

Town of West Boylston Personnel Board
Minutes of Meeting
December 2, 2019

In Attendance:

Personnel Board Members: Larry Chism, Chairperson, Vanessa Kuzmanovski, Laura Carney and Christine Mazeika, Nancy Lucier, Town Administrator and Mary Aicardi, Edward J Collins Jr Center for Public Management.

Mr. Chism called the meeting to order at 6:00 p.m.

- I. Approval of the Minutes from the September 25, 2019 meeting. Ms. Kuzmanovski made a motion to approve the minutes, Ms. Carney, seconded, so moved.

II. Wage Study Update/Status

Mary Aicardi from the Collins Center explained the process and the results of their Classification and Compensation Study. Some of the findings:

- Deals with pay equity by grouping employees into 7 groups.
- Their findings put most employees close to the group that they are currently in within our current By-Laws.
- Starting pay is universally low. Top pay is within market. Comparison towns used where all those near West Boylston except for Shrewsbury and included are some towns further away such as Hudson, Leicester, Lunenburg, Sturbridge and Westminster.
- Current system is not fair, the percentage increases are all over the place.
- Step increases are too large and there is no consistency between steps; 3%, 4%, 8%, 9%, and 10%.
- Study has now equalized everything with steps increases at a 2.5%, 12 Steps per grade.

The 12 Steps would be given every other year, which does not put an employee at the top step until they have worked 24 years.

There was much discussion about employees not receiving a COLA in the same year that they receive a Step Increase. There was also some discussion about employees who have been at the top step for over 10 years and when their Step Increase would come into effect: July 1st or their date of hire. Nothing was completely solved at this point.

Mr. Chism suggested that we find out exactly what we are looking at as far as the budget goes. He asked Ms. Aicardi to give us some figures as to what the cost will be putting all employees on the current chart.

Wanting to have a clearer view to present to the Selectmen at the December 16th meeting, Mr. Chism suggested that we meet again on Monday, December 9th at 6 p.m.

III. Miscellaneous

At 7:16 p.m., Ms. Kuzmanovski made a motion to adjourn the meeting, Ms. Carney seconded. So moved.