Finance Committee

September 13, 2021

Notes

Call to order at 6:01 p.m.

Present: Ginger Robinson, Nate Messer, Michèle Higgins

Absent: Joyce Muka

Guests: None

In answer to whether Tom Raffensperger is actually on the Finance Committee or not: Nate has learned that his work schedule conflicts with office hours at the Town Offices.

Nate recommended that Tom call to make an appointment.

We noted that the Town Offices password is not readily visible and should be. Michèle will mention this to Michele Giarusso.

The discussion at this meeting was primarily for recommending a salary/wage range for the new highway laborer position.

We made a careful examination of the FRCOG wage/salary report for the county, focussing on towns that are relatively the same size as Leyden. While we did look at Deerfield and Erving, for instance, we did not spend much time with their charts because we do not feel that we are in the same size and budget range as they are. We also looked at job descriptions from Zip Recruiter which has actual job descriptions listed.

We also looked at the Town’s job description and noted that there is no mention of equipment operation but did note that there is a certain knowledge and experience expected. We want a bottom dollar range to correspond with little or no experience and a range for various kinds of experience.

We looked at Leyden’s highway wages. While the Superintendent’s wage is clearly stated on the budget pages, it is not clear what the wages for others are. We know that there are occasional/temporary workers, and those wages are not clear. One example is how much is spent for the person who mows the roadsides is unclear.

We think we should make a proposal, vote and forward it to the Selectboard.

We feel that the pay range should be between $18 - $23 per hour with, as previously stated, the higher end being for a person with more experience. The lower range would be for someone with less experience. In looking at some of the job descriptions in Zip Recruiter, we noted that certain qualifications are generally expected: hoisting 2B and CDL Class B license. (We had to check on what a hoisting license is.) Our recommendation for $23 would be for a qualified applicant who would need no training.

Nate made a motion to accept the following salary recommendation and that it be brought to the Selectboard. Michèle seconded. Ginger voted in the affirmative. Joyce was absent.

“FINANCE COMMITTEE RECOMMENDATION

for

HIGHWAY LABORER SALARY

We recommend $18.00 and hour for an applicant with 1 - 3 years experience who may need training but who holds a hoisting 2B and CDL Class B license and up to $23.00 for an applicant with more than 3 years experience and needing little to no training on all equipment.

These numbers come from close examination of the FRCOG Municipal Wage and Salary Survey 2021 as well as ZipRecruiter.”

Ginger will bring this to the Selectboard.

In unanticipated business, we mentioned the need for the Town to look at cybersecurity.

Nate made a motion to adjourn at 7:40. Michèle seconded. Ginger voted in the affirmative.

Our next meeting is tentatively scheduled for November 3, 2021.