

**Board of Selectmen  
Special Meeting  
Monday January 7, 2008  
5:00PM  
Court Room**

**1. Call to order**

Meeting brought to order by Catherine Osten, First Selectman at 6:02 PM. Present was Selectmen Edward Meadows and Kevin Generous. Also present: Noreen Foley, Rebecca Cipriani, Reggie Patchell, Gerry Meadows, Kord Jablonski, Christian Mueller, and Mike Smith

**2. Discuss Recreation Employees salaries**

The summer recreation employees did not receive the increase promised to them because the budget had not passed. They were told to keep working and as soon as the budget did pass then the difference would be compensated.

C. Osten – summer recreation employees were promised a raise at 8% by Mike Smith and Karen Hurst. The previous First Selectman did not honor the raise because no non union employee had received a raise in 2007/2008.

She states that the Town can not hire any employees as contracted employees. She was told by the Town Auditor to hire summer recreation employees as seasonal employees to comply with IRS rules.

C. Osten would like to establish an ordinance to establish a Recreation Commission. States the Recreation Committee was set up in 1965, as an informal Committee with no authority to make decisions. Policies need to be established on how employees are hired and apologizes that R. Cipriani was placed in the middle of this situation as well as the new Selectmen.

R. Cipriani stated she volunteered 100 hours in addition to her paid hours.

K. Generous states the program was well organized hiring professional certified teachers, two aides, one substitute and a trained nurse. He states temporary salaries should be treated differently than salary employees; he says the Town made a mistake because summer recreation employees should have been paid. He also states that the Board of Selectmen should not reverse a decision when the Town's people agreed to pass this budget.

C. Osten states all School, Town Hall, Garage and all other Town employees are professionals whether working monthly, bi-annually; semi annually or yearly and none of them that were not union people received a raise. All employees should be held to the same standards. Clearly this could have been handled in September or October by the previous administration. The Recreation Committee should be revamped to avoid future problems. Our decision was not wrong because all Town Employees gave a lot last year.

K. Generous –summer recreation employees who worked with the children last year need to be complimented on their work. This does not mean to say that Town employees are not doing their work. The summer recreation employees working in this program were promised to be paid. Essentially the money is there in the budget and the amount is approximately \$800. K. Generous feels the summer employees should be paid what was agreed in advance subsequently performed.

C. Osten states the decision to pay an employee needs to come from the First Selectman's office and not from other people; they should also be hired by the First Selectman so that this does not happen again.

K. Generous- Recreation Committee was not told how to run the summer program; they should have a layout of what they can and can not do.

The decision on whether or not to pay the difference to the Summer Recreation Employees will be made at the next Board of Selectmen's meeting to be held on Wednesday January 9, 2008.

**3. Adjournment**

- Motion made by K. Generous, seconded by E. Meadows to adjourn meeting. Unanimously voted.

Respectfully submitted by,

Catherine A. Osten  
First Selectman