

Minutes of the Personnel Board Public Hearing
February 26, 2015
Town Hall Meeting Room

Members present: Victor Normand, Diana Harte, Jennifer Holmes, Alice von Loescke, Stu Sklar
Staff present: Tim Bragan, Marie Sobalvarro
Audience members included library staff, the Library Director, the DPW Director, and members of the Press.

The meeting was called to order at 7:30 p.m. by Victor Normand

I. Stu moved the approval of the minutes of 12/17/14 and 2/4/15, seconded by Diana, approved 4-0.
(Alice joined meeting following this motion.)

II. Public Communication segued into a discussion of the Personnel Board's deliberation on policies:

A. Administrative Leave proposed changes:

Mary Wilson presented an overview of the Library's current closing procedures, incorporating an assessment of the roads, patron safety, and school status.

Marty Green highlighted the differences between Town Staff and the Library staff (e.g., the Director is appointed by the Library Trustees).

Personnel Board members asked Mary and Marty questions regarding how the proposed administrative leave policy would affect library staff members' PTO. Other members raised concerns about addressing a process which may not 'be broken,' with a fix.

A proposal to incorporate that the Town Administrator would check in with department heads; the language of the policy was altered to insert, "after collaboration with the DPW Director and Directors of other Town buildings."

On a motion by Alice the Personnel Board voted 3-2 (Aye: Victor, Alice, Diana; Nay: Stu, Jennifer) to recommend the altered Administrative Leave policy to the Board of Selectmen.

B. Deferred Compensation proposed changes:

Rich Nota stated that it was inherently unfair to make this change due to impact on the library staff, and that by doing so the Personnel Board would be 'going after a small group.'

Personnel Board members highlighted that the current match parameters means a lot to current participants, and that the dollar amounts involved are relatively small.

A proposal to incorporate current employees (hired before 2/26/2015) under the previously-existing match parameters (formerly in the by-law) was suggested.

On a motion by Diana the Personnel Board voted 5-0 to recommend the modified Deferred Compensation policy to the Board of Selectmen.

C. Insurances proposed changes:

The proposed changes were reviewed again. No modifications were suggested to the proposed changes, and the Personnel Board voted 5-0 to recommend the Insurances policy to the Board of Selectmen.

No new business was discussed.

Stu moved to adjourn, seconded by Diana, 5-0.

The meeting adjourned at 9:25 p.m.