

Town Administrator's Report on Agenda Items For Selectboard Meeting on 11/30/15

Employee pay-rates for budgeting

The purpose of the meeting is to discuss pay-rates for FY17; however, there has been some discussion regarding adjusting pay-rates for FY16 (current year) to incorporate a 1.5% increase which was not included when pay-rates were set for FY16.

When the pay-rate grid was originally created, a 1.5% increase was used to approximate the historical average cost of living increase, and was included in the grid as a separate factor, in addition to the 1%, 0.75% and 0.5% step increases for steps 1-5, 6-10, and 11-15, respectively. However, incorporating the 1.5% also allowed all positions to achieve an approximately 40% increase in pay over a 15 year span, which ultimately became viewed as a desired goal of the pay-rate program.

So, the first pay-rate sheet in the packet adds 1.5% to all positions that were subject to a step increase on July 1, 2015. So, instead of step increases of 1%, 0.75% and 0.5% for steps 1-5, 6-10, and 11-15, respectively, the step increases are 2.5%, 2.25% and 2.0%. This would add \$5,869.24 to the total payroll for FY16.

Fritz has suggested alternative step increases of 3.5%, 2.5% and 1%. This also allows a 40% increase over the 15 year span, but provides bigger increases during employees' early years and less of an increase in latter years. This approach would add \$25,703.62 to the total FY16 payroll. This is the second pay-rate sheet in the packet.

The third pay-rate sheet in the packet is for FY17—it is based the first approach (i.e. adding 1.5% to the FY16 pay-rates), so step increases are kept at 2.5%, 2.25% and 2.0%, and it assumes there is no cost of living increase. All positions that are eligible to move up a step do so. All positions have been kept at the same hours/week as for FY16, just so it's easy to see how all eligible positions move up one step.

The fourth pay-rate sheet uses the same approach as the third, but incorporates requested changes to hours/week for the Recreation Program Coordinator and the Technical Librarian. The resulting FY17 payroll is \$484,677.

Vacation Leave

Recognizing that the pay-rate program provides no step increases for employees with over 15 years of employment with the Town, a suggestion has been made to provide an additional week of vacation (i.e. 5 weeks/year) for a length of service as a regular employee of more than 15 years, and to also allow, with Selectboard approval, an employee to receive a cash payment in lieu of using the additional vacation week, possibly on alternating years. This can be discussed in more detail at the meeting.

Charlotte Solar

At the Town's request, as well as that of the neighbors and the Department of Public Service, the Public Service Board has opened a docket (Docket No. 8638) to investigate whether Charlotte Solar has complied with the terms Certificate of Public Good (specifically aesthetic mitigation), and to determine whether it is appropriate to order remedial action, impose a penalty, or revoke

the Certificate of Public Good, and also to consider whether additional aesthetic mitigation is necessary. The decision in front of the Selectboard is whether to authorize the Town's attorney to enter an appearance in this docket, which is technically a different docket than the previous docket for Charlotte Solar. A pre-hearing conference has been scheduled for January 13th.