

## **Compensation Review Personnel Policy Commission**

Minutes Meeting January 13<sup>th</sup>, 2026

Durham Community Center Room 4 6:30 pm

Meeting called to order at 6:40 pm by Chair Wilde.

Marie Wilde (present), Jessica Augur (present), Roger Kleeman (present)

Motion to approve the agenda made by J. Augur, 2<sup>nd</sup> by R. Kleeman. Motion unanimously approved.

Public Comment: "I think the committee is underutilized" R. Parmelee

Motion to approve the minutes of the November 13<sup>th</sup> meeting made by J. Augur, 2<sup>nd</sup> by R. Kleeman. Minutes from November 13<sup>th</sup>, 2025, approved unanimously.

Update on Charter Revision: Chair, M. Wilde met with Martin Anderson, the Co-Chair of the Charter Revision Committee, regarding Compensation Review Personnel Policy Commission and its current and past (under) utilization with regard to possible clarification of its charge in the revised charter.

Discussion of CCM training for professionalism, civic leadership, and management.

Old Business: Budget has been requested and submitted with the request for \$500 for secretarial minutes in the event it is needed, as well as \$2000 for HR consultation services since there currently are no HR services for the remainder of FY25 and possibly a portion of FY26 depending on the Charter Revision and the FY26 budget. In Researching HR consultation services Chair Wilde stated that fees run according to the ask and are anywhere from \$300-\$500/hr. This would give CRPPC the ability to consult if needed a few times during the next fiscal year.

New Business: Annual report written to First Selectman's office upcoming. Commission bulleted last year's workflow and agreed to organize key points for the next meeting. Policy submission to the town for Code of Conduct, Social Media Digital Content Online Communications Electronic Networking, Workplace Harassment Anti bullying, and Active Threat Workplace Violence all submitted August 26<sup>th</sup>. No word back from the First Selectman on acceptance or approval of said policies apart from acknowledgement of receipt.

Public Comment : R. Parmelee discussed town attorneys of the past in the town of Durham, remarking some on the difference in their fees. He discussed attorneys who used to not charge for phone calls or time spent with them, how some attorneys had excessive fees, how some considered phone calls and any time spent needed compensation, while some attorneys also served on the State Central Committee.

Motion to adjourn made by Chair Wilde, 2<sup>nd</sup> by J. Augur. Meeting adjourned at 8:15 pm