**Town of Wales**

**Finance Committee Meeting Minutes**

Tuesday, 12 June 2018 @ 7:30 PM

Wales Town Hall

In attendance: Keith Davis, Kimberly Jorge, Roy Lainson

**Called to order at 7:35PM**

Joint meeting with Board of Selectmen

Ed Boyce states that the hiring process for the senior center director position has thus far taken approximately 2.5 months and has involved the review of 14 applicants. The BOS has arrived at a candidate that they approve of however the senior center director salary line item does not meet the candidate's minimum salary requirements. A salary survey of senior center directors which was conducted by the previous senior center director and verified by Roy demonstrates that even if we meet the $17/hour request, it would still be less than the other salaries in the area. The applicant started negotiations at $20/hour but has tentatively agreed to accept the position for a minimum of $17/hour. He or she is moving here on the 23rd of June and would start in early July.

Roy: Does the candidate appear to be interested in this as a long-term career? The BOS indicate that he or she does appear to want to stay long-term. Did the BOS rule out both underqualified and overqualified individuals and come to the decision that it would be impossible to hire an adequately qualified individual at the allotted salary? The BOS endorses that they adequately vetted the candidates and cannot find a qualified individual to pay less than $17/hour.

Previously, the Finance Committee came to the conclusion that $15/hour would fit into the budget for the previous senior center director due to her experience and qualifications however since this individual's resignation, the FY19 budget only accounted for her previous salary of $12.67/hour. How should this position salary increase be funded? It will require a line item increase of $4,205 which the BOS intend to fund out of Norcross but it will need to be accounted for in the FY20 budget.

Motion by Roy to move $4,205.17 from Norcross for the purposes of funding the senior center director salary line item and incorporate this salary change into subsequent budgets.

Seconded by Keith

All in favor

The motion passed unanimously

Keith asks about the status of the health insurance. The treasurer has to call for all relevant parties for an insurance committee meeting. There will be no pricing until November, but the Finance Committee strongly recommends that the insurance committee meetings begin soon.

Motion by Roy to adjourn at 7:55pm
Seconded by Keith

All in favor

The meeting is adjourned at 7:55pm.