



Warner Board of Selectmen

Meeting Minutes Monday, November 19, 2018 APPROVED

Chairman Edelmann opened the meeting at 8:02 am

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

Others present: None

1. Wage Study

A. Kimberley reviewed what the Board has accomplished to date:

- Agreed to a philosophy.
- Agreed to be middle of the range.
- Agreed on the new wage matrix.
- Job descriptions have been updated.

B. Kimberley said it's been a year and a half since the study has been completed and feels the right thing to do is to address the wage adjustments immediately in time for Christmas. Kimberley asked for thoughts. Jim said the Budget Committee pointed out this has been going on for almost 2 years, and the longer the Board waits the more behind the town is because other towns are moving forward.

C. Clyde said the Budget Committee may say that but if there is too big an increase in the operating budget in one year the Budget Committee will come back and ask what is being cut from the budget. He feels the operating budget needs to be determined first before adjustments are determined. John said the impact to the operating budget is \$53,055. Clyde said if the Board makes the adjustment effective July 1, 2019 the impact would be half of the \$53,055. John said we are talking making it effective this year. Clyde said he wouldn't make it effective this year. John feels the adjustment should be made this year because the next question will be what about overall compensation, will the Board be doing any adjustment or will this adjustment be it. John is leaning towards this adjustment will be it. Clyde said that will be unfair to the rest of the employee's. There are 2 employees that will not receive an adjustment because their current salary matches with the new grade and step.

D. Kimberley said it's unfair to sit here knowing full well that we are under paying people to do the jobs they are doing and the Board has known this for a year and a half, that's unfair to continue operating with that knowledge. We should make the adjustments and then talk about if there will be a cost of living increase.

E. Kimberley said implementing the wage adjustment will cost taxpayers \$.16 cents per thousand.

Board Action

Chairman Edelmann made a motion to implement the new wage scale and to make the recommended adjustments in the analysis of wage changes to the new grade and step matrix totaling \$53,055 annually. Effective the first payroll in December. Clyde reiterated that he is in favor of making the changes, he thinks it's irresponsible to make the changes without knowing how it fits into the overall budget for 2019, because none of the numbers are set at this time including the salary and benefits budget. He feels the Board does not have all the information they need. Jim pointed out the Board does have that information, from last years budget. Clyde said what about everything else in the operating budget, once this decision is made there is no going back. Kimberley asked Clyde what is his highest priority right now, is wages a very high priority or a low priority. Clyde said he feels the Board should be working on the budget and the Board is not doing that. Kimberley said wages is part of the budget and this is a high priority item. Clyde said it's part of the budget, it's a high priority, but the Board should be making that decision with the information that says here's what the bottom line of the budget is, there is no benefit information, the Board hasn't decided to increase wages for anybody else in the town. Clyde said he is in favor, the Board just doesn't have the information that the Board should have to make this decision. Kimberley said this will be the foundation around which the operating budget will be built. Clyde see's it differently, why does the Board need to make a decision

today when the Board will see the bottom line of the 2019 budget in a couple of weeks. Jim said the budgets presented so far have been flat, only the Fire Department is showing an increase. Selectman Dabuliewicz seconded the motion. John pointed out, as far as he is concerned, this is all the Board is going to do on wages this year. Chairman Edelmann called for a vote: Kimberley - Yes, John - Yes, Clyde wanted more discussion and asked Kimberley if she is in favor of not giving any other across the board wage increases in 2019. Kimberley wants to wait to see what the warrant articles look like, what the budget looks like and yes she would like to see increases. Kimberley wants to fix the wages first, then later on have a discussion about adjustments in 2019. Kimberley would also like to talk about longevity bonus and bonuses in general. Clyde voted in favor of the motion and stated again it's unfair the Board doesn't have the information in front of them they need.

2. Stipends

John said the Vice Chair of the Budget Committee made a point about the Selectmen not increasing stipends for people other than the Emergency Management Director and thought it wasn't fair. Kimberley said the Board looked at the Fire Chief's stipend, the Moderator just received an increase. John wanted to bring the topic up but is not necessarily in favor of doing anything further.

3. Town Hall

Clyde said it's coming to the end of the year and nothing has been done about the fire suppression for the oven in the Town Hall which will impact the bottom line of the budget. Jim said at this point the cost is \$3,500, Jim is researching another option at a lower cost, but approval is needed by the Fire Chief or the Board can approve moving forward with the \$3,500 cost. The Board said to Jim to look into the lower cost option first.

4. Adjournment

Motion to adjourn at 8:40 am

Board of Selectmen
Kimberley Edemann - Chairman
Clyde Carson
John Dabuliewicz

Recorder of the minutes: Mary Whalen