



**MILFORD PERSONNEL BOARD  
MINUTES OF MEETING  
WEDNESDAY, FEBRUARY 24, 2021, VIA ZOOM @ 6:30 P.M.**

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Present by Roll Call: Harold Rhodes, Jim Dorval, Tarik Miranda, Tim Goggins, Jodie Nosiglia, Teresa Persico and Board Clerk Liz Fernandes. Also, in attendance: IT Director, Chris George, Human Resources Director, Kristen Melpignano, Town Administrator, Rick Villani, Town Counsel, Charles Boddy, Board of Health Members, Kenny Evans and Paul Mazzuchelli, Finance Committee members, Al Correia and Jerry Hiatt, Selectman, Tom O'Loughlin.

*Pursuant to Governor Baker's March 12, 2020 order suspending certain provisions of the Open Meeting Law, GL.c.30A § 18, this meeting was conducted via Zoom.*

1. The meeting was called to order at 6:30p.m. by Harold Rhodes.

**ROLL CALL:**

T. Goggins  
J. Nosiglia  
T. Persico  
J. Dorval  
T. Miranda  
UNANIMOUS

2. *Invitation to Speak-None*

3. *HR Director*

- Presented a slideshow on reasons why a Compensation Plan is needed.
- A. Correia asked how this study is different than the last one done. Believes the last one was not done with Towns comparable to Milford.
- J. Hiatt agreed with A. Correia and believes increases should be performance based. Should be fair for employees as well as the taxpayer.
- C. Boddy indicated the study is to see if we are paying correctly and that it is not about raises. No one is satisfied with the study from 6 years ago, it doesn't make sense that nothing is done to change it.
- J. Nosiglia mentioned this is needed to look at the structure not the salaries. Ranges must grow based on the market as well. Companies typically look at this every year and at most every other year.
- H. Rhodes indicated HR Director, K. Melpignano and himself would attend a future meeting to discuss again with the Finance Sub Committee and then the Finance Committee.

4. *Appointments*

- Police Chief Falvey not present but submitted a request to move Deputy Chief Sanchioni from a Level 4, Step 6 to a Level 4, Step 8 with salary of \$106,234. H. Rhodes asked T.A. Villani for input. T.A. Villani indicated the memo is self-explanatory and Deputy Sanchioni has given up a number of items that he could get as a patrolman and he is in support of the increase. J. Nosiglia asked if this would be a temporary position. Selectman O'Loughlin replied that it was not a relevant question and has nothing to do with the request. T. Persico motioned to approve the request seconded by T. Miranda.

**MOTION CARRIED UNANIMOUSLY**

**ROLL CALL VOTE:**

T. Miranda-Yes  
T. Goggins-Yes  
J. Nosiglia – Yes

T. Persico – Yes  
J. Dorval - Yes  
UNANIMOUS

- T. Persico then motioned to amend the vote for the adjustment to be retroactive to February 10, 2021, which was the Deputy's date of hire, seconded by T. Miranda.

**MOTION CARRIED UNANIMOUSLY**

**ROLL CALL VOTE:**

T. Miranda-Yes  
T. Goggins-Yes  
J. Nosiglia – Yes  
T. Persico – Yes  
J. Dorval - Yes  
UNANIMOUS

- P. Mazzuchelli was present to ask for a level change for Director of Public Health, Dr. J. Murphy. He indicated that Public Health is for the whole population for many different things and throughout the years the challenges have increased even without the pandemic. His Board is requesting she be moved to a Level 4 where they believe the position should be and that she be placed at the same step as the Building Commissioner. H. Rhodes asked if K. Melpignano could meet with P. Mazzuchelli and work up a recommendation then return to the Board next meeting.

**5. Future Agenda Items**

- Sr. Custodian position

**6. Approval of minutes**

- T. Goggins motioned to approve the January 20, 2021 minutes seconded by T. Miranda.

**MOTION CARRIED UNANIMOUSLY**

**ROLL CALL VOTE:**

T. Miranda-Yes  
T. Goggins-Yes  
J. Nosiglia – Yes  
T. Persico – Yes  
J. Dorval - Yes  
UNANIMOUS

**7. Next Meeting will be Wednesday, March 10, 2021**

**8. Adjournment**

T. Miranda motioned to adjourn the meeting at 7:25 pm seconded by T. Goggins.

**MOTION CARRIED UNANIMOUSLY**

**ROLL CALL VOTE:**

T. Miranda-Yes  
T. Goggins-Yes  
J. Nosiglia – Yes  
T. Persico – Yes  
J. Dorval - Yes  
UNANIMOUS

9. Motion was made by T. Miranda to reopen the meeting seconded by J. Nosiglia.

**MOTION CARRIED UNANIMOUSLY**

**ROLL CALL VOTE:**

T. Miranda-Yes  
T. Goggins-Yes  
J. Nosiglia – Yes  
T. Persico – Yes  
J. Dorval - Yes  
UNANIMOUS

10. T. Miranda moved to have Town Meeting allocate \$40,000 for a Salary Classification Compensation Plan under the jurisdiction of the ~~Planning~~ Personnel Board seconded by T. Persico.

**MOTION CARRIED UNANIMOUSLY**

**ROLL CALL VOTE:**

T. Miranda-Yes  
T. Goggins-Yes  
J. Nosiglia – Yes  
T. Persico – Yes  
J. Dorval - Yes  
UNANIMOUS

11. New motion to adjourn the meeting by T. Miranda seconded by T. Goggins at 7:27pm.

**MOTION CARRIED UNANIMOUSLY**

**ROLL CALL VOTE:**

T. Miranda-Yes  
T. Goggins-Yes  
J. Nosiglia – Yes  
T. Persico – Yes  
J. Dorval - Yes  
UNANIMOUS

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Harold Rhodes, Chairman

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Tim Goggins

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Tarik Miranda

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Jodie Nosiglia

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T. Persico

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J. Dorval

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Liz Fernandes, Clerk