

Robert P. Reardon

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BELMONT, MA.
MAY 20 3 35 PM '10

May 20, 2010

Ellen B'Brien Cushman, Town Clerk
Town of Belmont
455 Concord Avenue
Belmont, MA 02478

Dear Town Clerk Cushman,

I wish to present the following a mendment to Article 5 on the Town Meeting Warrant.

ARTICLE 5

MOVED: That the pending motion be amended by substituting for Town Clerk Salary \$60,000, the amount of \$76,683, said additional sum of \$16,683 being transferred from Free Cash.

Sincerely,



Robert P. Reardon
Town Meeting Member
Precinct 6

Robert P. Reardon - Precinct 6

Dear Fellow Town Meeting Members;

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I have submitted an amendment to Article 5 of the Town Meeting Warrant to address what I see as an inequity which should be corrected. The Town of Belmont has been fortunate to have many qualified individuals run for elected office and serve the Town admirably giving above and beyond the stated job responsibilities. At the most recent annual election we had the opportunity to elect a new town clerk from qualified candidates and has been done in the past elevating an experienced member of the office. Just prior to the election the Warrant Committee conducted a review of the salary assigned to the position and made a recommendation to reduce the salary by approximately 25% from \$80,697 to \$60,000. While no one can argue with a reduction in the salary, from what the experienced Town Clerk Dolores Keefe was earning, the reduction seemed to me excessive and caused me to do some research. Having been involved in town government since 1987, I was aware that is not the first time the issue of salaries for the Town Clerk and Town Treasurer has been debated and I thought had been resolved. In establishing the salary of the Town Clerk it is necessary to survey the salaries of positions in towns compared to the Town of Belmont to develop an appropriate salary range.

Town	Salary Range	Current Salary	Additional Compensation	Office Staff
Arlington	No Range	\$78,000	None	3FT & 1PT
Watertown	\$64,438 to \$84,243	\$83,000	\$1,000	3FT
Lexington	No Range	\$94,367	None	2Ft & 2 PT
Concord	\$60,828 to \$90,846	\$89,390	\$3,600	2FT
Wellesley	\$61,360 to \$91,240	\$76,178	\$1,800	3FT
Stoneham	No Range	\$63,000	\$2,200	5PT
Reading	No Range	\$62,000	\$600	3FT
Andover	High \$60's to \$80	Recruiting		
Median		\$78,000	\$1,800	
Mean		\$77,991	\$1,840	
Belmont - FY10	\$69,711 to \$97,595	\$80,697	\$3,000	3FT & 1PT
Belmont - FY11	\$69,711 to \$97,595	\$60,000	\$3,000	3FT & 1PT

The salary range for the Town of Belmont is based upon previous discussions on the issue and a letter from then Town Administrator Mel Kleckner which addressed the issue and tied the Town Clerk and Town Treasurer to the Management Position Schedule - Grade 18, which is shown in the above chart. Since the newly elected Town Clerk has prior experience in the office, as well as significant town and business experience, it would seem prudent to start her at a level above the entry level. Since the experience level of other Town Clerks is not factored in the above salary chart simply using the median or average would not be the best choice, but does give one a range for judging similar positions. It is interesting to note that the last time a new town clerk was elected in 1999 resulted in the starting salary being \$62,485 which exceeds the FY11 proposed salary without taking any consideration of inflation. The amendment I am proposing would establish the salary at \$76,683.00 which is half way to the midpoint of the Grade 18 position salary schedule and supported by other town clerk salaries in similar Towns.