

PERSONNEL BOARD MINUTES

February 7, 2012

Old Town Hall
7:00 p.m.

Present: Wayne Heward, Chairman
Frank Mangione
Robert L. Molla, III
Alexander Salmela
Anita Stiles
Jeannie Horne, Ex Officio

The meeting began at 7:05 pm. There were no minutes to review at this time.

The meeting began with a review of the proposed Personnel Plan changes. There was a unanimous decision to move the position of Facilities Manager to Grade 8 for FY 2013. Exceptions can be made to mid-point, if necessary, per the Personnel Plan. It was suggested that Marshfield did not spend enough time examining their position. We need to examine the Grade 9 positions at our next meeting as well as the entire Salary Administration guidelines. It was also decided to wait to weigh in on the Municipal Services Director position until the final job description is available. The Deputy Police Chief position will start at \$80,000, remaining at Grade 8. The Board wants to have the opportunity to talk with Chief Clancy again about this matter.

The Board then entered discussion regarding various Town Meeting Articles. The motion was made, seconded and voted to support the SMT Article A on Department transfers.

It was also unanimously voted for the Personnel Board to support Article VII with some language changes to the plan and the caps on some. The Board also voted to support Article XXII, Consolidation of Functions (School/Town).

After the vote was taken to support Article XXX: Prohibit Elected Officials from Participation in Contributory Insurance Plans, a new motion was made to reconsider that vote we had just taken on Article XXX. The motion passed and after reconsideration it was moved that the Board support Article XXX; the Board was split on supporting this Article.

The motion that we support Article XXIV to Exempt Deputy Police Chief Position from Civil Service carried. Article XXXII: Create Facilities Manager Position was also made and the Board voted to support this Article.

The Town Clerk salary increase was withdrawn. Stipends increase the pension liability.

The Human Resource Officer will schedule a presentation for the Finance Committee / Government Sub-Committee.

The meeting was adjourned at 9:25 pm. The next Board meeting will be on March 6, 2012.

Jeannie Horne, Human Resources Officer