

Strategic Rationale Overview; Elected Official Compensation – R2

Strategic Objective / Initiative Describe specific objective / initiative related to BSC including improvements to processes and procedures, enhancing outcomes, etc. and the impact achieving these plans will have on your department, division or the organization.			
BSC Division / CY	Board of Selectmen / CY2014	BSC Perspective:	Financial & Internal Business Process
Strategic Theme:	Fiscal Accountability // Responsibility & Accountability	Objective Name	Elected Officials' Compensation
Objective Description:	Develop standards for elected officials' compensation. Also specify that elected officials shall not be considered an employee of the Town and are not eligible for health insurance. Note the attached warrant article.		
Initiative Description:	Recommend that the Town consider a by-Law to regulate the amount of monetary compensation that part time elected officials receive annually. There is an inequity amongst elected officials with respect to the monetary compensation they receive. The compensation range is \$0 to \$6,000. Note the attached list of all elected positions and their budgeted compensation and proposed compensation.		
Initiative Rationale:	Create a by-Law with standards governing the level of monetary compensation for all elected part time officials. The first goal of this initiative is to treat all elected part time officials with fairness and with equality. The second goal of this initiative is not to increase the summation of these budgeted line items.		
Measure / Unit:	Monetary Compensation // Dollars Elected Officials // Each	Measure Description:	<ol style="list-style-type: none"> Number of elected part time officials Number of elected part time officials receiving compensation. Summation of all part time elected officials monetary compensation, actual dollars. Summation of all part time elected officials monetary compensation, proposal dollars
Formula:	Actual Dollars – Proposed Dollars = Savings $\$24,691.00 - \$23,000.00 = \$1,691.00$ Actual Comp Officials - (Proposed Comp Officials) = Delta $13 - (40) = 27$	Data Source:	Annual Town Budget Report FY2014
Target:	Summation of all part time elected officials receiving proposed monetary compensation, proposal dollars. \$23,000.00 40 elected part time officials receiving proposed monetary compensation.	Baseline:	Summation of all part time elected officials receiving monetary compensation, actual dollars. \$23,000.00 13 elected part time officials receiving monetary compensation.
Target Rational:	Provide equal compensation to all part time elected officials that has a summation that is equal to or less than the existing condition.	Objective Milestones:	<ol style="list-style-type: none"> Define - provide metrics Analyze – meet with elected officials and discuss Plan – warrant article for Annual Town Meeting Implement – affirmative vote at Town meeting Evaluate – effect on retention and candidates for election