

PERSONNEL BOARD
Minutes of Special Meeting
November 30, 2005

Board members present: Chairman James Parker, Jr., Kathy Wilfert, Lynn Watts, Robert Titus and Christine Gundling. Also present: Joanne Morris.

7:00 p.m.: The Board met to vote on a wage adjustment for non-union employees for FY' 07. Mr. Parker began the meeting by introducing the new Personnel Board secretary, Susan Smith. He also thanked Joanne Morris for all of her hard work and for helping Susan with training and transitioning into the position.

Mr. Parker then asked if there was any discussion for the wage adjustment. MOTION: Mrs. Watts moved for a 2.75% wage adjustment for non-union employees. She noted that these are primarily supervisors and would be making slightly less than what unions made this year (2.77%). Mr. Parker noted that last fiscal year (FY'05) it was less. Mrs. Watts noted that this was due to the salaries being frozen at the request of the Selectmen and the Town Coordinator. The union was not frozen, so they had to play catch up.

Mrs. Gundling inquired if this adjustment was in addition to any regular increases. Mrs. Watts replied that there are no merit increases in the commonwealth, just longevity, and there are rarely promotions. Mr. Parker added that the majority of non-union wages are at maximum.

Mrs. Watts further clarified that this is not truly COLA (cost of living adjustment); it is a wage adjustment to keep them on the same par as the union people they supervise.

The Board discussed that they have historically used the union percentages from July-June, the fiscal year. Mr. Titus asked why the union split the percentages into 6-month intervals. Mr. Parker answered that they did it in 2-year increments. He further wanted to clarify that the Board's vote is an annual increase.

Mrs. Watts noted that the unions receive an additional stipend for clothing, physical fitness, boots, etc., but the board does not need to be concerned with factoring these in. Rather, they just need to justify the wage increase to the finance committee. Mrs. Wilfert and Mr. Parker discussed that the non-union employees often put in more than the 40 hours the salary is based on, and they can take time off if they need to.

Mr. Titus seconded Mrs. Watts' motion. The Board voted in favor, with a vote of 4 in favor and Mrs. Wilfert opposed. The Board adjourned at 7:23 p.m.

Respectfully submitted,

Approved:

Susan Smith
Administrative Assistant

Chairman, James Parker, Jr.

