

MEETING MINUTES
BOARD OF ASSESSORS
June 29, 2009

Attending: John Prentiss, Chairman, Vincent Ritchie, Diane Lanney

Approved FY10 Wage Authorization for Assessors' Clerk. DA will forward to the SB.

The DA presented to the BOA an apparent calculation error in the FY10 Deputy Assessor Wages line item amount:

Wage increases due to COLA or Merit are not calculated/budgeted by the individual departments. However, per the 3% COLA applied to the current Compensation Plan for the DA's Grade 11, Step 2, the line item amount is short by \$273.04. The difference, the DA believes, is due to the possible usage of prior fiscal year wages to calculate the FY10 wage amount. Although the amount should be based on the Compensation Plan as stated by the Personnel Policies and Procedures, the Plan, to her knowledge, was not updated prior to ATM, nor is it now.

The DA reminded the BOA that the FY09 amount was simply an amount reduction to the requested budget amount. That amount was ½ the FY09 Assessors' Clerk salary due to the DA's insistence that it was not in the best interest of the Town to pay the her to do 'clerk' work and therefore that exact amount was cut from the Deputy Assessor's wages (not the Assessors' Clerk wages) by the SB. The DA stated that this reduced wage amount calculated into 5.53 hours per day, 27.66 hours per week and that this was a nightmare last fiscal year in regards to weekly hours calculations as well as vacation, sick, and personal day accruals. To make things easier, she accrued 5.5 (not 5.53) hours for vacation, sick and personal days and worked 27.75 (not 27.66) hours per week. Although this added up to a minimal amount of "free" services to the Town, the DA stated that she thought it was unfair to be asked to again provide free services to the Town, and that her family had already suffered an almost \$5,000 reduction in their household income last fiscal year.

The DA also stated that arguments that the position is salaried (a certain total amount to get the job done) is inconsistent with the Personnel Policies and Procedures (PPP), which list three Authorized Positions – full time with benefits, part time with benefits, and part time without benefits. In addition, the Compensation Plan is based on hourly wage for all employees (via grade & step) with the exception of contractual employees. In addition, this Board has been quite clear to the SB and FinCom that the SB FY09 reduced Deputy Assessor's hours/wages were absolutely insufficient to get the job done, therefore any arguments that the salary was sufficient (work the hours necessary to get the job done) is simply knowingly unfair.

Meeting adjourned with intention to reconvene.

Meeting reconvened.

Mr. Prentiss and Mr. Ritchie did not approve FY10 Wage Authorization for Deputy Assessor requesting that the DA pursue the additional \$273.04 to correct the miscalculation.

Entered into Executive Session to review RE Abatement Applications with intent to return to open session to adjourn.

Meeting adjourned at 8:10 p.m.

Next meeting scheduled for July 13, 2009 at 7:00 p.m.