

Minutes of Personnel Board Meeting
August 4, 2009
Town Hall, First Floor Meeting Room

Present: Flo Stern, Chair, Anthony Butterfield, Patricia Holland, Patrick Brock, and Kay Zlogar

Mr. Butterfield moved to approve the minutes of the July 7, 2009 meeting as amended. Mr. Brock seconded the motion. VOTED unanimously.

Old Business

The Board discussed possible changes to the grievance procedure. Select Board members Stein and Weiss had suggested having a member of the Select Board attend as a representative of the employee in non-union grievance hearings. Ms. Zlogar indicated that the procedure stated that the employee could have a representative of their choice attend any meetings. Mr. Brock and Mr. Butterfield expressed opinions that there was no reason to make changes in this regard.

New Business

The agenda item was to discuss elimination of steps 1, 2, and 3 of the salary scale. Mr. Brock stated that one of the things to be looked at was inflation. Discussion centered on the impact of making changes and the total compensation including benefits. Mr. Butterfield expressed the opinion that if the Board wanted to make revisions to the salary scale it should be in conjunction with preparations for next year's budget process.

In conjunction with compensation, it was suggested that it would be helpful to the Board to have a better understanding of the retirement system. Mr. Brock agreed to arrange for a presentation by the Retirement Board and staff.

Further discussion took place regarding the procedures manual. Members of the Board and Ms. Zlogar will review the manual in terms of changes that need to be made as well as technical corrections. Ms. Stern asked that Ms. Zlogar review the longevity compensation for those who were receiving more than \$3,000 a year.

Next Meeting

The next meeting is scheduled for Tuesday, September 1, 2009 at 9:00-10:30a.m., Town Hall, 1st floor meeting room. Focus of the meeting will be review of the Procedures Manual.

VOTED to adjourn at 10:22 a.m.