

Personnel Wage Board
November 19, 2014
Town Hall
5:30 PM

Committee Members in attendance:

Gary Whitehouse, Paul DiFazio, Nancy Bacher, Thom Freeman

Staff in attendance:

William Keegan, Mary Beth Bernard, Randy Scollins

The meeting was called to order at 6:35 p.m.

Discussion:

Mr. Keegan thanked the Board for reconvening after a long hiatus. He stated that his goal was to reactivate this Board as it plays a major role as a sounding board for management and staff on issues of policy, compensation and by-law.

The Board reviewed an employee survey. We discussed the pros/cons of distributing to union/non-union, whether to keep it anonymous or require a signature. Edits were suggested, including replacing page 1 questions with a sliding scale of 'excellent, fair, poor' instead of 'yes, no' questions.

A suggested question to be added was "how would you like things to improve?"
MB will report back with distribution date and results in early 2015.

Action Items:

- Suggest alternative pay plans. The structure of the current pay plan is not ideal, too many grades and levels. Perhaps we should look at the concept of job families or revisit our original six step pay plan.
- Review By-Law for suggested changes in preparation for Annual Town Meeting. Look at changes previously suggested but not adopted. Solicit input from employees, and Town Boards.

The Meeting ended at 8:15 p.m.