

**CHARLOTTE SELECTBOARD
MINUTES OF MEETING
TOWN HALL
NOVEMBER 21, 2014**

APPROVED

SELECTBOARD MEMBERS: Lane Morrison, Fritz Tegatz, Ellie Russell, Charles Russell
STAFF: Dean Bloch, Town Administrator
OTHERS: Mary Mead, Betsy Tegatz, Frank Sadowski

ITEMS TAKEN UP:

- Paygrade Compensation Program

CALL TO ORDER

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

PAYGRADE COMPENSATION PROGRAM

The Implementation Policy, Administration Policy, Experience Chart and Paygrade Chart were discussed separately with Mary and Betsy.

Mary raised concerns with the original job evaluations. She suggested changes for the following categories: Orientation, Complexity, Judgment, Supervision Received, Supervision Exercised, Financial Accountability, and Physical Effort.

Mary had additional concerns about: the starting pay-rates for certain positions; keeping employees at one step for two or three years; and that the Delinquent Tax Collector was not included as a position.

Fritz left the meeting during the meeting with Betsy, and returned afterwards.

Betsy was disappointed that current employees' past experiences were not being considered—but she accepted it as equitable if everyone was treated the same. However, she disagreed with counting employees' prior experience working with the town if other prior experience is not going to be considered.

No action was taken.

ADJOURNMENT

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

VOTE: 4 ayes; motion carried.

The meeting was adjourned at 1:15 PM.

Minutes respectfully submitted: Dean Bloch