

TOWN OF SHUTESBURY
PERSONNEL BOARD MEETING MINUTES
TUESDAY, NOVEMBER 19, 2019

Board members present: Anna Aaron, Melissa Makepeace O'Neil, Peg Ross, Rebecca Torres

Absent: Ralph Armstrong, Jim Walton

Other Boards present: Select Board, Finance Committee

Also attending: Jeff Lacy, William Wells, Linda Avis-Scott, Police Chief Daniel Fernandes

Personnel Board called to order at 6.30 pm. (Other boards called to order at 6.15pm)

Agenda item: Police Department Retention Plan 2019

Police Chief Daniel Fernandes presented his proposal and copies of the plan were distributed to those present.

(Anna Aaron will circulate this document at the next Personnel Board meeting on December 5, 2019)

Discussion followed. (See Select Board meeting minutes for details). Both the Select Board and the Finance Committee voted unanimously to approve the Police Department Retention Plan 2019.

Anna Aaron moved that the Personnel Board not vote on the plan as the Board was seeing the plan for the first time that evening and was therefore unable to review it. in accordance with the motion below which was unanimously passed at the Personnel Board Meeting of 28 March, 2019:

“That the Personnel Board, when reviewing a proposed change in any existing town employee position – such as but not limited to contract changes, salary, hours, impacts of new policies - or when considering the creation of a new position, will review comparative data from surrounding towns, at minimum from the following sources: MMHR, FRCG.”

Chief Fernandes asked why the town comparison he included in his plan was not adequate. Anna Aaron complimented Chief Fernandes on a fine presentation, but pointed out that the Personnel Board had a duty to exercise its own due diligence in the matter.

Personnel Board members agreed that they would not vote on the plan and would discuss this at their next meeting, December 5, 2019.

Personnel Board meeting adjourned at 7.45pm. Minutes submitted by Anna Aaron

