

# PERSONNEL BOARD MINUTES

August 9, 2010

Senior Center, Walker Room  
7:00 p.m.

Present: Wayne Heward, Chairman  
Jean M. Riley  
Alexander Salmela  
Anita Stiles  
Jeannie Horne, Ex Officio

Absent: Robert L. Molla, III

A meeting of the Duxbury Personnel Board was called to order at 7:13 pm. The Minutes of the previous meeting were read, amended to omit the last sentence of the paragraph of the seasonal notes, and unanimously accepted.

The Professional Supervisory Unit Decertification certificate was upheld. SEIU no longer provides Union leadership. One-on-one meetings will be held beginning next week with the Town Manager. Jean Riley suggested that we have a clear understanding of the cost of the market adjustment and the risk that people took when they unionized, given the economy and public perception. Many may not have understood that the power of negotiation was in fact handed over to the Union.

A guest at the meeting, Nancy Denman of the Library staff, indicated that they decertified, because members of the Union felt comfortable with salaries that were offered. Then a letter was sent by a Union member initiating the decertification. She said that many were blindsided, because they thought they were close to settling.

A motion was made and seconded to support the Town's salary proposal based on 7/1/09 retroactive pay, subject to available funds. The motion was carried by a vote of 3 pro and 1 abstaining.

Staffing update: We continue to have a hiring freeze and are only filling positions that are absolutely necessary, e.g., public safety.

The meeting was adjourned at 8:00 pm.

The next meeting of the Board is scheduled for 7:00 pm on Monday, September 13, 2010.

Jeannie Horne, Human Resources Officer