



# TOWN OF UPTON, MASSACHUSETTS

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## BOARD OF SELECTMEN

**TO:** BOARD OF ASSESSORS  
**FROM:** BOARD OF SELECTMEN  
**SUBJECT:** STRATEGIC INITIATIVE, PART TIME ELECTED OFFICIALS COMPENSATION  
**DATE:** WEDNESDAY, APRIL 16, 2014

The Board of Selectmen (BoS) wants to acknowledge and thank the Board of Assessors (BoA) for their letter dated April 3, 2014. The BoS recognizes that the review of strategic initiatives requires discussion from all points of view. This dialog will help us achieve the best outcome and meaningful impact. The BoS is concentrating on part time elected officials with this initiative and may address appointees at a future date. The BoS consider the Treasurer / Collector a full time elected official and is not part of this conversation. The BoS is interested in discussing the BoA proposal to hire a professional assessor.

With respect to the current level of compensation for elected part time officials; all elected officials should be aware of their role, responsibility, and authority of the elected position prior to running for the office. All elected part time officials provide value to our community through their service. Elected part time officials are not on a time clock and need to fulfill their duties as specified by either Town bylaw or State statute. The BoS recognizes the time and dedication that the BoA, Board of Health, Planning Board, Regional School Committee, and all the other part time elected officials spend to fulfill their duties. All elected officials should be reimbursed for training, out of pocket expenses, and be recognized for their volunteer service.

The BoS believes that all part time elected officials should receive compensation as a thank you for their service rather than by their position. Each position has a specific role, responsibility, and authority. How do you quantify the value of an elected official that is responsible for a \$5.6 million dollar budget, the public's health and safety, the education of our children, the development of our community, the assessment of taxes, and/or the development of specific public services? There is no practical or equitable way to determine hourly compensation for these officials. The BoS believes it would be unsustainable to compensate all part time elected officials at the level the BoA currently receive, therefore the BoS is recommending a balanced approach of \$500 per official.

The BoS wants to increase transparency of elected officials' compensation and allow officials to determine if they want to serve at the proposed compensation level. Therefore the BoS will be proposing this compensation initiative be voted on at the 2014 Annual Town Meeting and become effective at the start of the July 01, 2015 fiscal year.

**BOARD OF SELECTMEN**  
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