

# Full Time Planner vs New PT HR Position?

<b>Current Positions</b>	Planning Consultant	<b>\$42,000</b>	15-18hrs week consulting
	Panning Board Assistant	<b>\$24,012</b>	20 hrs week
	Board of Appeals Assistant	<b>\$14,059</b>	10.5 hrs. week
<b>New Requested Position</b>	Human Resources(HR)	<b>\$39,672</b>	Part Time (20-30hrs??)
	<b>Total</b>	<b>\$119,743</b>	<b>Total (Not including benefits)</b>

<b>Purposed Changes</b>	<b>Full Time Planner</b>	<b>\$74,000</b>	
	<b>Planning Board Assistant</b>	<b>\$18,009</b>	<b>15 hrs. week</b>
	<b><u>Board of Appeals Assistant</u></b>	<b><u>\$7,030</u></b>	<b><u>5 hrs. week</u></b>
		<b>\$99,039</b>	
	<b>Total Salaries from Above</b>	<b>\$119,743</b>	
	<b><u>Purposed Changes</u></b>	<b><u>\$99,039</u></b>	
		<b>\$20,704</b>	<b><u>Additional for other priorities</u></b>
			<b>Police Dept. Assist.</b>
			<b>Admin. Dept. Assist.</b>
			<b>Cost of Benefits</b>

## Keynotes:

### Human Resources Position

**Not a listed appointed position in our charter. Not a position for past 10years+. Why Now?**

**HR activities can be performed by the Town Administrator/Personnell Board & Town Counsel when needed.**

Personnel Bylaw/Article II Section 3 - 3F1 (Full Description)

5 member board=1 fincom /1 Select Board/1 Paid Employee/2 at large members

Personnel Bylaw/Article II Section 4a1

Town Administrator shall serve as Personnel Administrator

See Complete Personnell ByLaw for more details

### Planning Administrator/Planner

**Listed appointed positions in our charter**

Most valuable postion we could employ to help move town forward

MASTER Plan/Extensive list/mostly fall under the Planners responsibilities

Fulltimer will colaborate internally and outside town to bring resources to help us grow.

Build solid lasting relationships with employees/residents/organizations and other state agencies

Grant writing and implementation (which should not be a Select Board Activity)

We need to start someone now so they are in full gear over next year or two.

### Planning/Appeals Board Assist.

**Same person in two postions, total hrs 30.5 weekly, reduce to 20 hrs weekly**

Full time Planner will perform some of the administative duties as part of their job.

Board of Appeals only met 4 times in 2020.

We do have the resources to add more hours if necessary.