

Melissa Noe

From: Melissa Noe <townmont@verizon.net>
Sent: Tuesday, March 18, 2014 9:21 AM
To: [REDACTED]
Subject: Internal Job Comparisons

Good Morning,

I was a bit disappointed after yesterday's meeting to hear that Muriel plans to take a stand at town meeting to defend the proposed increases to the Chief and Sergeant's salaries by pitting employees against each other specifically me against the Sergeant and further lowering morale. This may not have been Muriel's intention but is the outcome.

I feel that when comparing it should be done as it is with the ECAC, amongst departments and like positions, not internally amongst positions that cannot possibly be compared. As I stated in the meeting yesterday the Sergeant position and mine are not anywhere alike. We both require different training and job skills and we have both been in our positions with the Town for very different lengths of time. I will be here with Monterey for 10 years on July 5th and earned my way up to the salary that I currently make (which has only been an increase of \$6,294 over 9+ years, it should be noted that the salary for the full time officer was actually decreased in FY10 by the Chief when he was looking for a new person to fill that spot).

Yes my posted hours each week are 37.5 but I do have 2 (not 1 as was incorrectly stated this morning) Board of Health meetings a month and others that pop up from time to time. I also do not leave my desk for lunch and am available to the public for the whole day (with the exception of days when I really need a breath of fresh air and step outside for 15minutes to a ½ hour). It was explained to me when I took the job that the hours worked were 37.5 a week instead of 40 because it took into account that lunch would usually be a working lunch and that there may be occasional meetings I would have to attend.

The position of Sergeant also has the opportunity to make a lot more than the approved upon salary by working details in Monterey and surrounding towns at a rate of \$40/hour (sometimes more depending on the town where the detail is located), this option is not one that I have. I do have the ability to get paid hourly for the work I do for Con Comm but I have chosen not to take advantage of that just as I chose not to collect the additional salary for being the ZBA clerk but rather to take comp time for the work done for them thus helping the Town by lowering the budget (this line is now at \$1). I know that Muriel was not comparing how we do our jobs and I appreciate that she recognizes what a great job I do but the comparison of our jobs to justify salaries is just not fair.

To compare my salary and the Sergeant's would be like comparing the salary discrepancy between the Director of Operations and the Chief of Police. The Chief has been in his position a lot longer than the Director of Operations yet he makes \$4725 less and it was only last year that he started to inch up in being closer to the same salary. It is curious why my position was chosen for comparison when the Foreman of the Highway Department makes more than the Sergeant (and me) and their jobs are at least a touch more similar in nature than mine is.

Another reason why this comparison is not fair is that my position has been one that the Town has had in place for far longer than I have been here. The salary had time to build over the time it has been existence (at least 18 years as a full time position to my knowledge, 9+ for me and 8+ for Bonnie Jurgenson) whereas the position of a 2nd full time officer has only been around for 7+ years (the first time it was a budgeted line item was after the grant expired in FY07). The full time officer position was created as a full time officer not as a Sergeant and the salary reflects that. I was not offered a salary bump when my title changed from Inter-Departmental Secretary to Executive Secretary (nor was I seeking one).

It is difficult enough to compare like positions amongst the surrounding towns seeing how each position handles something differently, works different hours and is offered different benefits packages, it is downright impossible to compare 2 positions that are not even in the same department or have similar responsibilities.

It is with these arguments that I respectfully request that Muriel does not pursue this defense which will most certainly decrease the morale more than it has right now and will create more adversarial situations amongst the employees beyond what the contract issue has already created. I will be printing off a copy of this email for discussion at Monday's meeting.

Thank you for taking the time to read and consider this email and the implications the argument Muriel plans to make will have on everyone.

Sincerely,

Melissa Noe

Executive Secretary

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