

EHHD Personnel Committee
Special Meeting
Minutes
May 21, 2013
Town of Mansfield Council Chambers

Meeting Called to Order at 9:02 AM

Present: M Hart, S Werbner, E Paterson, R Miller, J Luiz, M Capriola (arrived 9:50 AM)

E Paterson MOVED, S Werbner seconded to approve the 4/23/13 minutes as presented. Motion PASSED unanimously.

Pay Plan

R Miller provided an over view of the health district pay plan. A discussion ensued regarding the current concerns regarding the existing pay plan as identified in R Millers 5/20/13 memo. This discussion developed into a discussion on the pros and cons of a "broad band, merit based" pay plan. It is the sentiment of the committee that the current pay plan be improved.

By consensus of the committee, two pay plans shall be studied and developed for review and consideration. One plan shall be based on a broad band, merit based structure. The second pay plan shall be a reasonable alternative such as a modified step structure. Both plans should apply to all health district staff, with the exception of the Director. Feedback from health district staff will be solicited before any formal recommendation to the board.

Chief Sanitarians Pay

Discussion ensued regarding the best option to address that fact that the Chief Sanitarian has reached the top of the pay range, with no explicit provisions in the personnel rules to increase his pay for FY13/14.

M Hart MOVED, J Luiz seconded to increase the maximum end of the Chief Sanitarians pay range by 2%. Motion PASSED unanimously. (Authority provided by Article 3.5 (c) of the Personnel Rules)

FY13/14 staff wage increases

Discussion ensued regarding to concerns with state budget and possible impacts to town and health district budgets. Discussion transitioned into questions regarding the personnel committee's authority to affect FY13/14 staff wages.

M Hart MOVED, S Werbner seconded to recommend to the full board that the 2% FY13/14 wage increase included in the FY13/14 adopted health district budget be contingent upon the state's adoption of the per capita grant as included in the board's adopted FY13/14 budget. Motion PASSED unanimously.

M Hart MOVED, S Werbner seconded to reopen and amend the motion regarding staff FY13/14 wages. Motion PASSED unanimously.

M Hart MOVED, S Werbner seconded to amend said motion as follows: recommend to the full board that the 2% wage increase included in the FY13/14 adopted health district budget for all staff, including the chief sanitarian, be contingent upon the state's adoption of the per capita grant as included in the board's adopted FY13/14 budget. Motion PASSED unanimously.

Meeting adjourned at 10:38.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'R. Miller', with a long horizontal flourish extending to the right.

Robert L. Miller
Secretary