To: Finance Committee

From: Carolyn Manley, Treasurer and Wage & Salary Committee Chair

Re: Summary of recommendations

Date: 11/04/2024

The Wage and Salary Committee consisting of Paul Doud, Joy Gorzocoski, Maggie Houghton, Al MacIntyre and Carolyn Manley spent four meetings reviewing the hour rates and salaries of all appointed and elected positions in town. The following are a list of recommendations we would like to recommend to the Finance Committee for their consideration. The expectation is that these changes, if implemented, would go into effect in FY26. The following bullet points are preceded by “recommend”.

* Adding three new positions: Assistant Library Director, Election Warden, Firefighter/EMT
* Remove Deputy Moderator position
* Change Selectboard Recording Secretary and Shared Clerk positions to hourly
* Following positions to remain unchanged: Accountant, Assistant Accountant, Tax Collector, Assistant Tax Collector and Treasurer
* Increase Town Clerk rate by $2,500 in FY25 due to increased responsibility of vetting and posting all meetings.
* Do not apply COLA on a yearly basis to salaried elected positions. Appointed salaried positions at the Fin. Coms discretion.
* Change the following positions to and hourly rate times average number of hours worked. We recommend $20/hour. Assessors, Board of Health, Financial Director, Road Commissioners, Selectboard, School Committee.
* Increase the Town Coordinator position by $2/hour/year over the next three years in an effort to achieve a median salary of the average of six towns(see attached). Addition of a COLA would be at the Fin. Coms discretion.

Please see accompanying spreadsheet with List of Positions for further detail.

If you have any questions, please contact me via the following.

Thank you,

Carolyn Manley

Treasurer

Town of Wendell

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