

1. Agenda

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2. Packet

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# **PERSONNEL COMPENSATION REVIEW COMMITTEE**

## **AGENDA**

**10 OCTOBER 2013 – 4:00 PM**

**PUBLIC SAFETY FACILITY TRAINING ROOM**

**4 FAIRGROUNDS ROAD**

**NANTUCKET, MA 02554**

- I. ACCEPTANCE OF AGENDA
  
- II. PUBLIC COMMENT
  
- III. APPROVAL OF MINUTES
  1. Approval of Minutes of 16 September 2013 at 4:00 PM
  
- IV. DISCUSSION
  1. Update on the Wage and Compensation RFP process.
  
  2. The affect of housing and rental costs and availability on recruitment, hiring and retention of full time, part time and seasonal employees, with discussion of potential solutions.
  
- V. ADJOURNMENT



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# PERSONNEL COMPENSATION REVIEW COMMITTEE

## Meeting Minutes

(Online at [www.nantucket-ma.gov/Pages/NantucketMA\\_webdocs/videoarchive](http://www.nantucket-ma.gov/Pages/NantucketMA_webdocs/videoarchive))

Minutes of the meeting of September 16, 2013. The meeting took place in the Public Safety Facility Training Room, 4 Fairgrounds Road, Nantucket, MA 02554. Members of the Committee present were Matt Fee, Nonie Slavitz, Craig Spery, and Jeanette Topham. Robin Harvey, Bruce D. Miller, and John Tiffany were absent. Also present were Town Manager C. Elizabeth Gibson, Assistant Town Manager Gregg Tivnan, attorney Jack Dolan of Town Counsel's office, Human Resources Director Patricia Perris, and Human Resources Benefits Assistant Amanda Johnson. Chairman Fee called the meeting to order at 4:01 PM.

### 1. ACCEPTANCE OF AGENDA

The Agenda was unanimously accepted as presented.

### 2. OPEN SESSION

Chairman Fee explained that there will be an executive session today; however, at this point the meeting is in open public session and asks if there is any public comment.

### 3. PUBLIC COMMENT

Carol Dunton asked if in addition to collecting data on similar communities, will the Committee also consider what the Town can afford? Chairman Fee said yes, that fits into scope of the Committee and of whether the Town is treating people fairly and if the Town can afford it; however, the topic bring up lots of issues. Chairman Fee admits that he left the first meeting questioning how everything the committee wants to do can all be done and how this Committee can assist the Town to accomplish this.

Ms. Harvey joined the meeting at 4:03 PM.

Brief discussion followed regarding the scope of the Committee and what needs to be accomplished. Ms. Topham stated that this Committee is not "coming after the unions" but rather is trying to assist with what is best for Town.

### 4. APPROVAL OF MINUTES

Mr. Spery moved to approve minutes of August 14, 2013; Ms. Topham seconded. All in favor, so voted.



5. EXECUTIVE SESSION – *Exemption 3: To Discuss Strategy with Respect to Collective Bargaining, Where an Open Meeting May Have a Detrimental Effect on the Litigation Position of the Board of Selectmen/County Commissioners.*

Chairman Fee explained that the Committee will be adjourning to executive session but asked Mr. Dolan if any of the presentation is public. Brief discussion followed about the PowerPoint presentation and what the discussion will entail and if Committee will go back into open session.

Mr. Miller joined the meeting at 4:06 PM.

Ms. Slavitz asked Chairman Fee to introduce Labor Counsel. Chairman Fee introduced attorney Jack Dolan of Town Counsel's office who serves as Labor Counsel for the Town. Artell Crowley asked if the public can stay for the presentation and leave for the private discussion. Mr. Dolan said that the two are tied together, therefore he doesn't suggest it, but defers to Committee. Chairman Fee suggests that it is best to adjourn to executive session.

Ms. Dunton inquires as to the next meeting date. Ms. Gibson suggests recommending agenda items so the public will know in advance of the next meeting. Mr. Miller states that we will not know agenda items until after the presentation but agenda and topics are posted online for all to know. Chairman Fee says it is unlikely that Committee will reconvene in open session tonight.

At 4:09 PM Ms. Topham moved to adjourn to executive session for the purpose of discussing strategy with respect to collective bargaining, where an open meeting may have a detrimental effect on the bargaining position of the Personnel Compensation Review Committee, and not to return to open session; Mr. Sperry seconded. Chairman Fee – Yes; Ms. Harvey – Yes; Mr. Miller – Yes; Ms. Slavitz – Yes; Mr. Sperry – Yes; Mr. Tiffany – Yes; Ms. Topham – Yes. So voted.