

Salary Review Sub Committee
Approved Minutes
February 9, 2021

The meeting was called to order at 5:01 PM.

Members Present: P. Geary, T. Graveline, M. Patchkofsky, S. Pilat

Members Absent: None

Guests: Jeff Slapikas, Chairman, Town Council

Members said the Pledge of Allegiance.

Approval of Minutes: Motion by P. Geary and seconded by T. Graveline to approve the minutes of the February 2, 2021 Salary Review Sub-Committee meeting with one correction. Change Member to Chair for signature. Motion passed.

Members and the Chairman Slapikas discussed elected officials salaries and how and if there is a process to create salary ranges. The salary should be reflective on the position and not necessarily dependent on the person that holds the position, as some present elected officials have been in office for many years. A new person elected to a position should be required to perform the same tasks that the current officials are and thus the salary should reflect that.

T. Graveline discussed performance reviews for employees. Members discussed options for increases in wages or "bonuses" for employees based on performance. Because of the union contract and municipal setting, members discussed that it is not feasible to give a raise or bonus to an employee that performs above and beyond or vice versa. These things need to be negotiated in the union contract. Tax dollars are not budgeted for these items.

Members discussed job descriptions and that it would be helpful to include descriptions of elected officials in the booklet. Members mentioned that it would be a good resource especially for someone thinking about running for an elected office to know what the job duties and expectations are.

Public Participation: AnneMarie Burr, Tax Collector added that she agreed job descriptions for elected officials was a good idea as it would ensure continuity of operations in the event of a change. She is working on new job descriptions for the positions in her office and is happy to provide one for her position as well.

Members discussed that in the job descriptions for elected officials, qualifications and certain requirements cannot be listed that would prevent anyone from running for an elected position. Those positions can be held by anyone if elected by the voters. Members also discussed the need for revisions of current job descriptions and dates of those revisions for accuracy and record keeping.

The next meeting will be decided at a later date.

Motion to adjourn by T. Graveline and seconded by S. Pilat. Meeting adjourned at 5:59 PM

Submitted By

Megan Patchkofsky
Sub-Committee Chair

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Margaret C. Anderson
TOWN CLERK