

Budget Committee Meeting Minutes 4-18-19

Meeting called to order 6:50pm by Sandy Cloutier.

Attendance: Todd Delaney, Sandy Cloutier, and Tim Goodwin
Councilor Nesbitt was also in attendance.

Review of Open items:

COLA Rate: The committee began with the review of the salary competitive analysis that was provided by Gesualdi. There was discussion concerning the town still being behind with the salary compensation levels in relation to other towns within the market range. It was discussed that a 3% increase is only meeting cost of living numbers and we were not gaining on closing that gap. The committee will make a recommendation to the council to increase this amount in an effort to close this gap.

Committee members are concerned that as minimum wage continues to increase the town will fall further behind which could have a substantial impact in future years and on the operations in the event we lose a key individual as well as the concern of how long the position would remain vacant if the salary is lower than competitive towns.

Finance: The committee also reviewed the information provided with the IT position. Discussion occurred around the outsourced costs of IT vs cost to hire additional person understanding that the current outsourced costs will not be reduced. Understanding the town has a need, the committee believes the town can expand on the outsourced services including response time to cover and monitor the areas of responsibilities as outlined for the proposed position and save the town substantial funds in the FY2020 budget.

It was further discussed to recommend the council consider options such as a part-time or as needed intern student from colleges such as USM or St. Joseph's that could be hired to help assist in some functions that may need more immediate attention, such as when new computers are purchased or the conversion and training with the new windows environment expected around the end of 2019. This type of opportunity could provide much needed or wanted experience for a college student and still save the town from the overall salary and benefit expenses of a full time IT person.

The committee will ask the council to review and consider these final recommendations at the town council meeting on Tuesday, April 23, 2019.

Meeting Adjourned: 7:30pm

Respectfully submitted,
Sandy Cloutier