

**CHARLOTTE SELECTBOARD  
MINUTES OF MEETING  
TOWN HALL  
DECEMBER 11, 2014**

**APPROVED**

**SELECTBOARD MEMBERS:** Lane Morrison, Fritz Tegatz, Ellie Russell, Charles Russell  
**STAFF:** Dean Bloch, Town Administrator  
**OTHERS:** Robert Mack, Mary Mead, Betsy Tegatz, Betsi Oliver

**ITEMS TAKEN UP:**

- CVFRS excess surplus calculation for FY14
- Wage Classification plan and policy

**CALL TO ORDER**

Lane called the meeting to order at 9:30 AM.

**CVFRS EXCESS SURPLUS**

Charles reviewed the provision in the Agreement between the Town and Charlotte Volunteer Fire & Rescue Services, Inc. (CVFRS) regarding the return of excess surplus to the Town.

Charles indicated the Town's appropriations to CVFRS for the three prior fiscal years were: FY12 = \$439,128, FY13 = \$479,871 and FY14 = \$508,650. So the average for the three years is \$475,883, and 10% of the average is \$47,588. So, subtracting 10% of the three-year average from the current balance (at the end of FY14) in CVFRS Operating Reserve Fund of \$54,511 equals \$6,923, which CVFRS owes the Town.

**MOTION by Charles, seconded by Ellie, to accept the numbers described above for the three years of Town appropriations to CVFRS, the average of the three years, the CVFRS balance in the Operating Reserve Fund (at the end of FY14), and the amount to be returned by CVFRS to the Town.**

**DISCUSSION:** Lane asked when CVFRS sends the refund. Charles and Ellie indicated that the Agreement is not specific about this.

**VOTE: 4 ayes; motion carried.**

Ellie indicated that the Selectboard will need to discuss and be more specific about the order in which CVFRS spends its funding, i.e. from the Town and its other sources.

**WAGE CLASSIFICATION PLAN AND POLICY**

The Administration Policy was reviewed. Ellie had made edits as requested at the last meeting. Ellie had also created a pay-rate chart that compared the town's median pay-rates to the median pay-rates of Chittenden County towns and towns with populations of 3,000-5,000 (from VLCT data).

Robert Mack stated that when the Selectboard looked at pay-rates a few years ago, some towns pay less, but have more employees, so the total cost of running the office is higher.

Dean was asked to check with the library, Mary Recchia, Pat Gray and Christina Booher as to their preference for meeting to discuss the wage classification plan.

Betsy Tegatz joined the meeting to discuss a few concerns. Fritz left the meeting.

After Betsy Tegatz finished, she left the meeting, Betsi Oliver joined the meeting, and Fritz returned. Betsi Oliver explained a few concerns.

The Selectboard agreed to changes related to the rating of prior experience for both Betsy Tegatz and Betsi Oliver, and to change the factor scoring for judgment for both. The Selectboard did not make any other changes.

#### **ADJOURNMENT**

**MOTION by Fritz, seconded by Charles, to adjourn the meeting.**

**VOTE: 4 ayes; motion carried.**

The meeting was adjourned at 12:15 PM.

Minutes respectfully submitted: Dean Bloch