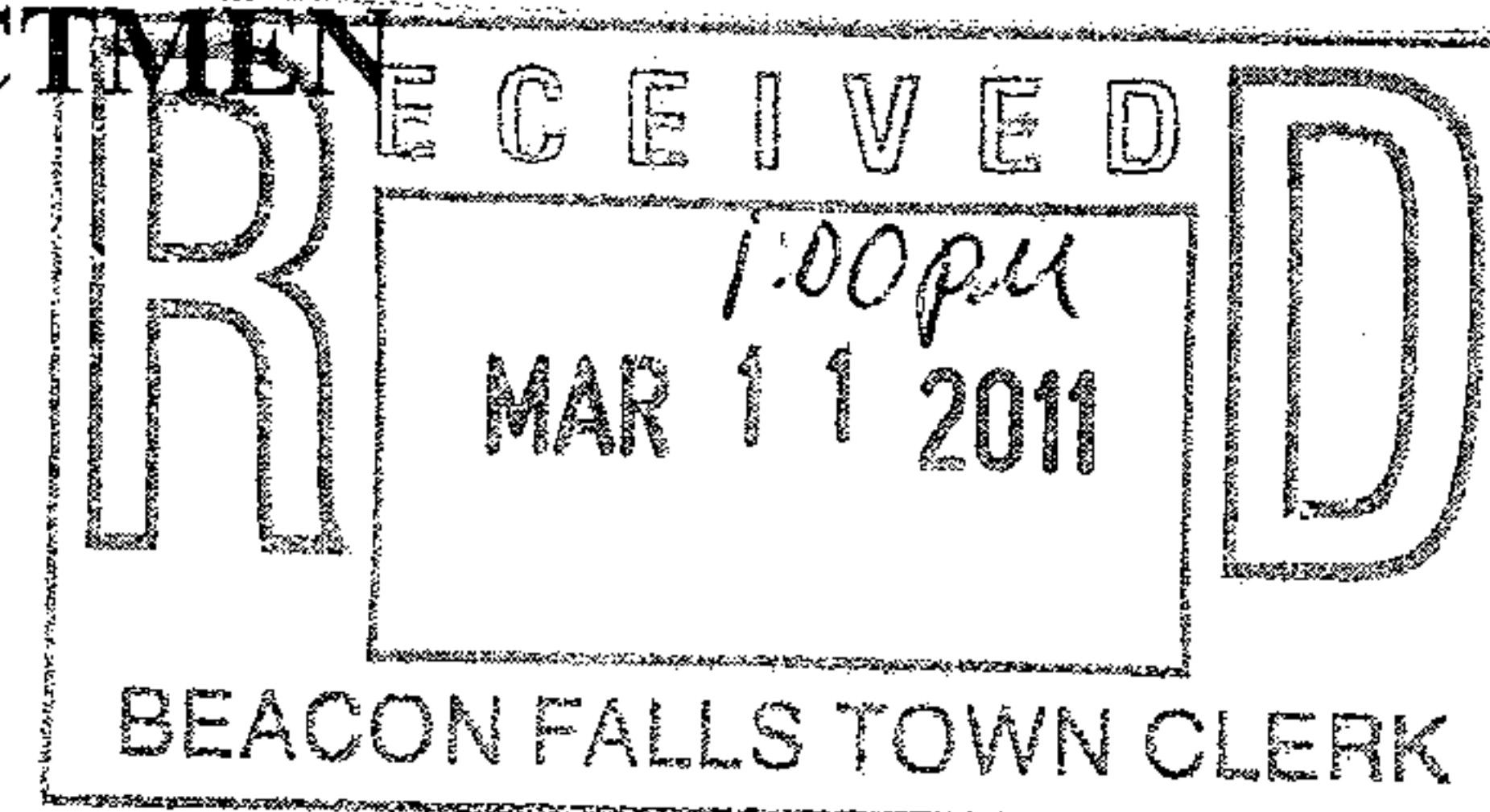


Town of BEACON FALLS  
*Connecticut*

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BOARD OF SELECTMEN



**BEACON FALLS BOARD OF SELECTMEN  
SPECIAL MEETING  
March 8, 2011  
SALARY/POSITION DISCUSSION MINUTES  
(Draft Copy-Subject to Revision)**

First Selectman S. Cable called the Special Meeting of the Board of Selectmen to order at 6:00 P.M. with the Pledge of Allegiance.

**PRESENT:** First Selectman S. Cable, Selectman D. Sorrentino and Selectman M. Krenesky

**ALSO PRESENT:** A few town residents (E. Groth, J. Groth), others in and out

This meeting began with the Selectmen reviewing salary documents of different towns in CT and how the pay scale of Municipal Jobs compare to the Town of Beacon Falls.

The following positions will be discussed at this meeting:

- Selectmen
- Full time Town Clerk
- Full time Tax Collector
- Activities Director

The first part of the meeting included reviewing and discussion of the documents.

S. Cable mentioned that it has been talked about phasing these position/pay increases in over some years. All three Selectmen discussed the options and after much discussion it was decided that at this time, they would use this as the start of a 4 year plan.

M. Krenesky wanted it to go on record that he has not yet been a part of any discussion relating to a graduated or incremented plan.

He noted that his view is that the Town of Beacon Falls needs to be looking at defining the job description of the First Selectman as a full time position. The salary issue is secondary. The full time person should be compensated appropriately. M. Krenesky believes that's the direction this town should be going in. The Town of Beacon Falls can be considered a \$20 million business (including our part of region 16), and therefore warrants a full time First Selectman.

M. Krenesky noted that before they make the decision to put in Managers, we need to have someone managing the Managers. While he understands we have been able to get through in the past with the system the way it's been running, going forward, the system will need to be improved. He noted that he does not have a challenge to a 4 year plan. D. Sorrentino noted that his statement was made because of where we are right now, it will be easier to phase in.

M. Krenesky noted that this is an election year and may be good, bad or indifferent so from a perception view, they should make the salary increase effective 2012/2013 making the 1st Selectman's increase effective 12/1/11 (after the 2011 Municipal Election).

A lengthy discussion continued regarding salaries from other towns as well as options regarding phasing these salaries in over 2 - 5 years. S. Cable noted that she would like to see a plan of 4 years. M. Krenesky noted that he would rather see it sooner than later.

A discussion continued regarding how hard this will be to sell and which budget they would start with and the plan they would start with. Appropriating money and non-recurring accounts were also discussed.

Salaries were then discussed.

Definition of the First Selectmen was discussed as well. Municipal business as opposed to Corporate business. M. Krenesky pointed out that there are a set number of duties for the First Selectman as a full time position and they are not necessarily 9-5 but the position should have the loyalty over any other part time jobs and it should pay enough so that the person who takes the position does not have to have an additional job. It was also noted that nothing restricts the 1st Selectmen from having any other jobs. It was noted that Naugatuck is the only town that S. Cable knows about that restricts the 1st Selectman from having other part time jobs.

S. Cable noted that if the town has a full time Town Clerk, full time Tax Collector and maybe a Financial Manager/Business Manager, the 1st Selectman position would have much less to do.

A discussion continued regarding comparing other town salaries.

D. Sorrentino made the first suggestion of what the 1st Selectman salary should be and stated that he thought it should be \$5,000 higher than the highest town employee. It was a starting point for a discussion that continued.

Benefits were also discussed. It was discussed that this is a 1st Selectman that is available full time.

After a lengthy discussion, all felt that a salary of \$60,000 would be a good starting point and they could work it in over a 4 year plan with an approximate increase each year of \$6,200 each year until the salary is at \$60,000.

The salary of the Selectmen was discussed. It was noted that the Selectmen in other towns are generally not as involved with the town (other than a couple of meetings per month) as those in Beacon Falls. S. Cable noted that she tries hard to involve all Selectmen in things.

S. Cable noted that she envisions that a Selectmen would be responsible for specific departments and because of that, you increase their salaries.

A lengthy discussion continued regarding how active the Selectmen in Beacon Falls are and that they should continue to be.

M. Krenesky noted that he thinks the Selectmen should have certain roles at the Town Hall to alleviate some of the things the 1st Selectman has to do. A conversation continued regarding responsibilities.

A discussion continued regarding what could be delegated. S. Cable mentioned that she tried in the past (although it didn't work out) to have someone over-see things such as the Public Works Department. Another area that could be delegated is being responsible for departments like the clerk and tax department when/if the part-timers can go to full timers.

D. Sorrentino noted that if you have Supervisors doing their jobs it shouldn't be an issue. It was agreed and the conversation continued.

After a lengthy discussion, they decided to put into a 4 year plan, a 3% increase over the next 4 years for the Selectmen.

It was also noted that the 1st Selectmen in this plan will be receiving an 18% increase. It was noted that this will be a hard sell.

M. Krenesky noted that is why he uses the wording "full time". They are looking for someone who is going to be a Manager of Managers and the salary will equal the work they do.

A note was made that the 1st Selectman's salary should be such that it will attract candidates who are looking for a career.

It was noted that there are a lot of people interested in the 1st Selectman's position but they can't afford leaving their current job at the current salary of the 1st Selectman..

A lengthy discussion continued.

The next item that was discussed was the Town Clerk. S. Cable noted that with a full time Town Clerk, the department would no longer need the part time person in the office. She noted that this is an elected position and will not be up for re-election until 2013. It was noted that 2013 is when this change should take place.

A discussion continued regarding this position and that both the Town Clerk and Tax Collector should be permanent employees and not elected official.

It was noted that the Tax Collector should be changed to permanent position this year.

The Selectmen reviewed other town salaries for comparison.

A discussion continued regarding salaries, swapping positions - current and assistant positions, percentage increases, etc.

\$20,000 for the assistant tax collector and \$40 - \$42,000 for the Tax Collector is what was decided as acceptable and the Tax Collector position would be a non-union position as it will be considered management.

The discussion continued. S. Cable noted that she is quite comfortable for this to start this year.

It was discussed that for discussion purposes only, they see the Town Clerk's position at \$50,000.

Public Works Supervisor - Director of Public Works

The noted that the salary comparisons of this position is in the \$60,000's

M. Krenesky noted that this position is badly needed. He noted that he's very unsatisfied with how the department is being managed today. He noted that if getting a Public Works Director will solve the problem then we need to move forward. Although he is not convinced that it would fix all the problems and neither is S. Cable but S. Cable noted that it will fix some of the problems.

It was noted that the current supervisor position pays \$60,589 and with a 3.1% raise will bring it to \$62,498.

It was noted that with a Director, they might not need a supervisor. They can restructure the Department. They should have a Crew Chief responsible for the roads and a Crew Chief responsible for the parks. They could do restructure and wondered why they have not already been doing this.

This would require restructuring with the union. They envision a Public Works Director at about 70K.

It was noted that you can restructure while under reconstruction and that they would like this change to take place in 2 years. The first input to the budget would be in budget 2012-2013 - details will follow. S. Cable and D. Sorrentino noted the 2nd year out would be the time to put this position in.

It was noted that this new position will not be an engineer.

Engineering firms were discussed. It was noted that by just not having to call our engineering department all the time would be a big savings.

M. Krenesky understands that the current personnel will change when the plan becomes in affect.

Activities Director: It was noted that they do not see an Activities Director this year.

A lengthy discussion continued.

A discussion regarding a full time land use clerk position took place.

Medical benefits as they pertain to each of these positions was discussed as well.

M. Krenesky noted that he has no problem putting all this information into a plan.

It was noted that this was a good start to this plan.

*Remaind LAND USE Clerk*

D. Sorrentino also noted that he thought a Program Language Clerk would be good too.

M. Krenesky mentioned a 4th wastewater treatment plant person.

A Land Use Clerk was also discussed/one that could work daytime hours and evening hours.

A discussion continued.

With the BOF entering the room and preparing for the next meeting, S. Cable asked if there was a motion to adjourn.

**D. Sorrentino motioned to adjourn the meeting. M. Krenesky 2nd the motion. All voted aye.**

Meeting was adjourned at 7:23 P.M.

*James Cleary*  
Respectfully submitted,

MAR 11 2011

Lauren Classey  
Clerk for the Board of Selectmen, Special Meeting February 7, 2011

MAR 11 2011