

**TOWN OF FREEDOM
RESOLUTION NO. 2024-08
A RESOLUTION OF THE TOWN BOARD OF THE TOWN OF FREEDOM ADOPTING A WAGE SCALE AS PRESENTED BY
PUBLIC ADMINISTRATION ASSOCIATES, LLC**

WHEREAS, the Town of Freedom is committed to ensuring fair, equitable, and competitive compensation for its employees to attract and retain qualified personnel; and

WHEREAS, Public Administration Associates, LLC, has conducted a comprehensive review of the Town's compensation structure and presented a recommended wage scale for Town employees based on regional wages, market conditions, and the scope of duties and responsibilities; and

WHEREAS, the Town Board has carefully reviewed and considered the wage scale as presented by Public Administration Associates, LLC, and believes that its adoption will enhance the Town's ability to recruit and retain competent staff, ensure wage transparency for employees, and maintain fiscal responsibility;

WHEREAS, it is in the best interest of the Town of Freedom to adopt the proposed wage scale to ensure a transparent, structured, objective compensation framework; and

WHEREAS, it is necessary to alter current administrative policies to accommodate the implementation and execution of the wage scale, the Town Board acknowledges the following procedures for implementation must take place:

1. **Adoption of the Wage Scale:** The Town of Freedom hereby adopts the wage scale as presented by Public Administration Associates, LLC, to be effective immediately with the understanding current employee wages will not be affected by this scale until January 1st, 2025.
2. **Implementation:** The Town of Freedom will implement the wage scale for all eligible employees and ensure that it is reflected in the Town's budgetary and payroll systems.
3. **Review:** The Town Board, in consultation with relevant stakeholders, will review the wage scale periodically to ensure that it remains competitive and equitable, adjusting the scale as necessary to align with market conditions and the financial position of the Town. This period should be every three (3) years.
4. **Notification to Employees:** The Town Administrator is hereby directed to notify all Town employees of the new wage scale and provide any necessary explanations regarding its implementation.
5. **Repeal of Conflicting Provisions:** All prior resolutions, policies, or portions thereof that are in conflict with this resolution are hereby repealed to the extent of such conflict.
6. **Severability:** If any provision of this resolution or its application to any person or circumstance is held invalid, the invalidity does not affect other provisions or applications of this resolution which can be given effect without the invalid provision or application, and to this end, the provisions of this resolution are severable.

NOW, THEREFORE, BE IT RESOLVED, by the Town of Freedom Board of Supervisors approves the attached wage scale as presented by PAA which will be in effect with the passing of this resolution until such time that it is amended, replaced, or rescinded by subsequent resolution.

TOWN OF FREEDOM BY:




Justin Schumacher, Chair

9/25/2024

Date

ATTEST



Dana McHugh, Clerk

9/25/2024

Date