

Board of Selectmen
Special Meeting

July 19, 2016
4:30 P.M. Town Hall

Present: Bruce Adams, Jeff Parkin and Mike VanValkenburg.

Also present: Darlene Brady, Debbie Devaux, Jennifer Dubray, Lesly Ferris, Donna Hayes, McKenna Ingerson, Maryam Muessel, Rick Osborne, Ed Peruta, Leah Pullaro and Lynn Worthington.

Mr. Adams called the meeting to order at 4:30 p.m.

Mr. Adams stated that the agenda has one item:

- Salary Reviews

Mr. Parkin stated that he invited Ed Peruta to live stream the meeting on You-Tube. Mr. Parkin stated that this was experimental.

Mr. Adams stated that he extracted data from the COG Salary Survey for the positions in Town Hall and created a condensed salary survey. He explained that he converted all the salaries to an hourly rate, based on the number of hours worked, provided on the COG Salary Survey. He also stated that some of the towns in the comparison are unionized. Mr. Adams stated that some of the positions in Kent were below average and some were above average. Mr. Adams stated that he feels his survey shows that Kent's salaries are in-line with the other COG towns.

Mr. Parkin stated that he took Mr. Adam's salary survey and converted the salaries back to an annual salary and normalized to Town population as a relative cost per capita to run the Town. He stated that the data was not complete and scattered. Mr. Parkin stated that he feels that his survey shows that Kent's salaries are in-line with the other COG towns.

Two taxpayers, Debbie Devaux and Maryam Muessel, said they would like to see the employees' "total compensation" reviewed. Mr. Adam's stated he did not know if that information was available from COG. Ms. Hayes stated that "total compensation" is based on the individual in the position and not the position. She stated that the "benefits" are based on things like longevity, vacation/sick time and family size, all of which will change as employees change.

Mr. Parkin stated that the Board of Selectmen was charged with the task of reviewing salaries. He stated that in his opinion, the Board of Selectmen fulfilled that charge and, in his opinion the Board of Selectmen is not justified in making any salary adjustments at this time. Mr. Parkin suggested that a new survey should be compiled reflecting "total compensation" and then compared to the other COG towns. Mrs. Brady stated that her

original request was for her assistant, a non-benefited employee. She added that she did not want the part-time employees removed from the analysis.

Mr. VanValkenburg made a motion to adjourn the meeting at 5:18 p.m. Mr. Adams seconded the motion and the motion carried.

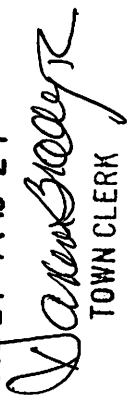

Joyce Kearns
Administrative Assistant

*These are draft minutes and the Board of Selectmen at the subsequent meeting may make corrections.
Please refer to subsequent meeting minutes for possible corrections and approval of these minutes.*

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KENT TOWN CLERK

2016 JUL 21 A 10:29

BY


TOWN CLERK

[illegible]

Assessor				Clerk(no Assistant Assessors reported)			
Town	Salary	Hr. wk	Hourly \$	SALARY	Hr wk	HOURLY \$	
Bark	\$ 47,118.00	32	\$ 27.62		20	\$ 22.76	
Burl	\$ 56,825.00	37.5					
CORN	\$ 20,784.00	6					
FV	\$ 18,281.00	12					
Goshen		25	\$ 29.54				
Cole.	\$ 23,005.00	14			15	\$14.42	
Hartland							
Harwinton	\$ 36,050.00	16.5	\$ 35.98				
Kent	\$ 34,249.00	18	\$ 35.52		12	\$20.10	
Litchfield	\$ 65,576.00	35	\$ 35.32		35	\$29.91	
Morris	\$ 34,482.00	12	\$ 55.25				
New Hart					35	\$27.44	
Norfolk	\$ 28,922.00	20	\$ 27.80			\$15.45	
N. Canaan	\$ 21,600.00					\$20.55	
Sharon	\$ 32,487.00				15	\$17.63	
Roxbury	\$ 33,411.00	15	\$ 40.73				
Salisbury					7	\$21.42	
Washington	\$ 52,020.00	35	\$ 28.02		20	\$19.23	
Avg hourly,not inc. Kent-\$35.03				Avg hourly,not inc. Kent-\$23.21			
Assistant Assessor							
Salary	Hours wk.	Hourly\$					
Bark							
Burl							
CORN							
FV		12	\$ 18.64				
Goshen		14	\$ 16.37				
Hartland							
Harwinton	\$ 18,465.00	21	\$ 15.45				

Kent	7 \$	23.30
Litchfield		
Morris		
New Hart		
Norfolk		
N. Canaan		
Sharon	3 \$	27.84
Roxbury		
Salisbury		
Washington		
Avg hourly, not inc. Kent- \$19.57		

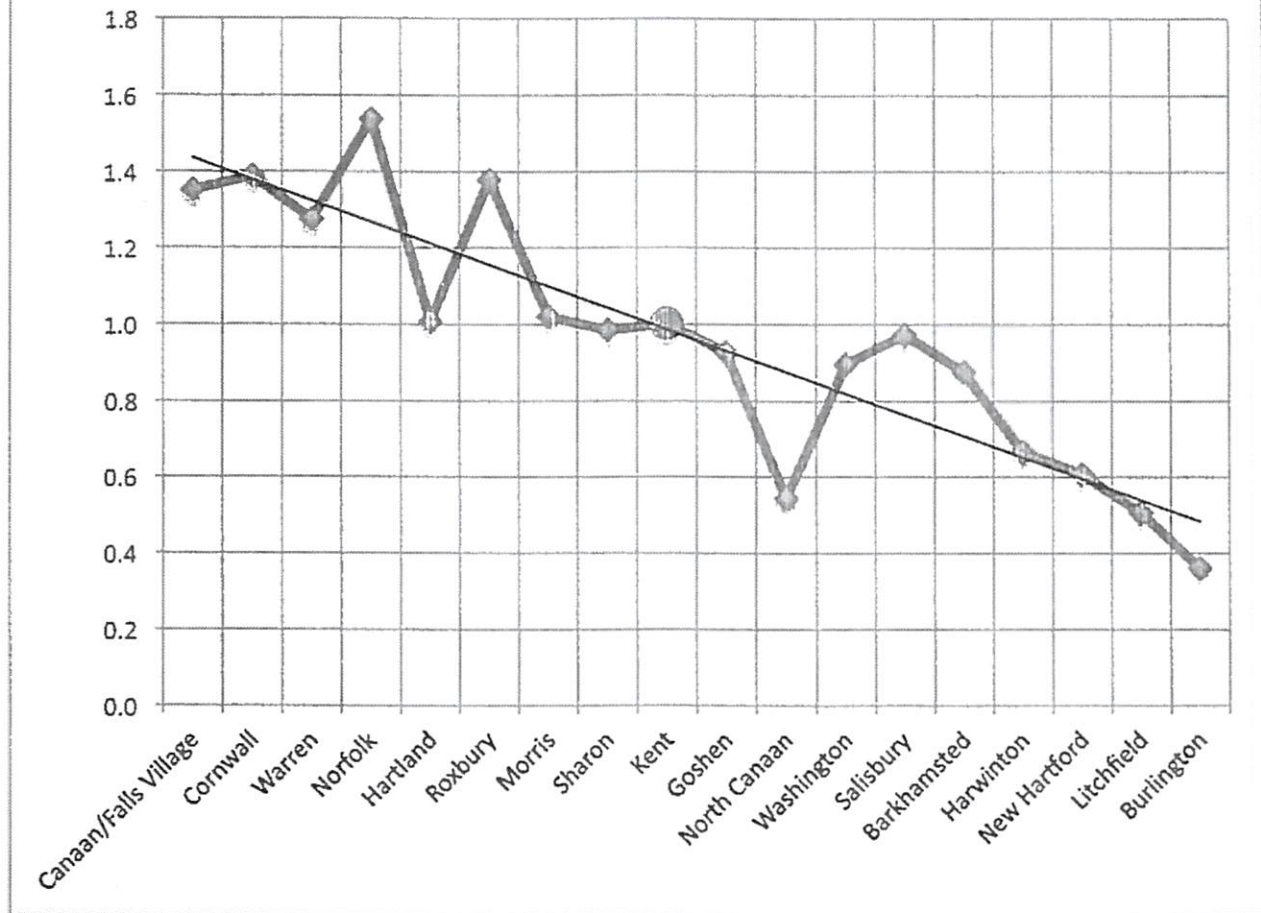
Park and Recreation			
Town	Salary	Hr. wk	Hourly \$
Bark			
Burl	\$ 36,494.00	37.5	\$ 18.71
CORN	\$ 20,920.00	20	\$ 20.11
Goshen	\$ 43,500.00	35	\$ 23.90
Hartland			
Harwinton	\$ 48,796.00	40	\$ 23.45
Kent	\$ 46,226.00	40	\$ 22.22
Litchfield	\$ 52,293.00	40	\$ 25.14
Morris	\$ 30,919.00	40	\$ 14.86
New Hart		15	\$ 24.66
N. Canaan			
Sharon	\$ 57,486.00	40	\$ 19.46
Roxbury			
Salisbury	\$ 57,486.00	40	\$ 27.63
Washington	\$ 20,022.00	16	\$ 24.06
Warren		20	\$ 20.87
Avg hourly, not inc. Kent, \$22.07			

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Town	Salary	Hr. wk	Hourly \$	SALARY	Hr wk	HOURLY \$
Bark						
Burl						
CORN		10	29.93		2	\$29.93
Goshen			30.89			\$30.89
Hartland			24			\$24.00
Harwinton						
Kent	34,207.00	20	\$ 32.89	\$17,634.00	10	\$33.91
Litchfield	57,674.00	35	\$ 31.68			
Morris		9	\$ 25.00			
New Hart	59,842.00	40	\$ 28.77			
Norfolk						
N. Canaan		3+/-	\$ 30.00			
Sharon	20,880.00	13	\$ 32.83			
Roxbury		12.5	\$ 23.00		2.5	\$23.00
Salisbury	40,976.00	24	\$ 32.83			
Washington	53,941.00	40	\$ 25.93			
Warren		15 to 20	\$ 22.96			
Avg, not inc. Kent-\$28.15				Avg, not inc Kent-\$26.95		
Clerk						
Town	Salary	Hr. wk	Hourly \$			
Bark						
Burl						
CORN			29.93			
Goshen		15	17.43			
Hartland						

Harwinton			
Kent	8.5	\$	19.00
Litchfield	35	\$	28.18
Morris			
New Hart	46,064.00	35	\$ 25.30
Norfolk			
N. Canaan			
Sharon			
Roxbury		\$	22.15
Salisbury			
Washington		\$	14.50
Warren			
Avg, not inc. Kent-\$22.91			

Town Clerk				Assistant Town Clerk			
Town	Salary	Hr. wk	Hourly \$		SALARY	Hr wk	HOURLY \$
Bark	47,118.00	32	\$ 28.31		\$12,524.00	10	\$24.08
Burl	52,274.00	37.5	26.8				\$18.41
CORN	39,719.00	24	31.82				
FV	28,287.00	20	27.19				\$20.00
Goshen	46,330.00	30	29.69			16	\$16.20
Hartland	30,245.00	15	38.77				
Harwinton	50,379.00	35.5	\$ 27.29		\$30,614.00	31.5	\$18.68
Kent	46,634.00	30	\$ 29.89			20	\$21.73
Litchfield	56,915.00	35	\$ 31.27			35	\$19.22
Morris	42,938.00	30	\$ 27.52		\$20,384.00	28	\$14.00
New Hart	61,258.00	35	\$ 33.65		\$37,164.00	35	\$20.41
Norfolk	39,392.00	32	\$ 23.67				\$15.45
N. Canaan							\$17.50
Sharon	43,824.00	29.5	\$ 28.56			13	\$15.00
Roxbury	40,910.00	18	\$ 43.70			22	\$22.50
Salisbury	46,277.00	30	\$ 29.66		\$33,855.00	30	\$21.70
Washington	47,167.00	35	\$ 25.91				\$14.25
Warren	35,422.00	22	\$ 30.96				
Avg not including Kent-\$30.29					Avg. not including Kent- \$18.38		

**Salaries of Principal Departments
Normalized to Town Population***
"Relative cost per capita to run the town"



* Based on COG data supplied by Bruce Adams

Includes salary data for the following department and positions

Selectman	Tax Collector	Town Clerk
Admin Asst	Asst Tax Coll	Asst. town Clerk
Park and Recreation		
Assessor		

Jeff Parkin 7/19/16

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BY *[Signature]*
TOWN CLERK