

## **St George Budget Committee Meeting Minutes**

### **March 7, 2019**

Meeting convened at 6:30 with Earl Ludman, Scott Vaitones, Susy Ellis, Richard Cohen, Liz May, Crystal Tarjick and Dave Percival in attendance.

-The first order of business was to review and approve the minutes of January 9th and 14th. After a correction of a name spelling- Tarjick- on the January 9th minutes and comments by Dave to the effect that the same minutes had been updated and corrected, both sets of minutes were motioned by Liz and seconded by Scott to be approved. All were in favor.

-There was much discussion regarding % pay raises--3.5%--for employees as recommended by the Town Manager. When factoring in COLA which is 2.7%, coupled with merit percentage increase, the result is that each employee has been awarded an equal merit percentage. Questions came to mind as to whether each employee was given a review based on merit. After further discussion, the Committee set forth a recommendation that a 3% pay raise would be more appropriate at this time. This position was arrived at after considering the employee benefit package currently offered and with the suggestion that future salary increases be based on COLA plus merit raises based on individual performance.

-It was noted that the Town Manager's line item had a significant salary increase of \$20K. This amount was factored in based on the chance that the current Town Manager-Tim- was to retire and that the extra funds were added to cover a 3 month overlap of a potential replacement. The Committee's conclusion was that a 3 month overlap is too long and that a 10K increase to cover a shorter period would be more appropriate with consulting fees also being considered.

-Most of the Budget Committee concerns were in the two noted items above. A review of the Town Departments projected budgets was also conducted and the Committee was mostly in agreement with what was proposed.

-It was noted that with the departure of the Finance Director and her replacement, the salary for the new employee would not be above what is stated in the Town budget.

-In general there was an increase in training workshop expenses in some Departments due to employee turnover.

-The Town has taken over from the State the responsibility of plowing 131 within the town limits. The Town will be reimbursed for any expenses tied to this additional responsibility.

-Cold Storage debt was explained in regard to the ongoing renovation.

-It was suggested by Earl, that in Jerry Hall's discussion of the budget variance, that he include revenue in the mix.

-Discussion was held on the new Social and Community Services' items-Community Development Corporation, St George Youth and Scouting Council and the AIO. Questions regarding these and other items will be addressed to the Select Board.

-Crystal made the motion to adjourn, with a second by Scott, motion carried. Adjournment was at 7:25pm.

After attending the Select Board meeting on March 11th, the Committee held a short ad hoc meeting at which the members voted in favor of the 5 additional warrant articles which will be presented at the Town Meeting in May.

Respectfully submitted,

David Percival

