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Personnel Advisory Board
Meeting: April 7, 2010
Tonset Meeting Room, Orleans Town Hall

Chairman Norris Shook called the meeting to order at 5:35 p.m. Also present were members Rolf Soderstrom and Ken Rowell, and Assistant Town Administrator Myra Suchenicz.

Mr. Shook notified the Board of his imminent resignation due to personal reasons. All present expressed regret in losing Mr. Shook's active participation and experience, but wished him good luck in his future plans. The Board determined that a quorum of two members could hold the public hearing on the Personnel Bylaw scheduled for April 28.

The Board discussed the Employee Recognition program as proposed by Selectmen Chairman Jon Fuller and subsequent recommendations made to the Board of Selectmen by Ms. Suchenicz. Mr. Rowell noted that, in his experience, an employee awards program was generally associated with a formal structure wherein certain employees who met or exceeded defined goals of the organization were recognized.

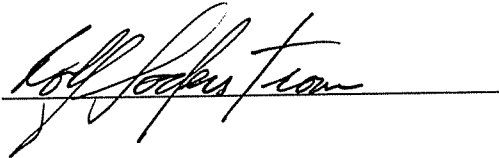
Ms. Suchenicz explained that her recommendations to the Board of Selectmen had deliberately avoided this type of recognition program since the Town currently did not provide for a performance-based award system. She had offered instead a program similar to the Town's Citizen of the Year award, with the Personnel Advisory Board reviewing nominations from employees.

The Board discussed the potential outcomes of this type of program as recommended, including whether it was appropriate that they make the award judgments, the possible perception of favoritism, and how the program might apply to a predominately unionized workforce. The Board proposed an alternative program which was based on recognition of length of service to the Town. Ms. Suchenicz agreed to take this suggestion back to the Board of Selectmen.

The Board was handed copies of the proposed Personnel Bylaw in preparation for the public hearing, and discussed the role of the Board, which at this time appears to be limited to holding an annual public hearing on amendments to the Personnel Bylaw. Mr. Shook noted that the lack of activity was based on administrative changes over the past years, and that originally the Board had seven members.

Ms. Suchenicz noted that advisory assistance with personnel matters would be useful. The Board suggested using the coming year to review objectives and requirements involved in transitioning from a Town board to an ad hoc committee, with one of the goals being the removal of Personnel Advisory Board administrative and hearing responsibilities from the Bylaw.

The meeting was adjourned at 6:45 p.m.

A handwritten signature in black ink, appearing to read "Rolf Soderstrom", is written over a horizontal line.

(transcribed by) Myra Suchenicz