



# Warner Board of Selectmen

**Meeting Minutes  
Wednesday, August 22, 2018  
APPROVED**

Chairman Edelmann opened the meeting at 4:00 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 Work Session**

- A. Kimberley contacted Gary Thornton to ask him to explain what the range numbers are. Gary told Kimberley the range numbers are the average calculated using the ranges from the comparable towns. She said if the Board has more questions a conference call can be arranged for the August 29 work session.
- B. Kimberley asked the Board if they want the comparable towns contacted for updates because the data in the wage study is a year old. Jim said an email can be sent out to the comparable towns.
- C. Kimberley asked the Board if they accept the grades as recommended in the study. Clyde and John agree with the grade structure that was created by Thornton Associates and the Board agrees to adopt the grades.
- D. Kimberley would like to know if any towns are offering part-time employment medical benefits. Warner is the only town in the study where the employee pays the full amount for Dental insurance.
- E. Jim will create the financial impact of putting all the employees between step 1 and step 7. Clyde would also like to see the financial impact if the Board decides to stagger any adjustments. John clarified that the Board's long term philosophical goal is to be median [50 percentile] in the market.

## **2. Adjournment**

Motion to adjourn at 5:40 pm

Board of Selectmen  
Kimberley Edelmann – Chairman  
Clyde Carson  
John Dabuliewicz

Recorder of the minutes: Mary Whalen