



Personnel Bylaw Amendments

The Personnel Board intends to propose Personnel Bylaw amendments, which will:

- Apply to non-union, Town employees
- Consider appropriate roles of authorities within a Town Manager form of government



Personnel Bylaw Amendments Personnel Policies & Procedures

Currently:

- Personnel Board & Town Manager must adopt specified policies

Proposal:

- No mandated policies listed in Bylaw
- Personnel Board only addresses policies that implement & interpret the Bylaw



Personnel Bylaw Amendments Classification Plan (Job Descriptions & Periodic Review)

Currently:

- Personnel Board responsible for preparing/maintaining job descriptions & reviewing classifications

Proposal:

- Transfer responsibility to Town Manager or his/her designee(s)



Personnel Bylaw Amendments Pay Policies (Appointment Rates)

Currently:

- Starting pay typically minimum of range, but may be higher; Personnel Board must approve starting above mid-point

Proposal:

- Town Manager has full responsibility for determining starting pay based on assessment of relevant factors



Personnel Bylaw Amendments

Sick Leave (Use)

Currently:

- Some use of accrued sick leave allowed to care for immediate family member during illness or injury

Proposal:

- Town Manager & Personnel Board may expand use to any other purpose described in FMLA or SNLA (e.g., adoption)