



**MILFORD PERSONNEL BOARD  
MINUTES OF MEETING  
WEDNESDAY, DECEMBER 21, 2022 @ 6:00 P.M.**

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

Absent: Jim Dorval,

Also in attendance: HR Director, Kristin Melpignano, Director of Sewer Operations, John Mainini, Building Commissioner, John Erickson and Youth Commission Member, Brenden Rickert

1. The meeting was called to order at 6:05p.m. by Chairman Ligor.

2. *Old Business*

a) Building Commissioner, John Erickson was present and spoke on his previous request to increase the Wiring & Plumbing Inspectors from a Grade 6, Step 3 to a Step 10 as some members were not present at last meeting. Agrees with the Classification and Compensation Study, however he feels that Section 3.10 of the Personnel By-Laws allows for the increase. Also indicated that the Select Board deferred the request to the Personnel Board.

b) Director of Sewer Operations, John Manini also spoke to the Board again for his request to be moved from a Grade 13, Step 3 to a Step 10. He indicated he has been in his role for 37 years and should not have to wait another 7 years to reach the top step.

- J. Nosiglia asked why J. Erickson waited until now to ask for the increase and he indicated he submitted his request to the Town Administrator in July.
- B. Long asked what the budget impact would be for next year. John stated that his department is fee based and his department has been short staffed on a few positions for some time. They also budgeted for the positions based on higher salaries. B. Long also feels that all the requests have been performance based rather than a change to the scope of the positions. Doesn't see justification in moving multiple steps rather than one or two. Feels that the reason for requests are either misunderstood or just ignored. J. Nosiglia agreed.
- K. Melpignano spoke about adhering to the study results and the effects moving employees will cause, including compression issues as well as the Mass. Pay Equity Law. The majority of employees now have room to grow as opposed to the old grid where they were maxed out.
- J. Ligor stated that the town is not performance based or would have to budget differently. Thinks we need to be mindful of the study that was supported by multiple Boards. If there is not a change to the scope of the role, then we shouldn't be issuing increases.
- T. Miranda suggested maybe approve the requests and then change the wording in By-Law Section 3.10.

T. Persico motioned that the requests before them come back with any changes to the scope of their position and then they will readdress the request at the next meeting, seconded by J. Nosiglia.

**MOTION CARRIED UNANIMOUSLY**

c) B. Long motioned to table the Youth Center Director review for the January meeting, seconded by T. Miranda.

**MOTION CARRIED UNANIMOUSLY**

d) After a brief discussion surrounding the job description and experience of the Asst. Town Accountant, B. Long motioned not to approve the increase as requested, T. Persico seconded.

**4 In Favor, 1 Opposed (T. Miranda)**

**3. Adjournment**

- T. Miranda motioned to adjourn the meeting at 7:19 pm seconded by T. Persico.

**MOTION CARRIED UNANIMOUSLY**

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Jim Ligor, Chairman

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Brian Long

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Jodie Nosiglia

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Tarik Miranda, Vice Chairman

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Teresa Persico

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Liz Fernandes, Clerk