

Minutes from Personnel Board Meeting

July 7, 2009

9:00–10:30a.m.

Town Hall, Town Room

Present: Flo Stern, Chair, Anthony Butterfield, Jacquelyn Smith-Crooks, Patricia Holland, Patrick Brock, Kay Zlogar Larry Shaffer, Town Manager, and Eunice Torres

Non-Union Employees Present: Epi Bodhi, Claire McGinnis, David Burgess, Sandra Burgess, Bob Pariseau, David Ziomek and Nancy Pagano

David Burgess was the spoke person for the non-union employees. Non-union employees from Level G to K will receive the budgeted COLA of 3.5% and upper management levels L-O will give back 1.5% and accept a 2.0% as the administrative staff for the schools.

Mr. Shaffer supports the effort and recommends it to the Personnel Board. He will also recommend it to the Select Board 100%.

There was a discussion as to how the non-union leadership came to the decision.

Mr. Shaffer reported that he has had continued conversation with the Unions. He is less confident that SEIU will give back their COLA increase than from a month ago. He has had conversations with the Police, and there are issues regarding the Quinn Bill, and with the Fire, there is a tentative agreement, he can say without an agreement that Fire will not get 3.5% COLA increase and it will be a surplus in the budget

A question was asked why there were no Library non-union employees at the non-union employee meeting. It was stated that Bonnie Isman was there, and that she was the spoke person for the Library employees.

Nancy Pagano stated that Maura Plante agreed to accept 2.0% of her COLA Increase. Mr. Shaffer said that she could donate the 2.0% to the Senior Center and that he is compelled to follow the policy of the non-union employees.

Mr. Brock made a motion; the Personnel Board agrees to accept the proposal from the non-union employees. The non-union employees from Levels G-K will receive 3.5% COLA increase and higher level employees from Levels L –O will receive a 2.0% COLA increase. The motion was second.

The Personnel Board will make a presentation to the Select Board at Wednesday's Select Board meeting on July 22, 2009.

There was a discussion regarding eliminating steps 1, 2, and 3 of the Salary Scale, as no employee salaries starts at those steps. It was felt that the increments of the steps needed to be examined, reviewed, and evaluated and then brought to the SB. It was suggested that it be put on the agenda for the next meeting.

The minutes of April 14th were approved with one abstention; corrections to the minutes will be made.

Layoff and retirements were reviewed.

There was a short discussion regarding the Closing of the Library on Friday's afternoon, Ms. Holland reported that some of the Library employees will donate parts of their salaries to the Library. The Library issues will be addressed at Fall Town Meeting.

Personnel changes were discussed.

Next meeting is scheduled for Tuesday, August 4, 2009 at 9:00-10:30a.m., Town Hall, 1st floor meeting room.

Respectfully Submitted,

Eunice Torres, Human Resources Director