

WEST TISBURY PERSONNEL BOARD
MINUTES
March 13, 2023

Present: Leon Brathwaite, Janice Haynes, James Klingensmith, Hunter Moorman, and Brian Smith
Also Present for all or part of the meeting: MacGregor Anderson, Skipper Manter,
Staff Present: Maria McFarland

Leon called the meeting to order via Zoom video conferencing at 5:00PM.

Minutes: The minutes of the February 13, 2023 meeting were approved as written. Roll Call Vote: Brathwaite – aye, Klingensmith -aye, Haynes-aye, Moorman – aye and Smith -aye.

Performance Evaluations: A motion was made and seconded to accept the following evaluations with a one-step increases as approved by the Department Head.

Macgregor Anderson (Assessors)
Mikaela Lawson (Library)
Susan Merrill (COA)

Mac told the board that Mike Colaneri, BOA chair, suggested that because this is his first time submitting an evaluation that Mac provide a brief narrative about the challenges of his first year. Mac added that he was not challenging anything in the review. Hunter Moorman replied that the review was a glowing, report and a very helpful description of the challenges Mac faced this year.

Roll Call Vote: Brathwaite-aye, Haynes-aye, Klingensmith-aye, Moorman – aye and Smith – aye.

New Business: Resignation: Jim Klingensmith has resigned from the board effective immediately. Maria will ask Jen about an ad in the paper and will contact the town correspondent for the MV Times to ask her to put something in her column. Leon asked the members that if they know anyone who is interested to call the Select Board. Brian was asked if he was interested in staying on. He said he was.

Old Business:

Board of Health/ Update: Maria told the members that the person the BOH offered the position to decided to take the agents job in Edgartown. They will keep advertising.

Warrant Articles/ Fin Comm meeting/ recommendations: Leon and Hunter attended the Fin Comm meeting and gave the board an update.

The Fin Comm voted to recommend the 4.45 wage adjustment by a vote of 5-0.

On the 10% increase, Leon said the Fin Comm had some unusual questions. One question was about how much it would cost each household.

He explained to the Fin Comm that the total cost to the town will be around \$450,000. The person who ended up voting no was concerned about the fact that other people at the town meeting are not getting such an increase.

Leon said that he also explained to the Fin Comm that this cost of living or increase would make up the costs that employees have experienced over the last 3 years of about 13% . That the cost of real estate's gone up and the cost of food has gone up tremendously here.

Hunter said that he was also at this meeting to observe and thought that thought Leon did a great job.

Hunter commented on the fact that one Fin Comm member gave Leon a hard time about the individual cost per family.

He thought Leon was as well prepared at the meeting as possible. He thought the question was good and that the board should have the answer to it if someone asks at town meeting.

Hunter added that Skipper also spoke very eloquently at the Fin Comm meeting on behalf of the article.

Leon said the other question that came up was how did the Personnel Board come up with 10%. Leon explained to the Fin Comm that the 10% was used because it represents the total step increases for steps 1 and 2, and that the hourly rates at step 1 and 2 been too low. The Personnel Board has been repeatedly asked by various departments to start new hires at step 3. The 10% will effectively make step 1 the equivalent of step 3.

Once the Fin Comm understood where the 10% came from they were fine with the warrant article. His explanation changed tenor of the meeting from being negative until they voted in favor of the increase. The final vote by the Fin Comm was 4-1.

Skipper thanked the Personnel Board for putting this article forward saying that ,”this is the right thing to do for our employees”. He thought it was the right time and that he appreciates the support from the board.

Janice asked if the Personnel Board planned to have a handout at Town Meeting. Brian thought it was a good idea. He said it doesn't need to be a long explanation. He thinks most people will probably be in in favor of it.

The members then talked about what the presentation at Town Meeting should highlight, and discussed the wording of a handout. Maria suggested keeping the explanation as simple as possible. Otherwise, there will be more questions about the wage scale and could get off topic with people going off on tangents. The more information that we give people the more in the weeds people will get with the explanation.

Skipper agreed that the simpler the explanation, the better. Brian said he would make the statement long enough to cover the subject and short enough to keep it interesting.

Then the board talked about the procedure for presenting warrant articles at town meeting. Leon will have statement to read but nothing will be handed out at Town Meeting.

Administrative:

Documents noted for the record: Approval of vacation carry-over for Lawson and Rand

There being no old business to discuss, the meeting adjourned at 5:49 PM.

Respectfully Submitted,

Maria McFarland
Board Administrator
APPROVED
July 10, 2023