

Town of



Amherst Massachusetts

PERSONNEL BOARD

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**Meeting Minutes  
Town of Amherst Personnel Board 4pm Wednesday, March 15, 2017  
Town Room, Town Hall**

Present: Tony Butterfield, Ron Bell, Catharine Porter, Christopher Hoffmann, Charles Scherpa  
Others: Connie Kruger, Select Board liaison, Deborah Radway, Director, Joanne Misiaszek, HR Manager, Claire McGinnis, Co-Interim Finance Director.

**Mr. Scherpa made a motion, seconded by Mr. Bell, and voted 5-0 in favor,** to recommend to the Select Board a one-time revision to the regular full time employee non-union compensation schedule effective Friday, June 30, 2017 by providing an additional 0.5% (one half of one percent) between each of the steps, and to do so by increasing the top step on the compensation schedule by 1% and calculating backwards 10 steps of 3% each. Employees will be placed on the schedule at the step closest to but not less than their current step. No compensation will be paid on this schedule prior to July 1, 2017.

And further, to recommend to the Select Board a 2% Cost of Living increase for the fiscal year beginning Saturday, July 1, 2017 for eligible regular full time non-union employees.

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The goal of this recommendation is to achieve parity with the majority of town bargaining units. The effect of this recommendation is to

- 1) provide the same 3% step increments as those provided to the DPW Association, DPW-S Association and Police Supervisors unions, still lower than those currently provided to SEIU, Police Patrol and Firefighter unions. Non-union steps are currently valued at 2.5% each.
- 2) provide the same cumulative cost of living increases negotiated to date for all other bargaining units for FY 17 and 18. **Funds for these adjustments were provided for within both the FY 17 and FY 18 proposed Town Manager budgets, and no further appropriation is required.**

There being no other business, the meeting was adjourned at 4:10pm.

D. Anthony Butterfield, Chair  
Ronald Bell  
Charles Scherpa  
Catharine Porter  
Christopher Hoffmann