

BOARD OF ASSESSORS - TOWN OF PEMBROKE
MINUTES – August 15, 2022 – 5:30 pm meeting

Present:

Board Members

Elizabeth Bates, MAA, Chair

Elaine Boidi, MAA, Member

Mary Quill, MAA, Member

Catherine M. Salmon, MAA, Chief Assessor/Appraiser

Items Signed: Monthly Report of Abatements

Appointments: 5:45 p.m. William Chenard, Town Manager

M. Quill opens the meeting at 5:40 p.m.

BOA signs monthly report of abatements.

M. Quill motions to accept the minutes of the 7-12-2022 BOA meeting.

E. Boidi 2nds. E. Bates abstains as she was not present.

Town Manager William Chenard joins the meeting at 5:50 pm. The Town Manager states that since CMS announced her retirement in June, he has been reviewing the viability of promoting the current Assistant Assessor J. Gigliotti. He had previously expressed that his preference is to promote from within the department if there is a strong candidate available. TM states that his review over the last months has included both the tasking of projects to JG to test competency, knowledge, and professional response, as well as outreach to people who have worked with JG over her many years of employment with the town and in the industry. After due diligence, he is confident in promoting J. Gigliotti to the position of Chief Assessor. W. Chenard states that he is not only impressed with Gigliotti's competency and professionalism but also with her level of education. E. Boidi and M. Quill who have both worked professionally with current Assistant Assessor Jeanne Gigliotti, have previously voiced their complete support in her promotion to Chief and fully support the Town Manager's choice. E. Bates voices her concern over the choice to promote within. She states that she thinks the town should advertise the position to see other available candidates. The Town Manager explains that he has had many conversations with his colleagues in other communities regarding the significant issue of lack of competent candidates in many municipal departments in this current job market. Pembroke has experienced open positions going unfilled due to lack of qualified candidates. Other managers have expressed an inability to find competent applicants. BOA members E. Boidi, and M. Quill who hold Chief Assessor positions in other communities, share similar stories of being unable to fill positions in their towns. E. Boidi questions why Pembroke would risk losing a qualified inhouse candidate by not promoting from within when it is very clear to active municipal leaders that there is a severe shortage of qualified candidates. E. Bates states that she was not aware that there was such difficulty in filling positions.

Discussion continues about the investment that Pembroke has made into the current staff. M. Quill reminds everyone that CMS has run an exemplary department for many years and that all three BOA members have previously expressed their admiration for her work, professionalism, and her well run department. M. Quill states that we have a highly qualified and educated candidate inhouse in the department that is so highly regarded, and the town should be looking to continue the success of the department by selecting the candidate most likely to continue that success. M. Quill again states that she worked with the Assistant Assessor for 13 years and is confident in her abilities to assume the role of Chief Assessor. She further states that Pembroke is currently in a revaluation year, and it is in the best interest of the office to appoint the successor now so that the office can begin its transition. The current BOA members that are active professionals in the field are very aware of the limited available candidates and strongly recommend that no more time is spent looking elsewhere when they have the qualified candidate inhouse. E. Bates says that she has stated her concern that she would like the town to advertise the position but that if everyone is in support of the Town Manager promoting the current Assistant Assessor to the position Chief Assessor, she would not oppose. Discussion continues. Town Manager will consider all information from this meeting.

The BOA will hold their next meeting on September 12, 2022.

M. Quill motions to adjourn at 6:55 p.m. E. Boidi 2nds. All in favor.

SEPTEMBER	BOA Meeting	09-19-22	5:30 p.m.
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