

**From:** Emily Day [mailto:emilyrday@yahoo.com]  
**Sent:** Friday, March 22, 2013 1:32 PM  
**To:** Tim Carroll  
**Cc:** Jeff Day  
**Subject:** Re: HRB

Hi Tim,

I do have something to say, but I don't have anything written for the packet right now. Will this email suffice?....

I did listen to the audio file from one HRB meeting where they were talking about my exit interview. My concerns are these...

(1) I think they over emphasized the issue with me having to gather information regarding procurement. My point was that it was time-consuming and distracting, but they seemed to think that there was a larger issue with us (or you) doing something illegal and that somehow I had to fix it. Yes, the procurement laws cannot be broken, but I didn't think of legality as the overriding issue, just communication with you about crossing our T's and dotting our I's. I think Bill really understood that distinction when we had our own exit interview.

(2) My concerns about not being able to grow in the job were more about the fact that I think the Town Accountant should spend more time in a forward-looking role, rather than solely a bill-paying, report-running, procurement-policing role. It was not about me being a CPA, or being over-qualified for the job. I think I made strides in this direction, and the BOS (and you) should support the next Town Accountant in this area. This position can be a great financial resource, not just a bookkeeper.

(3) I was not bitter about any one person getting a re-grade. I am absolutely positive that each of these individuals does an outstanding job and deserved it. My issue is with fairness and transparency. There was never an independant, across the board evaluation of all jobs. I was never going to ask for a raise or regrade just for myself. I wanted the Town to have a policy for everyone and not keep coming up with ways to tweak things on a case-by-case basis.

(4) I absolutely feel like I was able to be completely candid in my exit interview with you and Bill Rossi. You and I have fought over information-sharing almost the entire time we worked together. We shared our struggles, along with some solutions we tried, with Bill and even brainstormed some ways to further improve communication. Like moving the Accountant's office closer to your office. You carry around information inside your head and there is no easy way to get it out. This is not a secret to you or to anyone.

(5) There were comments made about my personal life, my financial situation and my home that I thought were not appropriate in the arena of a public meeting of a town board. I am a taxpayer, resident and voter in this town and I would love to see my representatives fight for the best interests of the town without letting thier personal views become part of the conversation. I don't care what people think about me, just don't talk about my personal life while you are representing me in your public position. I would like to BOS consider this issue very carefully when making thier appointments to any board.

(6) I want to re-emphasize that my tenure with the Town was overwhelmingly positive and I was so happy to have had the opportunity to serve the Town. I am not leaving bitter to chase a higher salary, but I am returning to a world class organization and a wonderfully fulfilling career for which I am specifically trained. I wish the next Accountant all the best and will do whatever I can to help her succeed.

Yes, the new job is awesome.

Regards,

Emily R Day