



**Select Board Meeting with Finance Committee Minutes**  
**Wednesday, February 15, 2023 at 5:30 p.m.**  
**Town Office Building - 422 Main Road**

The Select Board meeting with the Finance Committee was called to order at 5:32 p.m. by Mr. Fuller.

**Select Board Members Present:** Trish Colson-Montgomery

**Select Board Members Participating Remotely:** Roger Fuller, and Don Willard

**Finance Committee Members Present:** Lee Manchester, Larry Cervelli, Carol Jolly, Marianne Drake, Sarah Hamilton, Justin West, and John Follet

**Town Administrator Present:** Brenda Lessard

**Recorder of Minutes:** Brenda Lessard

**FY24 Budget:**

This preliminary meeting was scheduled to discuss the preliminary FY24 Budget and the Wage and Compensation Plan.

**Wage and Compensation Plan :**

Don Jacobs was charged with doing a wage and compensation plan in 2020. The Select Board and Finance Committee had agreed to update the data. The Select Board had Sue Labrie update the plan for 2023. The data should be updated every three years. Ms. Labrie had worked with Don Jacobs in developing the plan and was aware of the process, and the Select Board had every confidence the data update would be done as Mr. Jacobs had done. The Select Board plan to have an across the board wage adjustment done every three years based on the updated plan and the next two years would each be a COLA (Cost of Living Adjustment) year. All readjustments of the salaries would be agreed upon by the Finance Committee and Select Board. The Finance Committee asked if the plan included stipends and the answer was no. Hours of service will need to be a part of the process. There was a discussion of who is salaried and who receives a stipend.. Ms. Hamilton noted that the data is for FY23 not FY24. Ms. Colson-Montgomery explained that the FY24 data is not available yet as all towns are doing their FY24 budgets. Ms. Hamilton would like to see a HR consultant hired to look at the trends coming up and setting the benchmarks. Mr. Manchester noted that the Finance Committee has 98% of what it needs to start adjusting the wages. The Finance Committee will do COLA's for the stipended positions.

**Capital Planning:**

It was reported there are two vacancies on the Capital Improvement Planning Committee.

**Department Computers:**

It was discussed that data from some of the departmental computers are unable to sit on the server due to age or hardware/software issues. The Finance Committee is in agreement there should be an article on the Annual Town Meeting warrant asking for the money to upgrade those computers that need to be done as soon as possible.

**FY24 Budget from Select Board:**

The FY24 budget was reviewed line by line. There was little discussion of any other items.

**Meeting Adjourned:**

The Select Board left the meeting at 6:45 p.m.