



**MILFORD PERSONNEL BOARD  
MINUTES OF MEETING  
THURSDAY, APRIL 12, 2018, ROOM 2 @ 6:30 P.M.**

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1. Present: Dennis B. Carroll, Chairman, Charles Abrahamson, Jr, Teresa Persico and Clerk, Liz Fernandes. Jim Dorval arrived at 6:50pm. Also present were, Selectman Chair Mike Walsh, Finance Committee Chair Chris Morin, and Town Administrator Rick Villani.

2. The meeting was called to order at 6:35 p.m. by D. Carroll, Chairman.

3. C. Abrahamson moved to approve the March 29, 2018 minutes seconded by Teresa Persico.

**MOTION CARRIED UNANIMOUSLY**

4. The Board acknowledged a letter of resignation from Laura Crisafulli effective 4/12/18.

5. **SCHEDULED APPOINTMENTS** Discussion on HR Director Position commenced with TA Villani speaking briefly about some of the expected HR position functions: serving in an advisory capacity during union negotiations, implements policies and procedures for training and development, and providing direction on all HR related administration functions for Town Personnel with the exception of the School Dept. This will be a 35 hour a week position but may be required to attend Board Committee meetings as necessary. They would also work closely with the Benefits Department.

Selectman Walsh commented that not having an HR Director could be a liability for the Town. He also commented on how it would be beneficial to have personnel be trained on issues such as Sexual Harassment in the work place. Having taken the class in his current place of employment, he indicated how people might not assume things have meaning until you have been through a class on the subject.

C. Abrahamson mentioned that he brought up the HR Director position back in 2015. He didn't feel there was communication between the Boards as they did not have knowledge of interest in the position until there was a proposed article in the warrant. He asked if it they would have any supervisory responsibilities, R. Villani indicated no. Teresa Persico suggested we look for someone that is an Employment Attorney.

6. The Board then proceeded to rate the position of HR Director placing it at a Level II Salary position on the Personnel Board Wage and Salary Administration Plan. Selectman Chairman M. Walsh thought it was on the low end, however D. Carroll commented that depending upon experience of candidate it could be requested to start them at a higher step. TA Villani and M. Walsh then left the meeting.
7. C. Morin stated the Personnel Board should wait until the FY-19 Annual Town Meeting to propose any further changes to Article 2. C. Morin also stated, at this time, the majority of the Finance Committee is not in favor of the proposed changes approved at the March 22, 2018 PB meeting and that the changes were rushed and need more work. He also stated if the proposed Article 2 were passed, there is no guarantee of a tax relief cut. D. Carroll indicated the study to overhaul Article 2 was done two years ago and took more time than anticipated to complete. D. Carroll also noted the study was over a year old

when implemented in 2016. D. Carroll emphasized to C. Morin, the Finance Committee gives no credit to the Personnel Board for the work that has been accomplished, but rather belittles the PB. C. Morin said he will attend future PB meetings and work with the Board.

8. Personnel Board Clerk, Liz Fernandes asked through the Chair if she could speak as an employee under Article 2 and as a resident of the Town of Milford. PB members agreed to allow L. Fernandes to speak. At this point L. Fernandes recused herself as the PB Clerk. L. Fernandes asked C. Morin if the Finance Committee takes under consideration that Union Employees receive larger increases and more benefits than Article 2 employees. L. Fernandes provided her opinion as to the conduct of the Fin Com during their discussion of the proposed Article 2 increase.
9. J. Dorval made a motion to go with the Article 2 submitted to the Board of Selectmen on April 9, 2018. There was no second.
10. C. Abrahamson motioned to fall back to original Article 2 which is step increases for those eligible in hourly and salary positions and 2% for employees at max step and non-rated employees, with the exception of the Clerks (Section H). Seconded by T. Persico


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11. The Board requested the Clerk put together the revised figures for Article 2 and forward to Town Accountant.
12. The next meeting was scheduled for May 10, 2018.
13. T. Persico moved, seconded by C. Abrahamson, Jr: to adjourn the meeting at 8:50pm.

**MOTION CARRIED UNANIMOUSLY**

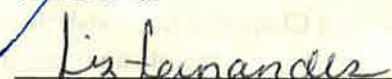
Meeting adjourned at 8:50 p.m.

  
Dennis B. Carroll, Chairman

  
Charles Abrahamson, Jr.

  
Jim Dorval

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Teresa Persico

  
Liz Fernandes, Clerk