

TOWN OF GILL

M A S S A C H U S E T T S



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PERSONNEL BOARD MEETING MINUTES

January 30, 2008

Called to Order

Meeting was called to order at 9:01 a.m.

Present

Joe Williams, David Hastings, Tom Hodak, Ann Banash, Tracy Rogers.

COLA

David presented the two indices that the Personnel Board had previously agreed to use to calculate a recommended COLA. The US City Average was 4.3% and the Northeast Urban Average was 4.0%. The average of those two indices comes to 4.15%.

Ann reported that Massachusetts inflation rate is 5.1%, the regional school district is using 5.6%, and the FRCOG is using 3.8%. Joey asked if we ever compare ourselves to other towns. Ann responded that other towns use the same indices.

David made a motion to recommend the 4.15% as is stated in the Personnel Policies. Tom stated that a 2% increase is considered good in the private sector. There was some discussion about the differences between the private and public sectors. David and Ann also pointed out that the Finance Committee and Town Meeting will also have a say in the matter, that this is just a recommendation so the departments have a figure to work with when preparing budgets.

Joe recommended that departments give us figures based on a 4.15% increase and a 2.5% increase, since the Finance Committee is more likely to approve the 2.5% and it would make it easier to analyze budgets if the figures were right in front of people. Ann agreed that that would be a reasonable measure.

David reiterated his motion to recommend 4.15%; Ann seconded the motion. The vote was tied two in favor (Ann and David), two opposed (Tom and Joe).

Carryover of Vacation Time

David made a recommendation to allow employees to carryover one week of vacation time per year, up to a maximum of six weeks total. Currently, vacation time zeroes out every June 30th, so employees never have time to use in July and August, which is a normal time for families to go away.

The Board agreed that something needs to be changed so employees can use their time over the summer, but there is some question as to how the accounting would work. Tracy will ask the town accountant and other town administrators how they handle the situation.

Mileage Reimbursement Rate

David recommended increasing the mileage reimbursement rate to match the federal rate set by the IRS from 48.5¢ per mile to 50.5¢ per mile. Ann made a motion to accept the recommendation; Tom seconded the motion; the motion was carried by a unanimous vote.

Paying Employees to Use Spouse's Insurance Coverage

Tracy introduced the idea of encouraging employees to seek health insurance coverage from their spouse's employer, if applicable, by offering to pay the premium for them. This, potentially, would mean the employee would pay no premium and the town would only pay 25% of the employee's premium as opposed to the 75% it pays now. The matter was tabled for discussion at the next meeting, along with a discussion of switching coverage to the GIC.

Next Meeting Date

The next meeting was set for February 20, 9:00 a.m.

Adjourned

Meeting was adjourned at 9:30 a.m.

Minutes respectfully submitted by Tracy Rogers, Administrative Assistant.