachments:

None

Background:

The West Street well is a valuable water source capable of producing high quality drinking water for the City of Keene. The City has been withdrawing groundwater from this source since the 1950's. The existing well facilities and associated infrastructure, including the well house building that was constructed in 1965, and the corrosion control building that was constructed in 1988, are reaching the end of their useful life.

In the early 2000's, the City purchased land off Arch Street and Bent Court, also known as Robertson Field, as a potential location for an additional groundwater source. In 2023, the City completed a Water Supply Master Plan and Well Facilities Evaluation. The plan evaluated upgrades needed to refurbish the existing West Street Well Facilities as well as improvements needed to support sustainable long-term water supplies for the City's current and future needs.

One of the recommendations outlined in the Water Supply Master Plan is to develop a new groundwater source and treatment facility on the Robertson Field property. Another recommendation is to evaluate connecting the West Street well supply via a new raw water main to the treatment facility on the Robertson Field property, thus minimizing the upgrades needed at the West Street Well Facility.

To help further refine this potential project, the City applied for a NHDES Strategic Planning Grant and was awarded \$50,000 for this important evaluation. The City will use NHDES grant funds to hire a qualified consultant to perform an engineering evaluation.

The goal of this project is to provide a clearer picture of the scope of work required to develop a new groundwater source on the Robertson Field property, install a new raw water transmission line that connects the West Street groundwater supply to the Robertson Field property and improvements needed at the West Street Well Facilities.

A technical memorandum will be prepared that summarizes the findings and recommendations including:

- Establish a Basis of Design for the supply, treatment and water main improvements.
- Prepare an opinion of cost and schedule.
- Refine the normalized cost in \$/gallons per day.
- Identify next steps, including hydrogeological investigations, pilot studies, topographical survey, and subsurface investigations.
- Identify potential funding alternatives.





CITY OF KEENE NEW HAMPSHIRE

Meeting Date: May 25, 2023

To: Finance, Organization and Personnel Committee

From: Donald Lussier, City Engineer

Through: Elizabeth Dragon, City Manager

Kurt Blomquist, ACM/Public Works Director

Subject: Change Order for Professional Services - Appraisal Services - Winchester

Street Reconstruction Project - City Engineer

Recommendation:

Move that the Finance, Organization and Personnel Committee recommend that the City Manager be authorized to do all things necessary to negotiate and execute a change order for continuing professional services with MMC Appraisal Services for an amount not to exceed \$20,000.

Attachments:

None

Background:

MMC Appraisal Services (MMC) was subcontracted during the design phase of the Winchester Street Reconstruction project to perform appraisals of parcels impacted by the project. The firm prepared the original appraisal reports upon which the City's offers of just compensation to various property owners were based.

One property owner challenged the necessity and net public benefit of our Eminent Domain acquisition. The City successfully defended our use of the Eminent Domain process, with the Superior Court ruling in our favor in April of 2022. The next phase of this legal process will be a hearing before the New Hampshire Board of Tax and Land Appeals (BTLA). The BTLA is responsible for determining the appropriate amount of compensation in Eminent Domain proceedings when the parties cannot agree on a fair settlement. Our BTLA hearing has been tentatively scheduled for the spring of 2024.

As the firm responsible for preparing the appraisal, the testimony of MMC will be required to defend the appraisal methodology and answer questions that the Board may raise. MMC Appraisal Services was retained by the City to provide these professional appraisal services and expert witness testimony. The original contract was for an amount not to exceed \$10,000 and was issued in December of 2022. These funds were expended on updating the original property appraisals and to assist the City's outside council in preparing various legal filings.

Additional effort will be required to review and provide comments on the opposing party's appraisal as well as attend and testify at the New Hampshire Board of Tax and Land Appeals (BTLA) hearing

to determine "just compensation". These costs are expected to be eligible for reimbursement as part of our Federal Highway Administration funding for the project (80% federal / 20% local). The City's share will be paid through previously appropriated project funds (75J0026A).





CITY OF KEENE NEW HAMPSHIRE

Meeting Date: May 25, 2023

To: Finance, Organization and Personnel Committee

From: Elizabeth Dragon, City Manager

Through:

Subject: Amendment to KSC Agreement - City Manager

Recommendation:

The Finance, Organization, and Personnel Committee authorize the City Manager to execute a 6th amendment to the Municipal Services Agreement between the City of Keene and Keene State College.

Attachments:

1. Sixth Amendment to Municipal Services Agreement

Background:

Since 2015, The City has had an ongoing Municipal Services Agreement with Keene State College relative to the cost of life safety services provided to the College by the City.

The proposed Sixth Amendment will allow for a year-to-year renewal on the same terms and conditions as stated through the Sixth Amendment. The Sixth Amendment also replaces Paragraph 4 and its subparagraphs, with the continuation of an annual payment by the College of \$10,000, but now earmarked for proactive Fire and Code Enforcement intervention, and the continued shared cost of a Community Liaison Specialist.

SIXTH AMENDMENT TO MUNICIPAL SERVICES AGREEMENT

WHEREAS, CITY OF KEENE (the "City") and KEENE STATE COLLEGE (the "College") (the "Parties") entered into a Municipal Services Agreement dated March 19, 2015 ("Agreement"), relative to the costs of life safety services provided to the College by the City; and

WHEREAS, the Parties entered into previous amendments extending the term of the Agreement to June 30, 2023; and

WHEREAS, the Parties also amended the Agreement to include the sharing of the cost to the City of a City employee to provide job-related services beneficial to the City and to the College; and

WHEREAS, the Parties wish to further amend the Agreement as set forth herein.

NOW, THEREFORE, in consideration of the mutual covenants contained herein and other good and valuable consideration, the receipt of which is hereby acknowledged, the City and the College agree as follows:

- 1. Amend Paragraph 8 of the Agreement, as amended, by deleting it in its entirety and replacing it with the following new paragraph:
 - 8. The term of this Agreement, as amended, shall be for one (1) year commencing on July 1, 2023, and terminating on June 30, 2024, thereafter, this agreement shall automatically renew commencing on July 1, 2024, for one (1) year, and thereafter year-to-year, on the same terms and conditions unless terminated. The City and the College agree to provide the other party with sixty (60) days' prior notice, either via electronic or written communication, of the end of any one (1) year term, of their intent to negotiate and execute a successor agreement prior to the end of that year's term.
- 2. Amend Paragraph 4 of the Agreement, as amended, by deleting it in its entirety, including subparagraphs, and replacing it with the following:
 - 4.a. In an effort to monitor and mitigate off-campus activities affecting the safety and property of City neighborhoods, on July 1st of each year, the City shall annually invoice the College the amount of \$10,000.00, to be paid by the College within thirty (30) days of receipt, for Fire and Code Enforcement related matters.
 - 4.b. The City and College shall share equally, the cost and approved jobrelated expenses (if any) incurred by the City for the employment of a Community Liaison Specialist who shall perform services in accordance with the job description on file with the City's Human Services Department ("Community Specialist"), plus the cost of employer required withholdings and related expenses (e.g., FICA, FUTA, Workers' Compensation). The Community Specialist will work

approximately twenty (20) hours per week, subject to any further agreement between the Parties. Notwithstanding the cost share between the Parties, the Community Specialist shall be deemed to be in the employment of the City for all employment-related policies and procedures applicable to the position.

3. All other provisions of said Agreement shall remain in effect and be binding to the Parties hereto.

	and the College have signed this Sixth Amendment the City of Keene and Keene State College on this 023, in duplicate.
	CITY OF KEENE
Witness	By: Elizabeth A. Dragon, City Manager Duly authorized
	KEENE STATE COLLEGE
	B:
Witness	Dr. Melinda Treadwell, President Duly authorized

ORDINANCE O-2023-11-A



CITY OF KEENE

AN ORDINANCE	Relating to Class Allocation	s and Salary Schedules
Be it ordained by t	the City Council of the City	of Keene, as follows:
2-231, "City Cou Section 62-141 Probationary Pu Police Officer;" a entitled, "Person 231, "City Cou Schedule;" Sect "Probationary	uncil Appointments' Salary Scheo "Call Firefighter Hourly Wage Sublic Works;" Section 62-191, "Found Section 62-194, "Administrational," and by substituting in lieus in the control of t	nended, hereby are further amended by deleting Section dules" of Chapter 2, entitled "Administration;" as well as Schedule;", Section 62-166, "Hourly Wage Schedule for Probationary Firefighter;" Section 62-192, "Probationary tive and Clerical – Annual Salary Schedule", of Chapter 62 in thereof the following attached new sections: Section 2-redule;" Section 62-141 "Call Firefighter Hourly Wage Iblic Works Hourly Wage Schedule;" Section 62-191, "Probationary Police Officer;" and Section 62-194, ment – Annual Salary Schedule," effective July 1, 2023.

George S. Hansel, Mayor

COUNCIL APPOINTMENTS ANNUAL SALARY SCHEDULE

(effective July 1, 2023)

SALARY	<u>City Clerk</u>	City Attorney	City Manager
<u>L</u>	96,694	119,697	143,689
<u>E</u>	101,045	125,083	150,155
<u>V</u>	105,592	130,712	156,912
<u>E</u>	110,344	136,594	163,973
<u>L</u>	115,309	142,741	171,352
	120,498	149,164	179,063

CALL FIREFIGHTER HOURLY WAGE SCALE

Non-bargaining unit (effective July 1, 2023)

<u>Grade</u>		<u>Step 1</u>
CF1	Non-certified Probationary Firefighter	\$ 11.25
CF2	Probationary Firefighter (Level 1)	\$ 14.63
CF3	Probationary Firefighter (Level 2)	\$ 16.28
CF4	Firefighter (Level 1)	\$ 16.88
CF5	Firefighter (Level 2)	\$ 20.26
CF6	Special services (Chaplain, Photographer & Aide)	\$ 15.75

The hourly wage schedule for probationary public works employees is as follows:

PROBATIONARY PUBLIC WORKS HOURLY WAGE SCHEDULE

Non-bargaining unit (effective July 1, 2023)

	<u>1</u>	<u>2</u>	<u>3</u>
<u>GRADE</u>			
PPW 2	16.09	16.81	17.57
PPW 4	17.58	18.37	19.20
PPW 5	18.37	19.20	20.06
PPW 7	19.67	20.56	21.49
PPW 8	20.96	21.90	22.89
PPW 9	21.90	22.89	23.92
PPW 10	22.89	23.92	25.00
PPW 11	23.91	24.99	26.11
PPW 12	25.00	26.13	27.31

<u>GRADE</u>	
PPW 2	Maintenance Aide I; Recycler I; Recycler I/Attendant
PPW 4	Water & Sewer Service Aide I
PPW 5	Maintenance Aide II; Motor Equipment Operator I; Recycler II; Water & Sewer Service Aide II
PPW 7	Mechanic I
PPW 8	Motor Equipment Operator II
PPW 9	Mechanic II; Sign Maker; Maintenance Mechanic; Utility Operator
PPW 10	Highway Foreman; Solid Waste Foreman; Maintenance Technician I; Lead Mechanic
PPW 11	Water Meter Technician; Maintenance Electrician
PPW 12	Water & Sewer Foreman; Maintenance Technician II; Shop Manager; Solid Waste Operations Foreman

PROBATIONARY FIREFIGHTER

HOURLY WAGE SCHEDULE Non-bargaining unit (effective July 1, 2023)

<u>GRADE</u>		STEP 1
F 1	Firefighter/EMT B	\$21.68
F 2	Firefighter/A-EMT	\$22.98
F 3	Firefighter/Medic	\$24.45
F 4	Paramedic Only	\$22.98

City Code Section 62-192

PROBATIONARY POLICE OFFICER

HOURLY WAGE SCHEDULE Non-bargaining unit (effective July 1, 2023)

<u>GRADE</u>	STEP
PP 1	\$27.46
PP 2	\$28.70

City Code Section 62-194 Administrative, Office, Technical and Management Personnel

The annual salary schedule for administrative, office, technical and management personnel is as follows:

ADMINISTRATIVE, OFFICE, TECHNICAL AND MANAGEMENT ANNUAL SALARY SCHEDULE

Non-bargaining unit (effective July 1, 2023)

<u>STEPS</u>						
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>
<u>GRADE</u>						
S 4	38,372	40,099	41,903	43,789	45,760	47,819
S 5	40,099	41,903	43,789	45,760	47,819	49,971
S 6	41,903	43,789	45,760	47,819	49,971	52,220
S 7	43,789	45,760	47,819	49,971	52,220	54,570
S 8	45,760	47,819	49,971	52,220	54,570	57,026
S 9	47,819	49,971	52,220	54,570	57,026	59,592
S 10	49,971	52,220	54,570	57,026	59,592	62,274
S 11	52,220	54,570	57,026	59,592	62,274	65,076
S 12	54,570	57,026	59,592	62,274	65,076	68,004
S 13	57,026	59,592	62,274	65,076	68,004	71,064
S 14	59,592	62,274	65,076	68,004	71,064	74,262
S 15	62,274	65,076	68,004	71,064	74,262	77,604
S 16	65,076	68,004	71,064	74,262	77,604	81,096
S 17	68,004	71,064	74,262	77,604	81,096	84,745
S 18	71,064	74,262	77,604	81,096	84,745	88,559
S 19	74,262	77,604	81,096	84,745	88,559	92,544
S 20	77,604	81,096	84,745	88,559	92,544	96,708
S 21	81,096	84,745	88,559	92,544	96,708	101,060
S 22	84,745	88,559	92,544	96,708	101,060	105,608
S 23	88,559	92,544	96,708	101,060	105,608	110,360
S 24	92,544	96,708	101,060	105,608	110,360	115,326
S 25	96,708	101,060	105,608	110,360	115,326	120,516
S 26	101,060	105,608	110,360	115,326	120,516	125,939
S 27	105,608	110,360	115,326	120,516	125,939	131,606
S 28	110,360	115,326	120,516	125,939	131,606	137,528
S 29	115,326	120,516	125,939	131,606	137,528	143,717
S 30	120,516	125,939	131,606	137,528	143,717	150,184

ADMINISTRATIVE, OFFICE, TECHNICAL AND MANAGEMENT (effective July 1, 2023)

<u>GRADE</u>	CLASS ALLOCATION
S 4	Library Aide
S 5	Minute Taker
S 6	Administrative Assistant; Records Clerk
S 7	Administrative Assistant I
S 8	NO POSITIONS ASSIGNED
S 9	NO POSITIONS ASSIGNED
S 10	Audio Video Production Specialist
S 11	Office Manager; Parking Services Technician
S 12	Librarian I; Planning Technician; Executive Secretary; Staff Accountant;
	Fire Department Administrator; Purchasing Specialist; Human Resource Specialist
S 13	NO POSITIONS ASSIGNED
S 14	NO POSITIONS ASSIGNED
S 15	Executive Assistant; Librarian II; Payroll Administrator; Human Resources Assistant;
	Youth Services Manager; Mapping Technician; Engineering Technician; Assistant City Clerk;
	Parking Operations Manager; Senior Paralegal; Police Dispatch Supervisor; Social Worker
S 16	Planner; Laboratory Supervisor
S 17	Appraiser; Recreation Programmer; Librarian III; Parks & Cemetery Maintenance Superintendent;
	Airport Maintenance & Operations Manager; IT Systems Specialist; Parking Operations Manager
S 18	Water/Sewer Operations Manager; Purchasing Agent; Civil Engineer; Solid Waste Manager;
	Maintenance Manager; Revenue Collector; Records Manager/Deputy City Clerk;
	Laboratory Manager; Human Services Manager; Treatment Plant Manager
S 19	Transportation/Stormwater Operations Manager; Utilities Treatment Operations/Plant Manager;
	Senior Planner; Recreation Manager; Fleet Services Manager, Accounting & Fund Manager;
	Infrastructure Project Manager
S 20	Systems Administrator; Purchasing & Contract Services Manager; Assistant City Attorney
S 21	NO POSITIONS ASSIGNED
S 22	NO POSITIONS ASSIGNED
S 23	NO POSITIONS ASSIGNED
S 24	City Engineer; Assistant Public Works Director/Division Head; Database Administrator;
	Airport Director; Building/Health Official
S 25	Human Resources Director; Library Director; Assistant Finance Director/Assistant Treasurer;
	Police Captain; Deputy Fire Chief
S 26	Community Development Director; City Assessor; Parks, Recreation & Facilities Director
S 27	Finance Director/Treasurer; IT Director; Communications & Marketing Director
S 28	Police Chief; Fire Chief; Public Works Director
S 29	NO POSITIONS ASSIGNED
S 30	Deputy City Manager



Referred to the Finance, Organization

and Personnel Committee.

Geni M. Wood

Assistant City Clerk

CITY OF KEENE

In the Year of Our Lo	ord Two Thousand and	Twenty Three
A RESOLUTION	n	opriation of Funds for the Road Preservation and Rehabilitation
Resolved by the C	ity Council of the City	y of Keene, as follows:
Road Preserva with the approx	tion and Rehabilitation I val of the City Manager,	thousand dollars (\$520,000.00) is hereby appropriated for Program, and to fund said appropriation, the City Treasurer, is authorized to borrow up to five hundred twenty thousand isions of the Municipal Finance Act and to issue bonds or
This authoriza	tion shall lapse if not fu	alfilled within five (5) years from the date of approval.
		George S. Hansel, Mayor
In City Council N	vlay 18, 2023.	, , , , , , , , , , , , , , , , , , ,



Assistant City Clerk

CITY OF KEENE

In the Year of Our Lord Two Thousand and Twenty Three	e
A RESOLUTION Relating to the Appropriation of Funds	for the Stormwater Resiliency Program
Resolved by the City Council of the City of Keene, as fo	llows:
That the sum of one million three hundred seventy-four that appropriated for Stormwater Resiliency Program, and Treasurer, with the approval of the City Manager, is authundred seventy-four thousand dollars (\$1,374,000.00). Finance Act and to issue bonds or notes thereof.	d to fund said appropriation, the City horized to borrow up to one million three
This authorization shall lapse if not fulfilled within five	(5) years from the date of approval.
	George S. Hansel, Mayor
In City Council May 18, 2023. Referred to the Finance, Organization	
and Personnel Committee.	



Assistant City Clerk

CITY OF KEENE

In the Year of Our Lord	Two Thousand and	Twenty Three
A RESOLUTION F	Relating to the Approp	riation of Funds for Thompson Road Stabilization
Resolved by the City	Council of the City	of Keene, as follows:
for Thompson Reapproval of the C	oad Stabilization, and lity Manager, is author	In thousand dollars (\$1,057,000.00) is hereby appropriated to fund said appropriation, the City Treasurer, with the rized to borrow up to five hundred twenty thousand dollars of the Municipal Finance Act and to issue bonds or notes
This authorization	n shall lapse if not fulf	filled within five (5) years from the date of approval.
		George S. Hansel, Mayor
In City Council May		
Referred to the Fin and Personnel Com	nance, Organization nmittee.	



CITY OF KEENE

In the Year of Our Lor	rd Two Thousand and	Twenty Three
A RESOLUTION	Relating to the 2023/2	024 fiscal year budget
Resolved by the Ci	ity Council of the City	of Keene, as follows:
\$40,073,236 for the use of the s be appropriated funds, funded by	or estimated operating reseveral departments of the difference of	d by taxation during the current year which together with venues aggregating \$67,881,358 is hereby appropriated for the City Government, and further that the sum of \$7,098,671 is and capital reserve appropriations in the City proprietary erves, fund balance and current revenues, for the fiscal year reto and made a part thereof.
		George S. Hansel, Mayor

In City Council May 4, 2023. Referred to the Finance, Organization and Personnel Committee. Public Hearing set for Thursday, June 1, 2023 at 7:10 PM.

City Clerk

2023/2024 Annual Operating Budget

R-2023-13

General Fund Revenue & Other Financing Sources:	Adopted	General Fund Appropriations:	Adopted
Property Tax Revenue	\$27,808,122	Elected & Appointed Officials	\$2,458,454
Use of Surplus	2,628,474	Capital Projects	5,545,793
Other Taxes	1,174,025	Administrative Services	5,809,211
Tax Increment Financing	1,005,842	Community Services	23,018,690
Licenses, Permits & Fees	4,183,392	Municipal Development Services	7,580,116
Intergovernmental	3,416,783	Debt Service	3,324,493
Charges for Services	2,415,896		
Fines & Forfeits	51,332		
Miscellaneous	1,657,871		
Other Financing Sources	3,395,020		
NET GENERAL FUND OPERATING REVENUES	\$47,736,757	NET GENERAL FUND OPERATING APPROPRIATIONS	\$47,736,757
TOTAL PARKING FUND REVENUES	\$1,072,087	TOTAL PARKING FUND APPROPRIATIONS	\$1,072,087
TOTAL PC REPLACEMENT FUND REVENUES	\$134,160	TOTAL PC REPLACEMENT FUND APPROPRIATIONS	\$134,160
TOTAL SOLID WASTE FUND REVENUES	\$5,500,094	TOTAL SOLID WASTE FUND APPROPRIATIONS	\$5,500,094
TOTAL SEWER FUND REVENUES	\$6,143,384	TOTAL SEWER FUND APPROPRIATIONS	\$6,143,384
TOTAL WATER FUND REVENUES	\$4,558,701	TOTAL WATER FUND APPROPRIATIONS	\$4,558,701
TOTAL EQUIPMENT FUND REVENUES	\$2,736,175	TOTAL EQUIPMENT FUND APPROPRIATIONS	\$2,736,175
TOTAL OPERATING REVENUES - ALL FUNDS	\$67,881,358	TOTAL OPERATING APPROPRIATIONS - ALL FUNDS	\$67,881,358
CAPITAL:			
PARKING FUND CAPITAL FUNDING	\$247,400	PARKING FUND CAPITAL APPROPRIATIONS	\$247,400
SOLID WASTE FUND CAPITAL FUNDING	\$125,000	SOLID WASTE FUND CAPITAL APPROPRIATIONS	\$125,000
SEWER FUND CAPITAL FUNDING	\$3,173,906	SEWER FUND CAPITAL APPROPRIATIONS	\$3,173,906
WATER FUND CAPITAL FUNDING	\$2,728,400	WATER FUND CAPITAL APPROPRIATIONS	\$2,728,400
EQUIPMENT FUND CAPITAL FUNDING	\$823,965	EQUIPMENT FUND CAPITAL APPROPRIATIONS	\$823,965
TOTAL CAPITAL FUNDING - OTHER FUNDS	\$7,098,671	TOTAL CAPITAL APPROPRIATIONS - OTHER FUNDS	\$7,098,671