

Transition Task Force

Personnel subcommittee

Report of 3/21/12 meeting

Members of the Transition Task Force's Personnel Subcommittee (Thea Berkhout, Jo Butler, Jim Levine, Shirley Meeker, Gary Patteson, Bruce Topolosky, Bob Bruschi, Kathy Monzo, and Sandra Webb), met and discussed the following:

- Gary Patteson provided an analysis of various employee separation options that the Task Force could consider, ranging from the arrangements provided by the current policies of the two municipalities to an early retirement program (ERI). After discussing the various options, the committee agreed that the only two viable options would be those outlined under "voluntary" or "involuntary" categories, and that the report to the task force would be revised to reflect that attrition and ERI were considered, but would not be recommended, except, perhaps, attrition for the police in merged positions. The subcommittee will review the report again next week, (March 28) just prior to its presentation to the full Task Force.
- Jim Levine reported on the work done so far in comparing the two sets of personnel policies and benefits. The insurance company used by both municipalities is also supporting this work by providing a model merged sample manual. Jim Levine will continue to work with the staff to complete a spreadsheet on the differences. He will report back to the subcommittee on progress in this area at each of the next subcommittee meetings, with a goal to presenting a report on this to the Task Force on April 18.
- Shirley Meeker reported that she was impressed by the amount of cross-pollination efforts already taking place among the staff, but indicated her sense that a major distraction for the staff was not knowing at this point who will be in the leadership positions. In addition, Bob Bruschi mentioned the challenge to find time to work toward the consolidation while maintaining current services. There was some discussion about possible office closures over the summer to accommodate staff cross-pollination efforts. Shirley will report back to the subcommittee which, in turn, will report on ongoing efforts to the Task Force.
- The next meeting of the committee will be on March 28 at 5:30 p.m.