

**Excerpt from 2023-11-27 Selectboard Meeting Draft Minutes:**

**“Zoning Wages:** Bob said that the Town does not yet have the final year end dollar amount spent. Zoning wages are comprised of two different payments: one is the \$60/permit application that is paid for by the permit application fee of \$85; the other is payment for additional hours for office hours, violations, and research. Bob said he believes the Town had 29 permit applications this year; at \$60/permit, that yields a total of \$1,740. Brad and Bob agreed that the allocation for Zoning Wages in the budget should not include anticipated payment of \$60/permit, as that money actually comes from the permit fees that the Town charges; factoring the payment of the \$60/permit into the budget allocation results in the Town raising the money twice - once from the permit fees and once from the budget. Bruno said he thinks the Town should bring the pay back to the \$60/permit and get rid of the \$20/hour fee. Brad said that must be done at a Selectboard meeting with it posted on the Agenda, so the Selectboard can act on it. The Selectboard also must vote to get rid of the formula for calculating the Town Clerk and Town Treasurer salaries. In response to questions from Brad and Scott regarding the timeframe within which these decisions must be made. Bob said the budget is set at a special Selectboard meeting in mid-January; this preliminary discussion is intended to help streamline that January meeting. The Selectboard therefore decided to add action on Town wages to the Agenda for the upcoming December 4th meeting.

Bob said he had some pushback against eliminating the \$20/hour for additional work by the Zoning Administrator (ZA); that \$20/hour compensates the ZA for time spent on additional legwork for violations; without the \$20/hour fee, there is no money to pay the ZA for that work. Scott asked what the \$3000 in the budget is for, to which Brad replied, “That’s what we are doing away with.” Mary reminded the Selectboard that Bruno proposed and the Selectboard voted to pay the ZA both the \$60/permit and the \$20/hour for additional work when Eileen Thietten was briefly the ZA in November 2022. Bruno said that was because Eileen requested that to take the job, in accordance with what she was paid in Guildhall. He continued to say that the issue is that a lot of this work is volunteer work, and he thinks that people are “taking advantage of the pay off the Town.” He remembers when the ZA did not get paid at all; Bruno said he was the one who brought up that the ZA should get paid for the job, back when Ricky Hart was doing the job. “This isn’t a job where people should make a living out of it, make money out of it. Basically, they are doing it as a volunteer and making a little money at it.” Amy said that she had asked for the additional money when Lloyd was the ZA, when he was doing a lot of extra work with research and letters, but was not getting paid for that work. The Buyak case is a perfect example, she said; Lloyd did a lot of work for that case, but because there was never a permit pulled, there was no pay. She said that wasn’t fair to do to Lloyd, that Bruno thought that the person he brought in to be the ZA was worth the \$20/hour, and that sometimes there is a lot of work the ZA is doing that we just do not see. Bruno concluded the discussion with saying that this topic would be discussed at the December Selectboard meeting. “