

**BOARD OF SELECTMEN
SPECIAL MEETING
June 19, 2009
(Subject to Approval)**

PRESENT: First Selectman H. William Davis, Jr.
Selectman Carol Hubert
Selectman Ken Kerin
Selectman Barbara McLaughlin
Selectman Stuart Somers
Selectman John Turk

ALSO PRESENT: Treasurer Bill Sarosky and Assistant to the First Selectman
Jennifer Naylor

CALL TO ORDER

First Sel. Davis called the Special Meeting of June 19, 2009 to order at 10:07 a.m. in Room 208 of the Town Hall. Mr. Davis then recused himself and left the room. Sel. Hubert was then in charge of the meeting.

Treasurer Sarosky explained his revised scenarios for allotting the money available for merit awards.

Sel. Hubert noted that because there is nothing in next year's budget for merit awards or increases, these are one-year only awards that are being considered at this time.

Sel. Kerin noted that these awards are not salary increases, but more like bonuses.

Treasurer Sarosky noted that town hall employees will see a decrease in their take home pay next year because their cost for health insurance is going up.

Sel. Kerin suggested for consideration some other scenarios for allotting the awards money and passed out a sheet listing them.

There was a lengthy discussion of both Treasurer Sarosky's scenarios and Sel. Kerin's scenarios. The consensus settled on Mr. Sarosky's third scenario.

Upon a motion by Sel. Somers, seconded by Sel. Turk, it was, with Selectmen Hubert, Kerin, Somers, and Turk voting Aye and Sel. McLaughlin voting Nay,

RESOLVED, that the Southbury Board of Selectman approve paying a total

of \$48,707.42 before the end of fiscal year 08/09 to the non-union full time town employees in the form of one time merit awards, the individual awards to be determined by the employee assessment evaluations done in FY08/09.

Sel. McLaughlin stated for the record the reasons why she voted Nay. Firstly, when this was passed unanimously by the full Board of Selectmen who were seated at the time, it was to be a merit based process. To Sel. McLaughlin there is zero merit in showing up and doing your work satisfactorily. Keeping your job is your reward. If you are good or excellent then merit applies to you. If you are mediocre Sel. McLaughlin does not think it does. Secondly, Sel. McLaughlin thinks it is a slightly devious way of giving the non-union employees an increase in salary even though the Board touted the fact that it wasn't giving any raises to the town hall employees in the coming fiscal year. Thirdly, if Sel. McLaughlin were a public works employee she would be very disappointed because they accepted a zero raise because town hall was not getting a raise.

Sel. Somers pointed out that the money for the merit awards was in the budget and was promised to the full time non-union employees prior to any union negotiations going on.

Sel. McLaughlin said they were only promised if they were qualified – were meritorious. And, she added, she did not think that "satisfactory" was meritorious.

The consensus was to reconsider sometime down the road the question of future merit raises and methods of employee evaluation.

First Sel. Davis returned to the room at this point.

It was decided to have a Special Meeting of the Board of Selectmen to discuss the Charter Revision and to make recommendations to the Charter Revision Commission on Thursday, June 25, 2009 at 7:00 p.m.

Sel. Somers congratulated Sel. Kerin on the new town website.

Sel. Turk moved, seconded by Sel. Hubert, to adjourn the meeting at 11:00 a.m. All were in favor.

Respectfully submitted,

Jocelyn Bagger