

Personnel Board attendance at Selectboard Meeting (virtual)
April 13, 2021

Personnel Board: Ralph Armstrong, George Arvanitis, Melody Chartier, Melissa Makepeace O'Neil, Peg Ross

Joined Selectboard meeting in progress: 6:40 p..m.

Purpose: to propose a standardized formula for town COLA calculation, which Personnel Committee had discussed and proposed in March 16 Personnel Board meeting (3/16).

After discussion with the SelectBoard of the proposed COLA formula, the following motion was made:

To recommend to the SelectBoard and Finance Committee a policy for calculation of annual COLA for Shutesbury employees: That the COLA will be calculated by taking a 3-yr rolling average of the New England CPI for Urban Consumers, rounded to the nearest 100th decimal place. When the CPI for a given year is less than 1.00%, 1.00% will be applied for that year and when the CPI for a given year is more than 4.00%, 4.00% will be applied for that year. During extraordinary years the policy could be overwritten by a vote of the SelectBoard, Finance Committee and Personnel Board during a three-board meeting. Annual COLA to be calculated according to above guidelines by the Finance Committee. This policy will be reviewed every three years by the Personnel Board.

Motion adopted.

Meeting adjourned at 8:54 p.m.