

January 3, 2005

The Middlesex Governing Body held a Special Meeting in the Conference Room of the Town Hall for the purpose of reviewing the MAPS Group Salary and Pay Classification Study and recommendations by Town Administrator Peggy Bissette. Members present were Commissioners Harold Meacombs, Fred Hough, Luke Robinson, and Basco Lewis. Mayor Pro Tem Daniel was absent. Clerk Lambert called the meeting to order at 7:30 p.m. in the absence of Mayor Pro Tem Daniel.

Town Administrator Peggy Bissette reviewed a survey she had completed on various small towns in the area and how the salaries for the different departments varied by town. Salaries varied greatly depending upon the emphasis a particular town put on the various departments.

Bissette then reviewed each position with the town, one by one, and reviewed how much it would cost, if anything, to raise each person to the minimum suggested by the Town Administrator. The total cost of implementation would be \$5,211.69 (including FICA, retirement and 401K) from now until June 30, 2005. Bissette added that she didn't foresee needing any part time clerical help in the town hall between January and June.

Commissioner Hough requested an explanation of how merit and/or cost of living increases given would affect the chart. After some discussion, Commissioner Meacombs stated that the chart would only change whenever there was a motion by the Town Board.

Commissioners Hough stated that he was against giving any pay increases until the new fiscal year. Commissioner Robinson was in agreement. Bissette explained that the \$5,211.69 was not an actual pay raise, but merely to bring the employees who were not being paid the minimum level shown in the study up to where they should be on the scale. Commissioner Lewis added that he didn't think the town could afford the salaries on the chart.

Meacombs and Bissette explained that employees would move up the scale at a rate that no employee would ever reach the maximum in their pay grade. Meacombs also added that the town had spent \$3700 for the study, which would only cost \$5211.69 to implement, the money was already in the budget, and he didn't see why we shouldn't go ahead and implement it now to get all employees to the minimum salary in their class. Bissette added that also, in April, her salary would drop from \$42,000 to \$24,800 due to returning to part time.

After a very lengthy discussion, Commissioner Robinson moved not to adopt the salary plan at this time. Commissioner Hough seconded his motion. The vote was 3 to 1, with the dissenting vote being Commissioner Meacombs.

Bissette then requested suggestions regarding her salary. She recommended to the Board that she work up to four days per week, if needed, through March at a rate of \$18.19 per hour. The work schedule for April through December would be approximately 24 hours per week at the same rate, not to exceed the limit of \$24,800 for the year to still qualify for her retirement. After some discussion, no action was taken.

Bissette requested the Board's input on projects they would like to see completed. She stated that her top priority is additional sewer flow for growth and has already applied for a grant. Commissioner Robinson stated he would like to see the town cleaned up. Bissette added there were a lot of abandoned houses in town, but the Board would have to commit money to these projects and others such as updating the town ordinances before they could be accomplished.

After a brief discussion regarding using time sheets versus time cards for the Police Department to simplify matters, Commissioner Hough requested Bissette to work with Chief Ferrell to see if they could come up with a better working schedule.

Commissioner Robinson moved to reinstate Jennifer Lambert as Town Clerk at a salary of \$32,000. Commissioner Hough seconded the motion and it carried unanimously.

Being no further business, Commissioner Lewis moved to adjourn.

Jennifer Lambert
Clerk

Commissioners
Harold Meacombs
Fred Hough
Luke Robinson
Basco Lewis