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 complied 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.

lenno nistrative 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.

OWN CLERK © ∢ RECEIVED FOR REC KENT TOWN CLEI š

	First Selectman	lan	••••		🔋 🛛 Admin Assistant	stant	
Town	Salary	Hr. wk	Hourly \$	rly \$	SALARY	Hr wk	HOURLY \$
Bark	61,291.00	32 5	Ş	36.83	\$47,037.00	32	\$28.26
Burl	75,381.00	40		36.24	\$36,494.00	37.5	; \$18.71
CORN	50,760.00	24		40.67			
							•••••
Goshen	64,667.00	40+		31.08		35	; \$23.41
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Hartland	21,194.00	20+		20.37	\$41,379.00		lį \$25.66
Harwinton					\$42,970.00	35	
Kent	66,173.00	30+	s	42.41	\$37,181.00	30) \$23.83
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Litchfield	70,051.00	40+	Ş	33.67	\$60,444.00	35	\$33.21
Morris	42,420.00	30+	Ş	27.19	\$38,000.00	32.5	\$22.48
New Hart	71,914.00	40+	s	34.57	\$60,445.00	40)į \$29.06
Norfolk	53,412.00	35+	Ş	29.34	\$37,131.00	25	; \$28.56
N. Canaan				****			•••••
Sharon	59,003.00	30+	Ş	37.82	\$42,471.00		
Roxbury	73,575.00	40+ \$	s	35.37	\$45,377.00	35	; \$23.83
Salisbury	77,782.00	40	Ś	37.39	NA		
Nashingto	73,448.00	40+	Ş	35.31	NA	21	i \$18.36
Warren	51,031.00	30+	Ś	32.71	NA	30) \$21.92
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	Treasurer		•••••	Treasurer Assistant	Assistant	•••••	
Town	Salary	Hr. wk	Hourly \$	SALARY	iHr wk	HOURLY\$	
Bark							
Burl	63,052	37.5 \$		Not enou	Not enough info available	able į	
CORN	35,249	24 \$	\$ 28.24				
Goshen							**********
Hartland					•••••		
Harwinton	48,952	36 \$	\$ 26.68				*********
Kent	26,127	16	\$ 31.40				******
	40000			*****			
Litchfield				Treasurer,	Treasurer/Finance Director is very	ector is very	****
Morris				difficult to	o do. Many T	difficult to do. Many Treasurers are very	Σ
New Hart				part time	and Finance	part time and Finance Directors perform	L
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N. Canaan				between the 2.	the 2.		
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Salisbury	83041	35	\$ 45.62		*****	***************************************	*********
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215	Hartland					******		
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Kent	7	\$ 23.30	•••••		
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Morris	2	_	•••••		
1 1					
N. Canaan	Çessoos				
Sharon	3	\$ 27.84			
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Salisbury					
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Avg hourly,not inc. Kent- \$19.57	•				

	Park and Recr	Recreation	
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Bark	Algia y	VA - 11	
Burl	\$ 36,494.00	37.5	
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	
Warren		20	\$ 20.87
		** * * * *	
Avg hourly,	Avg hourly,not inc.Kent,-\$22.07	22.07	

	Registrar of Voters	Voters		•••••	ROV Assistant	tant	
Town	Salary	Hr. wk	Hourly \$	Ş	SALARY	Hr wk	HOURLY \$
			\$ 19.5 4	54			\$13.00
Burl		3 to 6		16			\$15.00
CORN			18	18.72			\$16.43

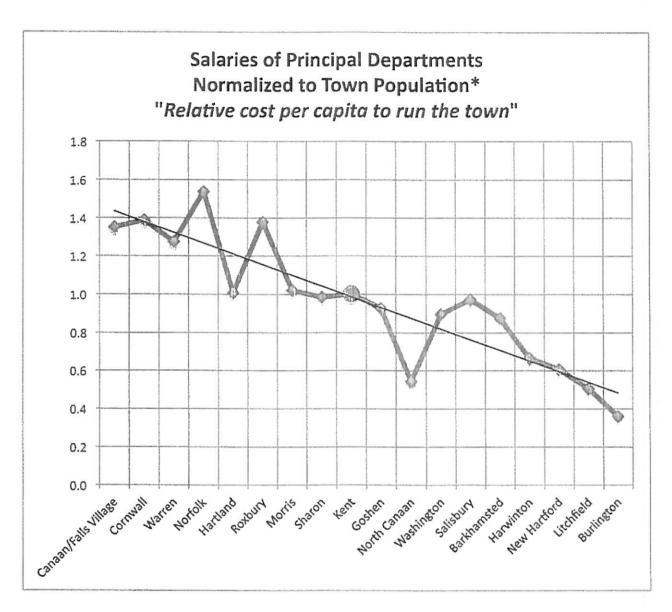
Goshen			16	16.55			\$15.75
				•••••			
Hartland				13			\$13.00
Harwinton		6	\$ 17.	17.20			
Kent		R	\$ 20.48	48			\$16.65
Litchfield	10,170.00						\$13.61
Morris			\$ 12.	12.17			\$12.17
New Hart		10	\$	20.41			\$13.50
Norfolk		m	\$ 15.	15.00			\$13.00
N. Canaan			\$ 15.	15.00			
Sharon		2	\$ 17.	17.46			\$17.46
Roxbury			\$ 18.	18.25			
Salisbury			\$ 19.	19.47		*****	
Washington	E	3	\$ 27.	27.38			
Warren			\$ 15.	15.66			\$15.66
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Town	Salary	Hr. wk	Hourly \$		SALARY	Hrwk	HOURLY \$
Bark		• • • •					
Burl							
CORN		10	29.93				2 \$29.93
Goshen		• • •	30.89	*****			\$30.89
*****		2 6					
Hartland			24			,	\$24.00
Harwinton	······						
Kent	34,207.00	20	\$ 32.89		\$17,634.0	10, 10) \$33.91
		•••••••		******			
Litchfield	57,674.00	35					
Morris			\$ 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				2.	5 \$23.00
Salisbury	40,976.00	24	\$ 32.83	****			
	53,941.00	40	*******************				
Warren		15 to 20	\$ 22.96				*****
	Avg,not inc.	Kent-\$28.1!	5		Avg, not ir	nc Kent-\$26.	95
	Clerk				• •		
Town	Salary	Hr. wk	Hourly \$,a,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,),,,,,, [],,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
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Burl					******	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	•
CORN	\$	6	29.93				***************************************
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Goshen		15	17.43)		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	
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Hartland		Buttered and a second					

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	*****						
Washingto	N		\$	14.50			
Warren	************	Desetes a second a s 2 2 2 2					
**********	Avg, not inc.	Kent-\$22.93	L				

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	Town Clerk			Assistan	t Town Clerk	
Town	Salary	Hr. wk	Hourly \$	SALARY	Hr wk	HOURLY \$
Bark	47,118.00	32	\$ 28.31	\$12,524	4.00 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	1.00 31.5	\$18.68
Kent	46,634.00	30		**************************************	20	\$21.73
Litchfield	56,915.00	35	\$ 31.27		35	\$19.22
Morris	42,938.00	30	\$ 27.52	\$20,384	1.00 28	\$14.00
New Hart	61,258.00	35	\$ 33.65	\$37,164	1.00 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	5.00 30	\$21.70
Nashingto	47,167.00	35	\$ 25.91			\$14.25
Warren	35,422.00	22	\$ 30.96			
********						ş •••••
********	Avg not inclu	uding Kent-	\$30.29	Avg. not	including Kent	- \$18.38



* 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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