



SPECIAL SELECTMEN'S MEETING

November 27, 2007

The Board of Selectmen held a Special Selectmen's Meeting on Wednesday, November 27, 2007, at 3:00 p.m. in the Selectmen's Conference Room.

PRESENT: Lawrence K. Groh, Jr., First Selectman; Sarah F. White, Selectman; Kathleen A. Hiatt, Selectman;

CANDIDATE INTERVIEWS FOR ANIMAL CONTROL OFFICER POSITION – EXECUTIVE SESSION

Motion made by Mr. Groh, seconded by Miss White, to go into Executive Session for the purpose of interviewing candidates for the Animal Control Officer position at approximately 3:07 p.m.

Mr. Groh	-Yes
Miss White	-Yes
Ms. Hiatt	-Yes

The Board came out of Executive Session at approximately 4:12 p.m.

Motion made by Ms. Hiatt, seconded by Mr. Groh, that the First Selectman be authorized to offer the job to a candidate for a salary up to \$15,040.00 for the '07-'08 budget year.

Ms. Hiatt	-Yes
Miss White	-Yes
Mr. Groh	-Yes

JOB DESCRIPTION FOR ANIMAL CONTROL OFFICER - DISCUSSION

Mr. Groh stated that there is no job description for the Animal Control Officer. Ms. Hiatt suggested looking at the State of Connecticut Animal Control Officer guidelines. Miss White suggested taking things from the candidates' resumés to construct a job description. The Board agreed to not delay the job offer based on the lack of a job description. Mr. Groh stated that he would get a draft of the job description by the December 4th Selectmen's meeting.

Ms. Hiatt asked if anyone spoke with Employment Counsel in regard to whether or not the position can be salaried. Mr. Groh stated that Employment Counsel suggested that the Board put an hour to the position. Mr. Groh stated that he did not want to put hours on the position and Miss White agreed. Mr. Groh said that you do whatever it takes to get the job done.

Ms. Levesque said that Employment Counsel said that the law does not allow the position to be salaried unless the Town can demonstrate that the position is exempt under very strict guidelines

and that Employment Counsel may not be able to reasonably defend the Town's position that the job is salaried. Ms. Levesque said that Animal Control Officer's around the State are hourly and in the Union. Ms. Levesque said the Town could go on status-quo unless someone was to challenge it. Ms. Levesque also said that if a candidate works for the Town in another position and the two positions bring the amount of hours worked to over 40 hours it could trigger overtime liability and that if the candidate works a combined 20 hours or more, then the candidate is eligible for benefits. Mr. Groh asked the Board if they wanted to continue that or not. Mr. Groh stated that the issue of benefits may be more of a discussion for budget season.

Ms. Levesque stated that if a candidate does qualify for benefits by working 20 hours or more, then the benefits would kick in on the first of the month following 30 days from the date of hire. Mr. Groh stated that he did not know if it is the Board's decision whether or not to do this. Mr. Groh stated that the Animal Control Officer position does not have an amount of hours associated with it. Ms. Hiatt stated that the Custodian's position is 16 hours per week, and it is reasonable to assume that the Animal Control Officer's position would require more than four hours per week. Ms. Hiatt also stated that in the past, other salaried employees with a specific amount of hours applied to them have received benefits.

Ms. Levesque informed the Board that the Town's policy is that if a person works for the Town 20 hours or more, not just in one position, the employee is eligible for benefits. Miss White said that the Town should look at this policy given budget constraints and the burden it puts on the Town to offer benefits at 20 hours.

ADJOURN

Motion made by Ms. Hiatt, seconded by Mr. Groh, to adjourn the meeting at approximately 4:30 p.m.

<i>Ms. Hiatt</i>	<i>-Yes</i>
<i>Mr. Groh</i>	<i>-Yes</i>
<i>Miss White</i>	<i>-Yes</i>

Recorded and transcribed by:
Tonya Levesque