

Personnel Board Meeting

Remote Participation Only

February 4, 2021

Present: Chairman Gretchen Coleman-Thomas, Bill Vrooman, Steve Auerbach, John Lolley, Kevin Brennan, HR Director Wendy Brough, Town Administrator Robert Whritenour.

Meeting called to order at 10:03 a.m.

Minutes

November 24, 2020

Steve Auerbach motioned to accept the Minutes of November 24, 2020, seconded by Chairman Coleman-Thomas. Vote was:

Chairman Coleman-Thomas Aye

Steve Auerbach Aye

Bill Vrooman Aye

Review and possible vote to accept Pay Equity Assessment FY22 for non-union employees.

This proposal is an effort to adjust the salaries of Department Heads who are significantly below the "Benchmark" Rate to adjust the to within 8% of the "Benchmark". (attached)

A "Cost of Living Rate" still has to be negotiated with the Unions.

John Lolley motioned to accept the Pay Equity Assessment FY22 for non-union employees, seconded by Steve Auerbach. Vote was:

Chairman Gretchen Coleman-Thomas Aye

Steve Auerbach Aye

Kevin Brennan Aye

John Lolley Aye

Bill Vrooman

Alternative Pay Equity Proposal for Department Heads

This is a proposal to adjust the salary of Department Heads identified as requiring market increase for retention purposes. (attached)

John Lolley motioned to approve the Equity Proposal dealing with retention, seconded by Bill Vrooman. Vote was:

Chairman Gretchen Coleman-Thomas Aye

Steve Auerbach Aye

Kevin Brennan Aye

*John Lolley Aye
Bill Vrooman Aye*

Discussion on Assistant Town Administrator Review for 2020

The Board reviewed and discussed the Assistant Town Administrator's Review for 2020. All of the comments were positive and complimentary for the scope and thoroughness of work accomplished.

John Lolley motioned to accept the review of the Assistant Town Administrator Wendy Brough, seconded by Steve Auerbach. Vote was:

Chairman Gretchen Coleman-Thomas

Steve Auerbach Aye

Kevin Brennan Aye

John Lolley Aye

Bill Vrooman Aye

Human Resources Department Update

(attached)

Adjourn

Chairman Coleman-Thomas motioned to adjourn at 10:45 a.m., seconded by John Lolley.

Vote was:

Chairman Coleman-Thomas Aye

Steve Auerbach Aye

John Lolley Aye

Kevin Brennan Aye

Bill Vrooman Aye

Respectfully submitted,

Alice Ryan Butler
Executive Assistant