



# Warner Board of Selectmen

## Work Session

### Meeting Minutes

#### Wednesday, May 16, 2018

#### UNAPPROVED

Chairman Edelmann opened the meeting at 4:06 pm

Attendance: Selectman Kimberley Edelmann – Chairman, Selectman Clyde Carson, Selectman John Dabuliewicz and Town Administrator – Jim Bingham

Others present: Judy Newman-Rogers

### **1. Wage Analysis**

- A. The Board reviewed a draft philosophy.
- B. Clyde drafted a document after one of their discussions, he tried to address some of the lessons learned in the past with the wage matrix and policies they had and tried and suggested something that encompasses ideas brought forward by Jim, Kimberley and John going forward:
- It retains the grade and step matrix
  - The 2.5% steps increments
  - No one can fall in between steps
  - Budget for merit bonuses
  - Annual longevity bonus
  - Maintaining the grade and step matrix
- C. There was general discussion about structuring the wage scale and Clyde's suggestions, no decisions were made. Kimberley feels the next step is how do we adjust everyone on the matrix and get to the points Clyde suggested to move forward.
- D. Clyde asked if there are other components that need to be added for a successful compensation policy. Kimberley feels job appraisals are a critical point.
- E. Jim suggested as an exercise the Board lists all the pro's and con's for all the factor's Clyde suggested to stay within a reasonable budgetary parameter.

### **2. Adjournment**

Meeting adjourned at 5:22 pm

Board of Selectmen  
John Dabuliewicz – Chairman  
Clyde Carson  
Kimberley Edelmann

Recorder of the minutes: Mary Whalen