

Minutes
Williamsburg Board of Selectmen
February 16, 2016

The members of the Board of Selectmen met in special session on February 16, 2016, at the town office. The chair called the meeting to order at 5:25 p.m.

Present: David Mathers, Denise Banister and William Sayre

Also present: Charlene Nardi (Town Administrator), Eleanor Warnock (Administrative Assistant)

1. Review of salary survey – Town Administrator Charlene Nardi had provided a salary survey of towns similar to Williamsburg in population and size of budget, covering twelve towns and twenty-one positions, and including yearly pay, number of hours, hourly wage, average (mean), median, and comparison with Williamsburg. Board members reviewed the positions one by one, focusing on the median hourly wage. They considered this to be a first step, to determine what a wage would be ideally, independent of budget considerations. Williamsburg was higher for some but generally lower. Some differences were small, some more than 20% low. For two positions, Fire Chief and Senior Center Director, the data did not compare easily to Williamsburg and the Board will consider those separately. For the rest, bringing the wages up to the median would cost \$22,000 per year. They would not reduce any wages. The Board was aware that there were some positions that they had no jurisdiction over – e.g., Assessors' Clerk – but could make recommendations. At a future meeting the Board plans to consider what kind of increase to consider and what the town can afford. One possibility mentioned was to do an increase in steps. The Board also received a survey of Senior Center Directors focusing on number of seniors served rather than median hourly wage. In the salary review the Board looked at the positions, not at the current people or performance; merit increases will be a different conversation; if an employee is not working up to the desired level, an increase could be contingent on improvement in performance. The Board will plan to consider the salary survey further at their next meeting and then forward to Finance Committee for their review and feedback.

Documents used

Salary survey

Senior Center Director salary survey

Adjourned at 9:40 p.m.

Approved:

Clerk