

TOWN OF LYMAN, MAINE
SELECT BOARD FY 2024 PROPOSED SALARY CHANGES

Due to inflation of costs for services, we are anticipating potential increases for Fiscal Year 24:

Town Est Operating increase: \$422,759 (Paving, Plowing, Salt & Sand, Mowing, Waste Removal {transfer station} etc.)

County increase: \$32,573

School increase: \$93,746

TOTAL EST INCREASE (town operating only): \$549,077

EST MIL RATE INCREASE: \$.83

The Board has been charged with implementing a Town Manager for FY 24 in accordance with the new charter voted on by the Lyman Residents in November 2022. The Residents of Lyman have also voted to have a salary survey completed and the Board has been charged with implementing a plan. As a result, the Board was faced with an estimated total increase across all salaries and benefits of approximately \$153,790.

Town Est increase with Salaries, Benefits & Operating: \$702,866

EST MIL RATE INCREASE: \$1.07

The Board decided to level fund the Salaries & Benefits to reduce the burden on the tax payers while still implementing the requests of the tax payers to have a Town Manager. Given the results of the salary survey the board was tasked with developing a plan that would allow for the organizational restructuring of the new charter and have the least impact on Lyman taxpayers. To achieve this goal the Board has proposed the following to salaries and benefits.

With a consolidation plan:

Town Est increase with Salaries, Benefits & Operating: \$528,527

EST MIL RATE INCREASE: \$.80

SELECT BOARD CLERK: CONSOLIDATE THIS POSITION WITH THE TOWN MANAGER. The Town Manager responsibilities are very similar to this position. Our survey consultants stated that this job description would be the most challenging because having a Town Manager and a Select Board Clerk is virtually non-existent. All responsibilities currently held by the Select Board Clerk will become the responsibility of the Town Manager.

TREASURER VS. FINANCE DIRECTOR: CONTINUE WITH THE POSITION OF TREASURER. In a Town Manager run entity the Treasurer Title is usually held by the Town Manager. The entity then has a position called Finance Director in lieu of. In the proposed Salary Structure, the Treasurer is listed as a level 9 whereas the Finance Director is listed as a level 13. In an effort not to increase the salaries & benefits more the Board decided to leave this position as is.

DEPUTY TOWN CLERK: COVER THIS WITH IN HOUSE PERSONNEL. The Board took a look at these duties, and how they are currently being covered, and decided to continue covering this using in-house personnel instead of hiring an additional staff member.

TOWN CLERK: CONSOLIDATE THIS POSITION WITH THE TOWN MANAGER. The Town Clerk position will go from Elected to Appointed on July 1, 2023. No one has been appointed as the Town Clerk to date. The Board has looked at these duties and consolidated the Town Clerk Title and responsibilities with the Town Manager. Assistance will be given by Deputies named by the Town Manager to see these duties come to fruition.