

Charter Revisions Requested by BOS

Section	Change	Rationale
Table of Contents Section 8.6 (page 2)	Change title from “Director of Civil Preparedness” to “Director of Emergency Management”.	Civil Preparedness is an obsolete title. The title is correct on page 21 of the charter but not in the TOC. (The 2002 charter had the same oversight.)
6.3(j)	Delete “and input from the Long Range Capital Planning Committee”	This is the only mention of the LRCPC in the charter. We’re evaluating our budget development process. Changes to it may or may not impact the LRCPC. The committee was established by an ordinance so any change to it would require a town vote.
8.14 (a)	<p>Reword to read:</p> <p>The Board of Selectmen shall be responsible for the hiring and termination of all Town employees. On a case by case basis, the Board of Selectmen may delegate these responsibilities to the First Selectman. The First Selectman or designee shall be responsible for the review, evaluation and discipline of all Town employees.</p>	<p>The proposed wording streamlines handling routine personnel matters. It allows the BOS to delegate hiring and/or termination responsibilities to the First Selectman when they feel it is appropriate such as the recent hire of a part time transfer station attendant.</p> <p>Note: Both the proposed wording and the current wording conflict with the Clerical contract which makes the First Selectman responsible for hiring, termination and everything in-between. We’ll have to negotiate any change during the contract renewal this year. The negotiations should be completed long before the charter revisions are voted on.</p>

8.14 (b)	<p>Reword to read:</p> <p>The Board of Selectmen shall establish wage rates, salaries, job descriptions and working hours for all Town employees, except when the terms and conditions of employment of a Town employee are governed by a collective bargaining agreement and the Town's obligations under applicable law.</p>	<p>The current wording is in violation of the Municipal Employees Relations Act (MERA).</p>
9.4 (c)(2)	<p>Delete the last sentence of the paragraph</p> <p>“Transfers within agencies of amounts exceeding \$1,000.00 shall require Board of Finance approval.”</p>	<p>This requirement wasn't in the 2002 revision to the charter. I don't know why it was added. It creates a lot of unnecessary work. It's contrary to our long-standing policy of allowing departments managers to manage their budgets as long as they don't exceed their total budget. (At the Town Meeting we approve the department budgets not their individual lines.)</p>