

Personnel Board Meeting Minutes

March 16, 2011

First Floor Meeting Room

Present: Flo Stern, Chair, Tony Butterfield, Co-chair, Patrick Brock, Employee Representative Pat Holland, Library Representative, Diana Stein, Select Board, Kay Zlogar, Labor Relations, Eunice Torres, Human resources, John Musante, Town Manager

The minutes were reviewed and approved as written. Three votes to approve and one abstained.

There was a short discussion regarding the Assistant Sanitarian position, followed by a lengthy discussion of changes to the Library Director's position description. After the discussion Mr. Butterfield made a motion to approve the job description as amended. The motion was second by Mr. Brock. The changes to the position description were unanimously approved,

Ms. Holland made reference to hiring a half time Assistant Library Director for the future.

There was a review of the COLA increases over the last few years for non-union employees. The increases included a flat rate for all employees for FY09, and a 3.5% increase for non-union employees from level F-K and 2% for levels L-P FY10 and 0% for FY 11. Mr. Musante suggested a COLA of 2% for FY 12. Ms. Stern advocated for more, or at least, some other option to be offered, such as an increase in days off, or providing parking spaces, or eliminating the parking fee for Town Hall, Library, and Bangs employees. Mr. Butterfield advocated for more than a 2% increase as he felt that given the circumstances of the last several years the gap between union and non union had widened.

It was suggested that there should be an information sharing session with non-union employees. The meeting was scheduled for April 6, 2011.

The next meeting is scheduled for Tuesday, April 19, 2011.

Respectfully Submitted by

Eunice Torres