

**CHARLOTTE SELECTBOARD
MINUTES OF MEETING
TOWN HALL
NOVEMBER 18, 2014**

APPROVED

SELECTBOARD MEMBERS: Lane Morrison, Fritz Tegatz, Ellie Russell, Charles Russell
STAFF: Dean Bloch, Town Administrator
OTHERS: None

ITEMS TAKEN UP:

- Paygrade Compensation Program

CALL TO ORDER

Lane called the meeting to order at 10:00 AM.

PAYGRADE COMPENSATION PROGRAM

There was discussion about how to credit previous experience.

Lane described three rules:

1. No one will get less than what they're currently making
2. There will be one step increase for every year in the same job
3. When hiring (including promotions from within), placement on paygrade chart will be based on prior experience and the market

There was additional discussion about the placement of existing employees on the chart, and policies related to hiring and promoting.

No action was taken.

It was discussed that it would be desirable to move the Selectboard's meeting that would be on December 22 (4th Monday) to December 15.

ADJOURNMENT

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

VOTE: 4 ayes; motion carried.

The meeting was adjourned at 12:05 PM.

Minutes respectfully submitted: Dean Bloch