

**General Government Subcommittee**

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**Minutes: Warrant Committee General Government Subcommittee Meeting**

May 21, 2014 convened at 6:46 pm  
Chenery Community Room  
Chenery Middle School, 95 Washington Street, Belmont, MA

Present: Adam Dash, Chair, Liz Allison, Roy Epstein, Jenny Fallon  
Also present: Town Administrator David Kale and Town Human Resources Director Diane Crimmins

Absent: Jim Gammill

I. Approval of minutes of May 7, 2014

Allsion-moved approval, Epstein-second. Approved 3-0, 1 abstention

II. Review and discussion of the non-union positions pay study conducted by Human Resources Services, Inc.

Kale said that the net cost is \$7,000 total to bring a few employees to the midpoint. There are 50 non-union employees in town. The Town is validated that it is in the right bandwidth in basic salary structure, and can attract qualified people now.

Crimmins said that it has been 10 years or more since this type of study was done. It is a step in succession planning for aging department heads with coming turnover. \$4.4 mil non-union salaries now, and the change is only a \$7,000 increase. HRS used the same person who did studies for Arlington and Burlington. The study could defend the town from pay discrimination suits.

Kale said that the study was less than \$10K in cost. Most salaries are at or above midpoint now, so not many would change. The Board of Selectmen met on the study and unanimously voted to implement the plan. The new pay numbers are in the FY 15 budget. It was a good exercise to validate the Town's non-union pay.

III. Review and discussion of elected officials' salaries

Warrant Article 18

Kale said:

Treasurer-2% increase given to non-union employees. The Treasurer is past the mid-point.

Clerk-4% increase. The Clerk is below the mid-point, and is getting half of the increase at 2% plus COLA of 2% from last yr.

Fallon moved favorable action, Epstein-second. 4-0 approved.

#### IV. Adjournment

Allsion-moved. Epstein-second.  
Yes-4-0

Adjourned at 7:17pm

Submitted by Adam Dash,  
General Government Subcommittee Chair