



**MILFORD PERSONNEL BOARD
MINUTES OF MEETING
WEDNESDAY, JANUARY 11, 2023 @ 6:00 P.M.**

Page: 670

Members Present: Jim Ligor, Brian Long, Jodie Nosiglia, Teresa Persico, Tarik Miranda (7:00pm) and Board Clerk Liz Fernandes.

Absent: Jim Dorval

Also in attendance: HR Director, Kristin Melpignano, Building Commissioner, John Erickson and Youth Commission Member, Brendan Rickert

1. The meeting was called to order at 6:09p.m. by Chairman Ligor.

2. **Old Business**

- a) Building Commissioner, John Erickson was present and wanted to briefly speak to the Board again regarding his request to move the Wiring & Plumbing Inspector from a Grade 6 Step 3 to a Grade 6 Step 10. Feels that these two employees are high performing with many years' experience and that Section 3.10 in the Personnel By-laws allows for the move. He would like to retain long-term employees and if he were to hire for these positions with their experience, they would most likely start at a higher step.
- b) Youth Commission member Brendan Rickert submitted additional correspondence for the Boards review regarding the level change request for the Youth Center Director. He researched surrounding towns that had Youth Centers, finding 4. Used Attleboro as the example as they were one of the comparable towns in the study. They have a much lower attendance rate and fall under the Recreation Department.

- Discussion for the Wiring & Plumbing Inspector, B. Long and J. Nosiglia do not see justification in moving from step 3 to step 10. K. Melpignano explained the difference between existing employees moving into the new pay grid as opposed to a new hire starting at a higher rate. J. Ligor supports the request because of By-law Section 3.10.
J. Ligor made a motion to approve increasing the Wiring & Plumbing Inspector to a Grade 6, Step 10, seconded by T. Persico.

3 In Favor, 2 Opposed (B. Long & J. Nosiglia)

- After discussion on the Youth Center Director position, J. Ligor motioned to pass on the reclassification until the February meeting, seconded by J. Nosiglia.

MOTION CARRIED UNANIMOUSLY

- c) Discussion on step increase for the Director of Sewer Operations. B. Long motioned to decline the request, seconded by T. Miranda.

MOTION CARRIED UNANIMOUSLY

- d) B. Long motioned to remove Section 3.10 of the Personnel By-laws and adjust the number sequence accordingly, seconded by T. Miranda.

MOTION CARRIED UNANIMOUSLY

3. HR Director

- e) K. Melpignano spoke about the Assistant Animal Control Officer position and the difficulties we have filling it. Proposed a marketing strategy other Towns have used to attract candidates. Would like to try and post the position with a flat rate as opposed to hourly for the 12 weekend hours and possibly hire two people to alternate weekends. Total would still reflect rates under Article 2.

4. Approval of Minutes

- f) Motion to approve the December 14, 2022 minutes by T. Miranda seconded by B. Long.

MOTION CARRIED UNANIMOUSLY

5. Approval of Clerk Payroll

- g) Motion to approve the January 2023 Clerk Payroll by T. Persico seconded by J. Nosiglia.

MOTION CARRIED UNANIMOUSLY

6. Adjournment

- B. Long motioned to adjourn the meeting at 7:306 pm seconded by J. Nosiglia.

MOTION CARRIED UNANIMOUSLY

Jim Ligor, Chairman

Brian Long, Alternate

Jodie Nosiglia

Teresa Persico

Tarik Miranda, Vice Chairman

Liz Fernandes, Clerk