

Attendees:

Susan Andrew, Donna Fortune, Wendy Bertrand, Joanna Bilotta

Also Present: Julie Belliveau, Asst. Town Manager/HR Director, Manager, Nancy O'Rourke, Payroll and Benefits Risk Manager

J. Bilotta opened the Meeting at 5:03pm with members noted in attendance

Public Comment:

There were neither committee comments, nor public comments during this time.

Approval of Minutes:

No minutes were available from the last meeting

Ongoing Business

J. Belliveau expressed that after our last meeting on March 22, 2023, she had second thoughts regarding how we should proceed, so opened up discussion on the option to change our recommendation to recommending a Cola for the current grid. This was mainly driven by the concern that employees should not feel the impact of any salary inactivity. The group discussed this and agreed that we might consider other options.

A motion by J. Bilotta to recommend that we propose a 3% Cola adjustment to the SAP salary Grid for FY2024.

Second: W. Bertrand

Discussion regarding this motion moved through how it would be received, budget considerations, how it compared to other municipal employees group's adjustments and how it would fit into our continued project to complete a new SAP salary grid later this year. We also examined what the Cola adjustment had been to the SAP salary grid over the last several years.

A motion by S. Andrews to amend the initial motion to propose a 2.5% Cola adjustment to the SAP salary grid for FY2024

Second: D. Fortune

Roll Call Vote: All in favor

The group agreed to make this proposal to the upcoming Finance Committee review later this week. Joanna Bilotta agreed to organize the proposal, with the help of Nancy O'Rourke to estimate the cost of this option and present it at the Finance Committee meeting. The following week would be the presentation to the Select Board. Sue Andrews and Donna Fortune agreed to do that presentation using the material that Joanna and Nancy prepared.

Public Comment

There was no public comment, but the committee raised concerns of their disappointment that the HR Consultant had not satisfactorily completed the project in the timeline agreed upon. This included the examination of the comparisons of the various employee groups in town to insure we were treating the SAP employees equally to the other groups. They agreed that the final payment for this work not be made till we were provided all the information that was agreed upon in our contract with her.

Proposed next meeting Wednesday, April 12, 2023.

Motion by to adjourn meeting at 5:27pm by S. Andrews

Second: W. Bertrand

Roll Call Vote: All in Favor