

**Finance Committee
Meeting Minutes
June 12, 2023
5:00 pm
Hybrid Meeting**

Finance Committee Chairperson Paul Antaya opened the meeting at 5:03 pm. Finance Committee members in attendance were Tom Mahar, Jim Kirkendall, Dan Kennedy and Brenda Doherty. Town Administrator Brian Domina was also in attendance.

Tom made a motion to amend the meeting minutes to reflect his attendance and participation at the May 3, 2023 meeting. A motion was made and seconded to approve the meeting minutes as amended. All in favor. Motion passed.

The Committee discussed its dissatisfaction with the way that employee salaries are handled during the budget process. The Committee also discussed how it could better track and present salary changes over time to better inform residents of this information. The Committee agreed to ask the Town Administrator to include an addendum to the Annual Town Meeting warrant that would display and show the change in salary information over time. Brian discussed with the Committee that salary information is tracked separately in each budget line item from which salary/wages are paid so it wouldn't be too difficult to pull this together in a single spreadsheet.

The Committee discussed alternative ways to deal with salary increases other than the existing salary survey. Brian discussed the difficulties with the existing salary review process – for example, obtaining the data from other communities and the significant disparity in responsibilities of similarly titled positions between Whately and other communities. The Committee briefly discussed a compensation and classification plan. Future discussions will take place around this topic.

Paul mentioned to the Committee that Donna Wiley has resigned and that he has reached out to Moderator, Nat Fortune for a replacement to be appointed.

Paul expressed his displeasure with the article on the ATM warrant relating to the Personnel Committee membership criteria being tabled. Brian discussed with the Committee that the Personnel Policy is currently being reviewed and rewritten by a consultant and he will seek their advice on the composition of the Personnel Committee.

Tom Mahar informed the Committee that as Constable he is resigning from the Personnel Committee. Paul asked for a member of the Committee to serve on the Personnel Committee. Brenda agreed to consider the opportunity – but no decisions were made at the meeting.

The Committee also discussed a desire to have the Personnel Committee begin its work on salaries earlier in the budgeting process. Brian expressed his frustration with the timing of the budgeting process, especially as it relates to the timing of receiving the school budget which is more than half the entire budget. Discussions will continue on this topic at future meetings.

The meeting was adjourned at 6:09 pm.

Document List

Meeting Minutes – May 3, 2023

Email from Paul Antaya to Brian Domina re: topics for discussion