



Warner Board of Selectmen

**Meeting Minutes
Tuesday, June 12, 2018
UNAPPROVED**

Chairman Edelmann opened the meeting at 4:04 pm

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

Others present: Judy Newman-Rogers, Martha Mical, Debra Moody, Michael Simon

1. Abatements

Selectman Dabuliewicz made a motion to accept the recommendation of the town assessor to deny abatements for town parcel 32-001, 000-300-000, Map 10 Lot 61, Map 11 Lot 42-004. Chairman Edelmann seconded the motion, the passed unanimously.

2. Continued Discussion Compensation Study

- A. Jim summarized the last discussion was around Clyde's proposal to establish a several tiered compensation plan for the wages. What was mentioned was a grade and step matrix that would be reasonable to work with, potential longevity bonuses, factoring in any COLA increases and possible merit recognition. Based on that discussion Kimberley asked the question of how do we get the employees at their current salaries to a starting point when a new compensation plan goes into effect.
- B. Jim is proposing two systems based on the study plan but he doubled the number of steps to 20 with a 2.5% increase between steps. Jim also created an alternative system with 24 steps with a 2% increase between steps. He also and feels 16 steps with 2% increase between step would allow for more flexibility with other increases such as a COLA or merit increase. Jim made sure the employees would fit on both scales. John suggested not looking at the wage scales Jim created until the Board figures out a system.
- C. Clyde said the questions to be considered are:
 - 1. Would we break the system that was created in the Wage Study if we change the grade structure (i.e. the number of grades)?
 - 2. Should step increases be tied to the calendar year or to an employee's date of hire anniversary?
 - 3. Do step increases need to be annual?

The Selectboard agreed to try to work with a wage scale that has 20 grades with a 2% increase between steps as a model. The goal is to create a living document that will last a long time.

3. Meeting Schedule

The next work session is scheduled for June 18 beginning at 3:30 pm. The goal for the meeting is to review the matrix with the employees placed on the matrix and establish the percentile.

4. Adjournment

Meeting adjourned at 5:25 pm

Board of Selectmen
Kimberley Edelmann – Chairman
Clyde Carson
John Dabuliewicz

Recorder of the minutes: Mary Whalen