



**LEBANON CITY COUNCIL
NOTICE OF PUBLIC HEARING
NOVEMBER 18, 2020 - 7:00PM
REMOTE VIA MICROSOFT TEAMS
LebanonNH.gov/LIVE**

The Lebanon City Council will hold public hearings on November 18, 2020 beginning at 7:00pm for the following:

1. ORDINANCE #2020-18 – Public hearing for the purpose of receiving public input and taking action on proposed Ordinance #2020-18 to amend City Code Chapter 97, Landfill Regulations, Appendix A, Fee Schedule
2. AMEND ORDINANCE NO. 18 – Public hearing for the purpose of receiving public input and taking action on proposed Ordinance #18, Salary Plan, to amend Article II.A, Regular Full-Time and Part-Time Benefit Eligible Employees; and Article II.B, Seasonal/Temporary & Stipend Employees

Due to the current situation with the COVID-19 Pandemic, the City of Lebanon is offering its meetings via Microsoft Teams. Members of the public are encouraged to attend by going to LebanonNH.gov/Live where you will find instructions on how to enter the meeting. Members of the public will be able to participate and ask questions through the Microsoft Teams software or by phone. Please visit LebanonNH.gov/Live for full details.

THE AGENDA, IN ITS ENTIRETY, IS AVAILABLE ON THE CITY WEBSITE AT LEBANONNH.GOV.

**CITY OF LEBANON
ORDINANCE #2020-18**

AN ORDINANCE TO AMEND Chapter 97, Landfill Regulations of the Code of the City of Lebanon, Appendix A, Fee Schedule.

BE IT ORDAINED, by the City Council of the City of Lebanon as follows:

Section 1.

The Code of the City of Lebanon, Chapter 97, Landfill Regulations, Appendix A, Fee Schedule, is amended as follows:

Item	Fee
MSW – Commercial	\$75 /ton \$75.75/ton
MSW – Residential	\$1.50/household bag \$3/contractor bag \$15 per punch card
Minimum Load – Scale Use (200lbs)	MSW - \$10.00 (6 punches) C&D - \$15.00 (10 punches) Bulky - \$12.00 (8 punches)
Construction and demolition debris – commercial NOTE: This does not include mixed aggregates	\$150/ton
Construction and demolition debris – residential	1 punch = 20lbs of C&D 1 card = 200lbs of C&D
Mattresses	\$9 per item (6 punches) \$120/ton (oversized bulky waste rate)
Furniture	\$9 per item (6 punches) \$120/ton
Tires	\$6 /tire \$7.50/tire (5 punches) \$150 /ton \$175/ton
Yard trimmings and brush	\$10 /ton for loads larger than 2 cubic yards \$15/ton for loads larger than 2 cubic yards
Bulk loads of glass, asphalt, brick and concrete and mixed aggregate	\$30/ton
Electronic waste – monitors and TVs	\$15 each \$21/item (14 punches) \$0.25/lb \$0.30/lb on CRTs larger than 27”
Electronic waste – solar panels	\$24 \$30 / panel
Electronic devices – DVD, VCR, stereo, etc	\$6 \$9 /item (6 punches)
Freon-containing devices	\$21/unit (14 punches)
Fluorescent bulbs	\$0.10 \$0.15 /ft.
Compact fluorescent lamps (CFLs)	\$0.60/each
Cover materials	\$10 \$12 /ton
Food waste	\$50/ton
Food scraps – household	\$15 permit annually (10 punches)
Pressurized cylinders – fire extinguishers and propane tanks	\$12/tank
Small pressurized tanks	\$1.50/each
Equipment Assist	\$50

Section 2. Severability

The provisions of this ordinance are declared to be severable, and if any section, subsection, sentence, clause or part thereof is, for any reason, held to be invalid or unconstitutional by a court of competent jurisdictions, such decisions shall not affect the validity of any remaining sections, subsections, sentences, clauses or part of this ordinance.

Section 3. Effective Date.

This ordinance shall become effective January 1, 2021.

**AGENDA
LEBANON CITY COUNCIL
NOVEMBER 18, 2020**

8. PUBLIC HEARING ITEMS:

**8.B – AMENDMENT TO ORDINANCE NO. 18, ARTICLE II.A –
REGULAR FULL-TIME AND PART-TIME BENEFIT ELIGIBLE POSITIONS; AND
ARTICLE II.B – SEASONAL/TEMPORARY & STIPEND EMPLOYEES**

A public hearing for the purpose of receiving public input and taking action to amend Ordinance No. 18, Salary Plan, as follows:

1. Amend Article II.A, Regular Full-Time and Part-Time Benefit Eligible Positions by moving the Utilities Superintendent Position from Grade 11 to Grade 10, deleting the position of Field Inspector I (Grade 7), and retitling the position of “Field Inspector II” (Grade 8) to “Field Inspector;” and
2. Amend Article II.B, Seasonal/Temporary & Stipend Employees to include the positions of part-time Call Firefighter and part-time Communication Specialist.

The City Council scheduled this public hearing at their October 21, 2020 regular meeting. The public hearing was properly noticed in the *Valley News* on November 7, 2020 in accordance with City Code and State Law.

BACKGROUND

Due to recent retirements of long-term employees, the City has recognized the need to reorganize the Utilities Division as there is great need for an experienced superintendent to oversee construction projects and to supervise emergency situations.

The Utilities Superintendent position is an existing position within the Lebanon Professional, Administrative, Salaried Employees (LPASE) Bargaining Unit but has been vacant for several years. Based on current needs, the job description has been reviewed, revised, and regraded to bring it into alignment with three other Public Works Superintendent’s positions. The proposed regrading of the position has been reviewed with the LPASE membership and they are in agreement with the recommended change.

The structure of the Planning and Development Department does not dictate the need for two separately graded Field Inspector Positions. Field Inspector I (Grade 7) was envisioned as an “entry level” position and is being eliminated. As there will no longer be a “Field Inspector I” position, there is no need for a “Field Inspector II,” so it is to be retitled “Field Inspector.”

The positions of part-time Call Firefighter and part-time Communication Specialist are existing positions but were inadvertently left off the list of Seasonal/Temporary & Stipend Employees. We are asking that they be included so the listing of “all” City positions in Ordinance 18 is complete.

ACTION

If the Council decides to move forward, the following motion is offered for consideration:

PRESENTATION:

MOVED, that the Lebanon City Council hereby acknowledges the third of three presentations to amend Ordinance No. 18, Salary Plan, as follows:

- 1. Amend Article II.A, Regular Full-Time and Part-Time Benefit Eligible Positions by moving the Utilities Superintendent Position from Grade 11 to Grade 10, deleting the position of Field Inspector I (Grade 7), and retitling the position of "Field Inspector II" (Grade 8) to "Field Inspector;" and***
- 2. Amend Article II.B, Seasonal/Temporary & Stipend Employees to include the positions of part-time Call Firefighter and part-time Communications Specialist.***

RESOLUTION:

FOR THE PURPOSE OF amending Ordinance No. 18, Salary Plan.

NOW THEREFORE BE IT RESOLVED, that the Lebanon City Council amends Ordinance No. 18, Salary Plan, as follows:

- 1. Amend Article II.A, Regular Full-Time and Part-Time Benefit Eligible Positions by moving the Utilities Superintendent Position from Grade 11 to Grade 10, deleting the position of Field Inspector I (Grade 7), and retitling the position of "Field Inspector II" (Grade 8) to "Field Inspector;" and***
- 2. Amend Article II.B, Seasonal/Temporary & Stipend Employees to include the positions of part-time Call Firefighter and part-time Communications Specialist.***

Changes to the compensation and classification schedules are shown in **blue italics** type; position deletions are shown **red-italics** type.

REGULAR FULL-TIME/REGULAR PART-TIME NON-AFFILIATED & LPASE EMPLOYEES – 2020 SALARY GRADES 1.6% GWI

<u>Grade</u>	<u>Position Title</u>	<u>Hourly</u>		<u>Weekly</u>	
		<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
1	General Intern II	\$16.52	\$22.31	-	-
2	Custodian	\$17.52	\$23.64	-	-
	Department Secretary	-	-	-	-
3	Airport Maintenance Worker	\$18.56	\$25.06	-	-
	Custodian I	-	-	-	-
4	Library Assistant	\$19.68	\$26.57	-	-
5		\$20.86	\$28.15	-	-
6	-	\$22.11	\$29.84	-	-
7	Administrative Secretary	\$23.43	\$31.97	-	-
	Assessing Clerk	-	-	-	-
	Assistant City Clerk	-	-	-	-
	Assistant Human Services Director	-	-	-	-
	Communications Specialist	-	-	-	-
	Field Inspector I	-	-	-	-

	Library Administrative/Technical Assistant	-	-	-
8	Administrative Assistant	\$24.84	\$33.54	-
	Benefits Coordinator/Payroll Specialist	-	-	-
	Deputy City Clerk	-	-	-
	Deputy Tax Collector	-	-	-
	Field Inspector	-	-	-
	Field Inspector II			
	Electrical Inspector	-	-	-
	Young Adult Librarian	-	-	\$993.65
	Outreach Librarian	-	-	\$1,341.53
9	Code Health Inspector	-	-	-
	Executive Assistant	\$27.32	\$36.88	-
	Digital Media Officer	-	-	-
	Information Technology Technical Specialist	-	-	-
	Real Estate Appraiser II	-	-	-
	Associate Planner	-	-	\$1092.81
	Systems Librarian	-	-	\$1,475.23
	Information Technology Librarian	-	-	-
	Children's Librarian	-	-	-
10	Assistant City Engineer	\$30.05	\$40.57	-
	Cemetery Sexton	-	-	-
	Financial Analyst	-	-	-
	Fleet Maintenance Supervisor	-	-	-
	Maintenance Superintendent	-	-	-
	Utilities Maintenance Superintendent			
	Police Communications Specialist	-	-	-
	Tax Collector	-	-	-
	Human Services Director	-	-	\$1,202.11
	Recreation Program Coordinator	-	-	\$1,202.11
11	Technical Advisor I	\$33.09	\$44.67	-
	Utilities Maintenance Superintendent	-	-	-
	Administrative Services Manager	-	-	\$1,323.45
	Airport Operations Supervisor	-	-	\$1,786.70
	Assistant Recreation Director	-	-	-
	Code Enforcement Director	-	-	-
	Deputy Library Director	-	-	-
	Fire Marshall	-	-	-
	Planner/GIS Coordinator	-	-	-
	Senior Planner	-	-	-
12	Wastewater Treatment Superintendent	\$35.07	\$47.34	-
	Water Treatment Superintendent	-	-	-
	City Assessor	-	-	\$1,402.68
	City Clerk	-	-	\$1,893.45
	City Engineer	-	-	-
	City Planner	-	-	-
	Deputy Finance Director	-	-	-
	Energy & Facilities Manager	-	-	-
	Police Lieutenant	-	-	-
	Prosecuting Attorney	-	-	-

	Solid Waste Manager	-	-	-	-
13	Airport Manager	-	-	\$1,486.91	\$2,007.28
	Assistant Fire Chief	-	-	-	-
	Deputy Fire Chief	-	-	-	-
	Deputy Police Chief	-	-	-	-
	Human Resources Director	-	-	-	-
	Information Systems Manager	-	-	-	-
	Maintenance Manager	-	-	-	-
	Recreation Director	-	-	-	-
	Police Captain	-	-	-	-
	Systems and Information Technology Administrator	-	-	-	-
14	Assistant Director/Public Works	-	-	\$1,576.13	\$2,127.78
	Chief Assessor	-	-	-	-
	Library Director	-	-	-	-
15	Information Technology Director	-	-	\$1,670.78	\$2,255.37
16	Technical Advisor II	\$44.27	\$59.76		
	Chief of Police	-	-	\$1,770.86	\$2,390.47
	Director of Planning and Zoning	-	-	-	-
	Director of Public Works	-	-	-	-
	Finance Director	-	-	-	-
	Fire Chief	-	-	-	-
	Deputy City Manager	-	-	-	-

B. SEASONAL/TEMPORARY& STIPEND EMPLOYEES

Seasonal, temporary and part-time positions with less than 20 hours are not placed into grades. These positions are based upon comparable municipal positions and wages and/or local current market values. These positions are NOT eligible for employee benefits. Seasonal positions are up to 6 months in duration; part-time positions are less than 20 hours weekly and may be year-round or by event; temporary positions vary in length of service (less than 1 year).

The following pay plan shall be in effect for the first pay period of 2020

Head Front Desk Attendant - Pool	\$12.00	\$15.00
Outdoor Adventurer - Educator	\$12.50	\$16.00
Softball Coordinator	\$12.50	\$16.00
Camp Director	\$13.00	\$16.00
Day Camp Counselors	\$10.00	\$14.00
Arts & Craft Director	\$13.00	\$16.00
Farmers Market Coordinator	\$14.00	\$18.00
Market Assistant	\$12.00	\$15.00
Tennis Instructor	\$15.00	\$19.00
Stomp & Romp	\$15.00	\$19.00
Asst. Pool Director	\$15.00	\$19.00
Pool Director	\$16.00	\$20.00
LIBRARY POSITIONS		
Circulation Substitutes		\$13.21
Reference Librarian Substitutes		\$22.32
PUBLIC WORK POSITIONS		
Engineering Clerk	\$11.00	\$14.00
GIS Clerk - (or Intern)	\$15.00	\$17.00
Seasonal Laborers – Summer & Fall DPW, Parks & Rec. & Airport	\$16.00	\$19.00
CDL Seasonal Drivers	\$22.81	\$27.30
PLANNING POSITIONS		
Park Ranger	\$15.00	\$17.00
POLICE DEPARTMENT POSITIONS		
Crossing Guard		\$16.29
<i>Communications Specialist</i>	\$23.43	\$31.97
Police Administrative Aide	\$20.00	\$23.00
Parking Control Officer	\$20.00	\$23.00
Police Officers	\$26.46	\$31.91
CITY CLERK POSITIONS		
Assistant City Clerks (Part-Time/Temp. <20)	\$23.06	\$31.14
Recording Secretary	\$21.50	\$23.50
Recording Secretary Coordinator	\$22.00	\$24.00
SHARED POSITION		
General Intern I	\$13.00	\$16.50
STIPEND POSITIONS		
Sport Coaches – Seasonally (Lacrosse, Track, Youth – Basketball, Field Hockey, Football, Cheerleader Coach etc. – may vary due to Programs)	\$200	\$700
(Chair) Supervisors of the Check List	\$150	\$250
Supervisor of the Voter Checklist	\$150	\$250