I am not going to go over the packet of information that I mailed to each Selectboard member. I hope you at least read what I sent to you and thought about it. I have a few new handouts tonight. The bottom line is the Selectboard spent 9+ months on "wage classification" to come up with a fair and equitable way to place new hires and to pay existing employees. In reality, the entire pay grid is seriously flawed with some employees receiving either nothing at all or a few extra dollars for the entire FY15/16 compared to thousands of dollars received by others.

Tonight, I am specifically addressing the Administrative Asst., Asst. Clerk/Treasurer and Clerk/Treasurer positions.

All information presented in the 2014 VLCT Salary Comparison Report shows an average/median pay rate of $19-$21.00/hr. for the Administrative Assistant position, yet our new Admin. Asst. was hired 14 mos ago at a pay rate of $16.24/hr. for a full-time position. She was the only employee who received no increase at all in her pay rate in Jan 2015 when the pay grid was implemented. July 2015 her pay rate was increased to $16.36/hr, a 0.7% increase. How is that a fair and equitable pay rate adjustment..compared to 10,20 or 30% increases for others? Ellie's chart has an interesting line at the bottom called "Our Survey" where she lists the average and median salaries at $17.16/hr and $16.94/hr. Respectively. If your policy states that the market for comparing salaries is Towns 3000-5000 in population and that data is contained in the VLCT Salary Comparison Report and there is plenty of data for that position....what is the purpose of "our survey" unless you were trying to justify a lower rate for the Admin. Asst.
The pay rates listed in the 2014 VLCT Salary Compensation Report are higher than those listed on Ellie's chart. I was told by Dean that the board used the 2014 data to work off of for the grid. Did they- or was she actually using the 2013 edition and that's why our rates are so different. It's difficult to trust the data contained in the volumes of spreadsheets; spreadsheets that were adjusted and changed sometimes on a daily basis by Ellie.

Why is the Admin. Asst. who was hired May 2014, placed at Step 6 for FY14/15, moving to Step 7 July 1, 2015. She is a brand new employee but, does not receive the 1% increase as was stated in the Salary Administration Policy-"It is recognized that employees become more valuable to the organization as their experience increases. The value increases most quickly during the first 5 years of experience as the employee learns and grows in his or her job. After 5 years....it has been shown to grow at a slower pace." The same is true for the Asst. Clerk/Treasurer hired 9/29/14 and in July moves on the grid from Step 5 to 6. The placement on the grid denies her the promised 1% increase as is true for our Town Planner/Zoning Admin. – denied the new employee increase. New employees are being placed at steps that far exceed their actual years of experience on the job proving the initial "pay grade" is incorrect.

Everywhere you look, the data is skewed making the entire process a waste of time. Why did we have to sit through a "grading process'-Charlie admitted that he already knew where everyone would line up compared to one another since he knew what all of our jobs were anyway. (Handout). This is an email I wrote and sent out after a meeting with the board about the grading for the Clerk/Treasurer and Asst Clerk/Treasurer. I did in fact tape this meeting, the quotes are very accurate and the reason I'm handing it out is that it shows an attitude towards my office – in particular, Ellie's attitude. It was impossible for her to be objective when it came to Christina and I-and yet, the rest of the board did not challenge her or her grids. I also have the chart she handed out at the March 2014 Town Meeting-handed out secretly, behind my back and filled with misleading information to show the entire town how overpaid their Clerk/Treasurer's office was compared to other Towns. Two numbers stand out in bold Average- $151,162 & Charlotte - $163,875 which was the total of my salary, Sharron's and Dean's $59,000+

added in. The second chart is the one I had done when requesting raises for Sharron and I but never got to share with the Selectboard. The point I was trying to get across was that our 2-person office is doing the work that many towns have several people doing-we are handling **all** of the financial aspects of the town without bookkeepers, finance officers or a third assistant. Our job responsibilities for the financial operation of the Town do not include the Town Administrator and therefore that cost to the Town does not include his salary.

The Board never apologized for that Town Meeting handout which was inappropriate and unprofessional on their part. Instead, I was told by the Chair of the Selectboard that perceptions were very important to him and he wanted the Town's perception to be that the Board and the Clerk's office were getting along. I was not to write any articles for the newspapers without prior Selectboard approval.

Sharron & I had both requested that Charlie & Ellie not be part of the wage classification process because they were incapable of objectivity and fairness. Unfortunately, the Board without question allowed Charlie and Ellie to create the grid and place the employees in their respective boxes exactly where they wanted. The Board was anxious to be done, "homework assignment" complete.

When it was time to talk about the cost of living increase for FY15/16-again the packet was filled with copious copies of papers and charts with the end result of the Town Administrator telling the board the COLA should be 0%-all heads nodded in agreement. The federal government states that COLAs are based on increases in the CPI for Urban Wage Earners and Clerical Workers-CPI-W. The COLA effective for December of the current year(Dec 2014), as defined by the federal government is equal to the percentage increase(if any) in the average CPI-W for the third quarter of the current year over the average for the third quarter of the last year in which a COLA became effective. Translated, this means looking at the change between July, Aug & Sept. of 2013 with July, Aug & Sept of 2014. There is a single chart from the US Bureau of Labor Statistics that shows all of those figures and the calculation does not come out to 0%. It actually comes out to 1.7%. I checked with Bill Hall, the Senior Financial Consultant at VLCT who also agreed that was an acceptable way to calculate the COLA, as long as you are consistent each year. In his town, they looked at the change from August 2013 to 2014, along with the change from the first half of FY13/14 and the last half of FY13/14-which also was not 0%-actually in the 1.5% range. The only person that was affected by the zero percent increase in cost of living was the Clerk/Treasurer since that position only gets cost of living.

Your wage classification homework assignment is receiving an "F" and should be thrown out. Take your employees out of their "boxes" and treat us all equitably. There is no incentive to work to your highest capacity when you have been placed in a box. Ellie stated at one of the many meetings-"As you know, the more experience you come to us with, the less useful you are to us"-is that really what the new board feels as well?

In closing, I expect you to cure the blatant discrimination that was allowed to occur with respect to the Administrative Asst., Asst Clerk/Treasurer and Clerk/Treasurer.

Administrative Assistant

Hire date 5/8/2014, starting pay rate of **$16.24/hr.**

Pay grid approved and implemented Jan. 2015, the Admin. Asst. was the only employee that received no increase.

Pay rate **July 1, 2015 - $16.36/hr.** which is a **0.7%** increase in 14 months.

Attached are two charts, the first is Ellie's Chart that the Selectboard apparently used as a tool to come up with pay rates for town employees and the second chart is taken directly out of the "2014 VLCT Compensation Report". Ellie's chart is titled "VLCT salary data – towns with populations of 3000-5000".

Therefore, **both charts should contain the exact same data for the Administrative Assistant** when looking at those towns with populations of 3000-5000. But, they do not-why? Ellie's pay rates are lower. If you compare the highlighted towns on Ellie's chart to the actual VLCT compensation report :

	Ellie's Chart	**VLCT Compensation Report**	**VLCT- all 7 towns**
Richmond	$19.61/hr.	$20.00/hr.	
Johnson	$20.73/hr.	$21.14/hr.	
Hartland	$21.88/hr.	$22.34/hr.	
Westminster	$16.85/hr.	$20.50/hr.	
Average	**$19.77/hr.**	**$21.00/hr.**	**$20.51/hr.**
Median	**$20.17/hr.**	**$20.82/hr.**	**$20.00/hr.**

At the bottom of Ellie's chart, under "our survey" you will see an average pay rate of $17.16/hr. and a median rate of $16.94/hr. What is the purpose of "our survey" – to justify the rate of $16.24/hr?

The pay grid maxes out after 15 years of service at which point the Admin. Asst. still will not have attained the "median salary pay rate". Her position maxes out at $19.60/hr.

Clearly, there was sufficient data for Towns with a population of 3000-5000 for this position to provide the board with a good pay rate range and that data was dismissed.

Average Pay Rate = $20.51/hr
Median Pay Rate = $20.00/hr.
All 7 Towns

Maximum Pay Rate for Admin Asst. @ 15 yrs
$19.60/hr

2014 Vermont Municipal Compensation Report
Administration and Finance

		Administrative Assistant							
Municipality	2012 Est. Population	Number of Positions	Approximate Annual Salary 40 hrs. x 52 wks.	Hourly Rate	Is there a pay range?	Highest Hourly Rate	Lowest Hourly Rate	Hours Worked Per Week	Notes
South Burlington City	18,400	1.00	$41,226	$19.82	N			40.00	
Bennington Town	15,555	6.00	$40,955	$19.69	Y	$20.75	$18.70	40.00	1 Listing , 1 Permitting/Planning and Code Enforcement, 1 Accounting - Accounts Payable, 1 Payroll Clerk, 1 Water Resources, 1 Community/Economic Development and Highway Departments
Essex Junction Village	9,498	1.00	$49,608	$23.85	Y	$24.09	$16.29	40.00	
Williston Town	8,962	2.00	$40,997	$19.71	Y	$23.71	$16.48	40.00	Also 1 half-time Administrative Assistant in Listers Office, 20 hours per week at $17.50
Shelburne Town	7,449	2.00	$37,294	$17.93	Y	$18.31	$17.54		2 positions: 1 at 40 hours per week; 1 at 28 hours per week
St. Albans Town	6,136	1.00	$28,392	$13.65	N			40.00	$28,392 per year
Morristown Town	5,335	1.00	$36,670	$17.63	Y	$21.49	$16.28	40.00	To Town Clerk/Treasurer
Castleton Town	4,665	1.00	$41,517	$19.96	Y	$19.96	$12.14	40.00	Primarily secretary to Tax Collector (union position)
Hinesburg Town	4,457	1.00	$41,246	$19.83	N			40.00	
Richmond Town	4,093	1.00	$41,600 (1)	$20.00	Y	$22.83	$14.28	20.00	To Town Manager
Brandon Town	3,919	1.00	$41,205	$19.81	Y	$20.50	$16.08	40.00	
Johnson Town/Village	3,495	1.00	$43,971 (2)	$21.14	N			40.00	Works for Town and Village 60/40 - AP/ Delinquent Tax Collector
Hartland Town	3,385	1.00	$46,467 (3)	$22.34	N			5.00	
Westminster Town	3,132	1.00	$42,640 (4)	$20.50	N			37.50	Also provides support to Zoning Administrator and is Finance Officer
Fair Haven Town	2,693	1.00	$44,782	$21.53	Y	$21.73	$17.54	35.00	
East Montpelier Town	2,602	1.00	$32,760	$15.75	N			36.00	
Clarendon Town	2,543	1.00	$37,653		N				Annual salary
Bethel Town	2,020	1.00	$32,594	$15.67	N			34.00	
Huntington Town	1,969	1.00	$32,469	$15.61	N			10.00	AP/Payroll Clerk (Note: Assistant Clerk, Assistant Treasurer and AP/Payroll Clerk positions are currently filled by the same person)
Ludlow Town/Village	1,945	1.00	$47,840	$23.00	N				

Ellie's Chart

VLCT SALARY DATA - TOWNS WITH POPULATIONS OF 3000-5000																
	Town Admin	Clerk-Treas	Ass't C/T	Planner	Zoning Admin	Chief Librarian	Ass't Lib	Tech. Lib.	Library Aide	Rec Programmer	Rec Director	Sr. Ctr. Director	Admin. Ass't	P/Z Ass't	Chief Lister	Lister
TOWN																
Randolph		23.17	15.36		19.40	19.60	15.79	12.44							14.50	13.50
Castleton			16.66		13.26	17.08	16.86									11.56
Derby		19.38			27.40											15.63
Newport		29.32	18.71		21.91											
Fairfax		18.41			18.56	20.15								15.56	17.39	14.95
Richmond	33.43				20.08	26.25	16.70	17.00	12.61				(1) 19.61			
* Bristol	31.82				15.30								16.06		16.05	11.80
Cambridge		25.19				22.00				27.64					16.71	16.71
Windsor																13.90
Johnson		30.46	21.92				15.00						(2) 20.73		15.38	12.81
Pownal															11.50	11.50
Norwich														19.34		
Hartland			17.95			21.25	17.70		11.70				(3) 21.88	15.50	17.00	16.50
Westminster		27.94	15.48		29.87								(4) 16.85			
Chester						17.00	14.85		11.00					15.79	17.91	10.39
Underhill		27.90														
Hyde Park	24.42	23.27	18.40			14.75	10.00								21.32	16.91
Stowe								19.29		29.23						
Average	**29.89**	**25.00**	**17.78**	**no data**	**20.72**	**19.76**	**15.27**	**16.24**	**11.77**	**28.44**	**no data**	**no data**	**19.03**	**16.55**	**16.42**	**13.85**
Median	**31.82**	**25.19**	**17.95**	**no data**	**19.74**	**19.88**	**15.79**	**17.00**	**11.70**	**28.44**	**no data**	**no data**	**19.61**	**15.68**	**16.71**	**13.70**
Charlotte	**28.79**	**30.25**	**17.75**	**23.35**		**21.85**	**15.10**	**18.82**	**11.87**		**21.95**	**19.51**	**16.24**		**14.34**	**14.34**
current(2014)																
All VLCT Towns																
Average	26.06	21.57	15.55	28.85	19.00	18.16	15.52	19.39	12.77	17.55	23.57	18.42	16.97	15.74	14.04	12.94
Median	**24.09**	**20.38**	**15.00**	**27.61**	**18.34**	**16.97**	**14.85**	**20.16**	**11.63**	**16.00**	**23.25**	**19.86**	**17.00**	**15.50**	**14.00**	**12.64**
Average high	40.20	32.41	27.30	31.96	23.44	30.31	20.98	25.08	17.85	22.29	28.64	21.50	22.10	21.74		
Average low	27.75	24.28	19.44	24.45	16.50	23.66	16.33	19.67	12.02	16.90	21.72	17.68	15.42	16.24		
												4 towns>5K				
? **Our Survey**																
Average	29.42	22.76	18.37	25.56	19.70	no data	no data	no data	no data	inadeqate	inadeqate	no data	17.16	no data	no data	18.91
Median	**30.94**	**23.16**	**18.19**	**inadeqate**	**19.86**	**no data**	**no data**	**no data**	**no data**	**no data**	**no data**	**no data**	**16.94**	**no data**	**no data**	**19.36**
				data (2 no's)												
? Job Eval $																
Step 10	**28.40**	**25.76**	**15.82**	**23.37**		**24.54**	**17.44**	**16.61**	**11.24**		**20.19**	**17.44**	**15.82**		**19.22**	**15.06**

? Not sure where this info is from

* Bristol is not included in VLCT Compensation Report, not sure the source of this data

Assistant Clerk/Treasurer

Hire date 9/29/2014, starting pay rate of **$16.67/hr.**

Pay grid approved and implemented Jan. 2015, the Asst Clerk/Treasurer received $0.01 increase to $16.68/hr.

Pay rate **July 1, 2015 - $16.81/hr.** which is a **0.8%** increase.

Attached are two charts, the first is Ellie's Chart that the Selectboard apparently used as a tool to come up with pay rates for town employees and the second chart is taken directly out of the "2014 VLCT Compensation Report". Ellie's chart is titled "VLCT salary data – towns with populations of 3000-5000".

Therefore, **both charts should contain the exact same data for the Administrative Assistant** when looking at those towns with populations of 3000-5000. But, they do not-why? Ellie's pay rates are lower. If you compare the highlighted towns on Ellie's chart to the actual VLCT compensation report :

	Ellie's Chart	**VLCT Compensation Report**	**VLCT- 8 towns**
Randolph	$15.36/hr.	$16.72/hr.	
Newport	$18.71/hr.	$19.27/hr.	
Hartland	$17.95/hr.	$18.30/hr.	
Johnson	$21.92/hr.	$22.36/hr.	
Hyde Park	$18.40/hr.	$18.88/hr.	
Average	**$18.47/hr.**	**$19.11/hr.**	**$18.89/hr.**
Median	**$18.40/hr.**	**$18.88/hr.**	**$18.59/hr.**

None of this data would lead you to believe that **$16.67** would be a fair starting pay for someone with 11 years of bookkeeping experience and customer service. The average and median rates for Chittenden County are even higher for this position. This position was undervalued during the grading process-why? Clearly the market is saying something else.

Ellie's Chart

VLCT SALARY DATA - TOWNS WITH POPULATIONS OF 3000-5000																
	Town Admin	Clerk-Treas	Ass't C/T	Planner	Zoning Admin	Chief Librarian	Ass't Lib	Tech. Lib.	Library Aide	Rec Programmer	Rec Director	Sr. Ctr. Director	Admin. Ass't	P/Z Ass't	Chief Lister	Lister
TOWN																
Randolph		23.17	(1) 15.36		19.40	19.60	15.79	12.44							14.50	13.50
? Castleton			16.66		13.26	17.08	16.86									11.56
Derby		19.38			27.40											15.63
Newport		29.32	(2) 18.71		21.91											
Fairfax		18.41			18.56	20.15								15.56	17.39	14.95
Richmond	33.43				20.08	26.25	16.70	17.00	12.61				19.61			
Bristol	31.82				15.30								16.06		16.05	11.80
Cambridge		25.19				22.00				27.64					16.71	16.71
Windsor																13.90
Johnson		30.46	(3) 21.92				15.00						20.73		15.38	12.81
Pownal															11.50	11.50
Norwich														19.34		
Hartland			(4) 17.95			21.25	17.70		11.70				21.88	15.50	17.00	16.50
* Westminster		27.94	(5) 15.48		29.87								16.85			
Chester						17.00	14.85		11.00					15.79	17.91	10.39
Underhill		27.90														
Hyde Park	24.42	23.27	(6) 18.40			14.75	10.00								21.32	16.91
Stowe								19.29		29.23						
Average	**29.89**	**25.00**	**17.78**	**no data**	**20.72**	**19.76**	**15.27**	**16.24**	**11.77**	**28.44**	**no data**	**no data**	**19.03**	**16.55**	**16.42**	**13.85**
Median	**31.82**	**25.19**	**17.95**	**no data**	**19.74**	**19.88**	**15.79**	**17.00**	**11.70**	**28.44**	**no data**	**no data**	**19.61**	**15.68**	**16.71**	**13.70**
Charlotte	**28.79**	**30.25**	**17.75**	**23.35**		**21.85**	**15.10**	**18.82**	**11.87**		**21.95**	**19.51**	**16.24**		**14.34**	**14.34**
current(2014)																
All VLCT Towns																
Average	26.06	21.57	15.55	28.85	19.00	18.16	15.52	19.39	12.77	17.55	23.57	18.42	16.97	15.74	14.04	12.94
Median	**24.09**	**20.38**	**15.00**	**27.61**	**18.34**	**16.97**	**14.85**	**20.16**	**11.63**	**16.00**	**23.25**	**19.86**	**17.00**	**15.50**	**14.00**	**12.64**
Average high	40.20	32.41	27.30	31.96	23.44	30.31	20.98	25.08	17.85	22.29	28.64	21.50	22.10	21.74		
Average low	27.75	24.28	19.44	24.45	16.50	23.66	16.33	19.67	12.02	16.90	21.72	17.68	15.42	16.24		
												4 towns>5K				
Our Survey																
Average	29.42	22.76	18.37	25.56	19.70	no data	no data	no data	no data	inadeqate	inadeqate	no data	17.16	no data	no data	18.91
Median	**30.94**	**23.16**	**18.19**	**inadeqate**	**19.86**	**no data**	**no data**	**no data**	**no data**	**no data**	**no data**	**no data**	**16.94**	**no data**	**no data**	**19.36**
				data (2 no's)												
Job Eval $																
Step 10	**28.40**	**25.76**	**15.82**	**23.37**		**24.54**	**17.44**	**16.61**	**11.24**		**20.19**	**17.44**	**15.82**		**19.22**	**15.06**

* Westminster is a part-time position @ 22.5/hrs wk - not comparable

Castleton is not in the VLCT Compensation Report - not sure where it's from

2014 Vermont Municipal Compensation Report
Administration and Finance

		Assistant Clerk/Treasurer							
Municipality	2012 Est. Population	Number of Positions	Approximate Annual Salary 40 hrs. x 52 wks.	Hourly Rate	Is there a pay range?	Highest Hourly Rate	Lowest Hourly Rate	Hours Worked Per Week	Notes
South Burlington City	18,400	2.00	$42,536	$20.45	Y	$23.70	$17.20	40.00	Assistant Clerk only
Colchester Town	17,245	1.00	$52,936	$25.45	Y	$37.76	$25.45	40.00	
Williston Town	8,962	3.00	$36,442	$17.52	Y	$23.71	$16.48	40.00	1 of 3 is 30 hours per week
Shelburne Town	7,449	1.00	$43,576	$20.95	N			32.00	
St. Albans Town	6,136	1.00	$43,888	$21.10	N			40.00	$43,876 per year
Morristown Town	5,335	1.00	$44,907	$21.59	Y	$25.82	$19.55	40.00	
Rockingham Town	5,190	1.00	$33,758	$16.23	Y	$19.30	$15.45	40.00	
Randolph Town	4,762	1.00	$34,778	(1) $16.72	N			40.00	
Derby Town	4,562	1.00	$35,339	$16.99	N			40.00	
Newport City	4,530	2.00	$40,082	(2) $19.27	N			40.00	
Hinesburg Town	4,457	1.00	$43,930	$21.12	N			40.00	
Brandon Town	3,919	1.00	$36,400	$17.50	Y	$19.74	$15.49	35.00	Also does payroll for the Town
Charlotte Town	3,812	1.00	$36,920	$17.75	N			40.00	
Johnson Town/Village	3,495	1.00	$46,509	(3) $22.36	N			40.00	Works for Town and Village 60/40 split
Hartland Town	3,385	1.00	$38,064	(4) $18.30	N			40.00	
Westminster Town	3,132	1.00	$32,698	(5) $15.72	N			22.50	Part-time position
Hyde Park Town	3,037	1.00	$39,270	(6) $18.88	N			40.00	
Pittsford Town	2,943	1.00	$41,933	$20.16	N			40.00	
Ferrisburgh Town	2,757	1.00	$40,414	$19.43	N			40.00	
Vergennes City	2,584	1.00	$33,280	$16.00	N			40.00	
Richford Town	2,322	1.00	$33,800	$16.25	N			40.00	
Danville Town	2,197	1.00	$31,429	$15.11	N			40.00	
Wallingford Town	2,055	2.00	$30,742	$14.78	Y	$16.10	$13.45	36.00	Position shared by two people. 1 part-time works 24 hours per week; 2nd part-time works 16 hours per week
Bethel Town	2,020	1.00	$38,771	$18.64	N				Covers office in absence of Clerk/Treasurer
Dorset Town	2,008	1.00	$31,200	$15.00	N			8.00	
Alburgh Town	2,004	1.00			N			29.00	$20,000 per year
Huntington Town	1,969	1.00	$32,469	$15.61	N			14.00	(Note: Assistant Clerk, Assistant Treasurer and AP/Payroll Clerk positions are currently filled by the same person)
Ludlow Town/Village	1,945	1.00	$38,501	$18.51	N				
Fairfield Town	1,920	1.00	$34,278	$16.48	N			35.00	

Average of 6 Towns = 18.54/hr w/o Westminster, average = 19.11/hr
Median of 6 Towns = 18.59/hr " " median = 18.88/hr

Mary Mead

From: Mary Mead
Sent: Wednesday, November 26, 2014 11:17 AM
To: 'Maurice A Harvey'; 'PeterTrono'; agwarevt@gmavt.net; scb@briarburling.com
Subject: pay grid again

You all missed a great meeting this past Thursday, the 25th when the board went over changes and recommendations I had brought up during my meeting with them last week. Here are some of the precious comments-since I do have it all on tape.

Orientation-Defined in the Palmer Survey as follows : Consider the average length of time required for an individual with appropriate education and experience to complete on the job orientation & training; become familiar with the basic routines of the job & begin to work effectively on his or her own. My recommendation revolved around the fact that between the jobs of clerk & treasurer(which I listed) take 9-12 months to even encounter all of the different aspects of our job-Town Meeting/elections do not occur at the same time of year as tax billing/collection happen for example; Thompson's Point sewer/rents billing/collecting. Ellie's response was that "orientation means generally understanding the workings of the dept., being familiar with where the bathroom is".

Complexity – Defined as the overall measure of the difficulty and scope of the responsibility of the job. "The Town Administrator has broad reaching responsibility across the board, where the town clerk is only responsible for the town clerk's office. Fritz mentioned that the Town Administrator "assists" the Selectboard and his duties are directed by the Selectboard, carried out with the "assistance" of the board whereas the Town Clerk is on her own. Thank you Fritz. Ellie & Charlie said that the Town Administrator is guided by and has to understand a very broad range of statutes. The clerk statutes are small in quantitative comparison. Fritz questioned that the statutes actually speak to the Selectboard-not A Town Administrator; there are no statutes for a Town Administrator-deaf ears.

Supervision Exercised - Mary's supervision is for one employee only and supervision of election workers is temporary. Besides, Ellie and Lane both noted that the times they counted they didn't get any guidance from Mary at all-ha ha they chuckled. The Rec director has a lot more supervisory responsibility as she deals with coaches & parents all year.

Financial Accounting – My personal favorite, defined as "Consider the nature and extent of access to and responsibility for financial resources(cash, checks, major funds/accounts) and operating budgets.....I'm rated the same as Dean & Christina is the same as the Rec Director...hmmmmmmm. It was mentioned by Ellie that the Rec Director might handle less money but she has access to a lot more cash than the clerk/treasurers. Yeah, that MAKES ALL GOOD SENSE TO ME.

Physical Effort – So the following employees all got a rating of some sort for physical effort-Listers, P&Z, Rec Director, Senior Center Director, Asst Clerk/Treasurer, Beach Attendant.....I asked for the same low rating as the Assistant Clerk – "5" which is defined as "Sitting or standing for prolonged periods, repetitive work, extensive use of computers, calculators, etc. I think I could have a "5"-Charlie even chimed in that I do have to set up for elections, carry the boxes, etc., load and unload at the school...Ellie said I should just have the guys do it and that both the assistant clerk & myself should really be a "0". She was overruled.

The bottom line-the library ratings increased again...but, what can I say, the whole discussion on the 25th with Ellie in particular was very OBJECTIVE, and I'm sure they are all feeling very pleased with themselves.