

## **WAGE AND PERSONNEL BOARD MEETING MINUTES**

**THURSDAY, FEBRUARY 24, 2011**

The Wage and Personnel (W&P) Board held a Public Meeting in room 200 of the Kingston Town House at 12:00 p.m. on Thursday, February 24, 2011 for W&P employees to discuss Treasurer John LaBrache's proposed amendments to the W&P Bylaw. Present were Chairman Richard Gardner, Member Elizabeth White and Member Peter Boncek as well as Treasurer John LaBrache and about 15 W&P employees.

Chairman Gardner opened the meeting by reading the first proposed amendment namely:

Payroll deductions: Effectively January 1, 2012 all employees (except Seasonal employees) shall participate in the Town's automatic direct deposit program for paychecks.

Treasurer LaBrache pointed out that there is significant savings using direct deposit over conventional paper check. Direct deposit participants would still receive information on the deposit as well as other information concerning withholding, etc. Some attendees spoke out in favor of the amendment; nobody spoke out against it.

Chairman Gardner then read the second proposed amendment namely:

Bi-weekly pay: After all Town unions have agreed to bi-weekly pay, the Town may institute bi-weekly pay during a month with three pay periods after 90 day notice to personnel.

Treasurer LaBrache pointed out that there is significant savings using bi-weekly pay but all employee groups must support it before the savings can be realized. Several attendees spoke out in favor of the amendment but three opposed saying they are now living from weekly check to weekly check. Town Administrator Jill Myers said that one union has agreed to both amendments.

After the discussion of the two amendments, Paul Basler asserted that unions had dropped the first two steps in their wage matrix adding them at the end giving them a wage increase that W&P employees had not gotten so we are not protecting them. Elizabeth White suggested that they consider forming a union as has been done in Plymouth.

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The attendees also suggested that the Board hold a meeting before the December deadline and again before the Annual Town Meeting. With this suggestion the formal Public Meeting ended.

Town Administrator Jill Myers told the Board that the Finance Committee is asking the Board of Selectmen to delay consideration of the budget and related motions until June. Hence she suggested that the Board's meeting with the Selectmen scheduled for Tuesday, March 1, 2011 be postponed. The Board agreed.

At her request Maureen Thomas met privately with the Board expressing her disappointment at not getting a promotion. Elizabeth White pointed out that she could make an amendment directing such an appointment at the Annual Town Meeting. Ms. Thomas said she was considering that option but also wanted copies of all public documents dealing with the Board's consideration of her request as well as that of the Harbor Master/Shellfish Constable.

After Ms. Thomas left the Board discussed the Public Meeting focusing on Treasurer LaBrache's two proposed amendments. Subsequently Chairman Gardner moved that the Board include the payroll deduction amendment in the 2012 Wage and Personnel Bylaw. Elizabeth White seconded the motion that passed unanimously.

Elizabeth White then moved that the Board include the bi-weekly pay amendment in the 2012 Wage and Personnel Bylaw. Peter Boncek seconded the motion that passed unanimously.

Meeting adjourned at 12:45 p.m.

Respectfully submitted,

Richard K. Gardner  
Acting Secretary

RKG:jbs