Approved:
10/5/22

ORLEANS TOWN CLERK
'22 OCT 6 1:27PM

PERSONNEL ADVISORY BOARD
April 20, 2022 at 2pm
VIRTUAL MEETING via ZOOM
with public access at
http://us02web.zoom.us/i/81003780856

Present were members Tom Genereux, Gail Meyers Lavin, Lorraine Normann, and Assistant Town Administrator Liana Surdut.

The meeting was called to order by Mr Genereux by roll call at 2:08 pm. Lorraine Normann joined the meeting at 2:09 pm

Mr Genereux read out the Cape Cod Times Public Hearing Legal Ad of April 4, 2022 announcing the April 20th meeting to consider the proposed amendment to the Personnel Bylaw to be considered on May 9, 2022 at the Orleans Town Meeting. He convened the Public Hearing to discuss Article 65 of the Warrant and read it and its Summary into the record:

"Article 65 proposes the amendment of General Bylaw Chapter 40 to "approve a 3% cost of living wage increase for the period of July 1, 2022 and June 30, 2023 (FY23) for those employees who are covered by the Personnel Bylaw Compensation Plans and those employees covered by individual contracts and employment agreements; and to amend sections of the bylaw to reflect existing policies and procedures of the town, as set forth in the amendment on file with the Town Clerk, or take any other action relative thereto." He stated that the "article updates certain provisions on the Personnel Bylaw and approves a 3% cost of living wage increase for all non-union employees. Funding for the COLAs is included in the FY23 operating budget. A copy of the proposed changes is on file with the Town Clerk. "

There were no public comments.

It was moved by Mr Genereux to close the public hearing, seconded by Ms Lavin, and voted unanimously 3-0-0 by roll call at 2:13 pm (Ms Normann arrived before the vote).

Discussion of the Article: Ms Surdut explained that the revisions were quite simple – to add a new paid holiday – Juneteenth, which is in line with the Managers and Steelworkers (clerical, technical, and laborers) unions and said that she expects that it will be successfully negotiated with the Fire and Police unions as well. She said that the other was a cost-of-living increase of 3%, which will go through the same process, and hopefully will be similarly successful.

It was moved by Mr Genereux, seconded by Ms Normann, that the Personnel Advisory Board accept Article 65 as printed in the Warrant, which was voted unanimously by roll call 3-0-0.

It was moved by Ms Lavin, seconded by Mr Genereux, to accept the Minutes of October 5, 2021 and voted unanimously by roll call 3-0-0.

On a motion by Ms Lavin, seconded by Mr Genereux, the Personnel Advisory Board unanimously voted by roll call to adjourn at 2:25 pm.

Respectfully submitted,
Gail Meyers Lavin

Gail Meyers Lavin, Clerk