

**CHARLOTTE SELECTBOARD
MINUTES OF MEETING
TOWN HALL
JANUARY 5, 2015 @ 9 AM**

APPROVED

SELECTBOARD MEMBERS: Lane Morrison, Fritz Tegatz, Ellie Russell, Charles Russell
STAFF: Dean Bloch, Town Administrator
OTHERS: Robert Mack, Robin Reid, Margaret Woodruff

ITEMS TAKEN UP:

- Wage Classification plan and policy

CALL TO ORDER

Lane called the meeting to order at 9:04 AM.

WAGE CLASSIFICATION PLAN AND POLICY

Lane asked to talk about conflict of interest, with regard to Fritz' ability to vote on the policies since his wife, who is the Chief Lister, would be affected.

Fritz said he feels he would be in conflict, because he would be voting on policies that affect his wife's salary.

Other Selectboard members said they feel Fritz can vote on the policies since they are general in nature; he recused himself from the discussions that dealt specifically with the Chief Lister.

Robert Mack expressed concern that the agenda for the evening meeting includes "possible action."

Robin Reid asked why the Selectboard needs to vote in a rush?

Lane indicated that the policies have been out there for a while, and the public has participated. He said the principles have not changed since the beginning. He said if there are not substantive concerns at the evening meeting, the Selectboard could approve the policies.

Charles stated one of the changes from very early versions is that the grid was supposed to be predictive; but it is now a flash in time to place people. Ellie stated the cost of living does not need to be shown in the lower left of the Min/Max chart. Lane said the Min/Max is key. Fritz said to add to the title of Appendix 2: "Based on 1.5% Cost of Living."

Other format edits were discussed.

Robin Reid asked what about the Delinquent Tax Collector. Lane answered that this will be paid as a stipend as requested by Mary.

There was discussion that reference to the CPI-W in the Administration Policy should specify “based on the prior year CPI-W All Items.”

Robert Mack said he believes the policy has a contradiction regarding the placement of part-time employees that have many years of experience vs. the hiring of part-time employees. Lane stated that the policies recognize every year worked by employees, regardless of whether they are full-time or part-time, and they will get raises accordingly.

Robert stated that the Delinquent Tax Collector is not on the grid. Lane said that this position will be handled separately.

Margaret Woodruff indicated that the job histories for two positions at the library were not correct. She also asked for confirmation that the Library Services Assistant’s paygrade was revised to grade 2. The job history and rating for the Library Cataloger and Library Director were corrected; and it was confirmed that the Library Services Assistant is at grade 2.

ADJOURNMENT

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

VOTE: 4 ayes; motion carried.

The meeting was adjourned at 10:26 PM.

Minutes respectfully submitted: Dean Bloch