

Personnel Board Meeting Minutes
February 5, 2010
Town Hall, First Floor Meeting Room
8:00-9:00 a.m.

Present: Flo Stern, Chair, Tony Butterfield, Patricia Holland, Larry Shafer, Town Manager, Jacquelyn Smith-Crooks, Patrick Brock, Eunice Torres and Gerry Weiss, Select Board Member

Absent: Kay Zlogar

The Town Manager, Larry Shafer updated the Personnel Board regarding the COLA for non-union employees. He stated there is no appropriation for raises in the Town Manager's budget for non-union employees. He negotiated with the Police to have the COLA removed from their contract by memorializing the Quinn Bill. He informed the Board that a tentative contract had been made with the Fire Department to remove their COLA by offering them an educational incentive for courses related to degree programs in Education, Engineering, Exercise and Science/Kinesiology, and etc. It will take effect January 1, 2011. DPW refused to give back their COLA. There has been no discussion with SEIU.

There was a short discussion regarding perks for non-union employees: the idea of a floater holiday. Mr. Shafer pointed out that he gives the day after Christmas and New Year's, and that maybe it should be memorialized.

Mr. Weiss was not in favor of a COLA being given, as the cost of living is down. If there were to be COLA's, it would affect the override, and more cuts would need to be proposed. Mr. Butterfield stated he would not vote for a COLA increase given the climate at UMASS, and the possibility of the override passing. Ms. Stern is not in favor of a COLA but is in favor of a bonus of some kind. Ms. Smith-Crooks is not in favor of a COLA, but likes the idea of an added perk. Mr. Brock stated this is a bad time for a COLA. His concern was that teachers are getting a COLA, and how that impacts on Town employees and Town bargaining, hyperinflation and a bigger anti-override. He is not in favor of a COLA or a floater holiday, as he thinks they both will affect the outcome of the override. Ms. Holland is not in favor of a COLA.

Mr. Butterfield motioned that in light of the economic realities, the board supports the Town Manager's recommendation of no COLA increase for fiscal year 2011. Ms. Smith-Crooks second the motion. The Vote was unanimous with one vote absent.

A recommendation will be made to the Select Board on Monday, February 8, 2010 at 6:30 p.m.

The meeting was adjourned at 9:00a.m.

Respectfully submitted,

Eunice Torres, Staff Liaison