



# *Town Of Walpole*

## *Commonwealth of Massachusetts*

### **PERSONNEL BOARD**

Albert DeNapoli, Chair  
William Ryan, Vice-Chair  
Mary Campbell  
Phil Hinds  
John Sheppard

Town Hall  
135 School Street  
Walpole, MA 02081  
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### **MINUTES OF DECEMBER 15, 2014**

A meeting of the Personnel Board was held on Monday, December 15, 2014 at 7:30 p.m. in Room #112 of the Town Hall. Albert DeNapoli was unable to attend. The following members were present:

William Ryan, Vice Chair  
Mary Campbell  
Phil Hinds  
John Sheppard

Also: James Johnson, Asst Town Administrator – arrived at 7:50

### **MINUTES:**

Motion was made by Mr. Hinds and seconded by Mr. Sheppard that:

The Minutes of October 21, 2014 be approved with the amended wording.

Motion was voted 3-0-1 (Ms. Campbell abstained due to not being at that meeting)

### **FISCAL YEAR 2016 BUDGET**

Motion was made by Mr. Hinds and seconded by Ms. Campbell that:

The Board approved that the budget be level funded for fiscal year 2016.

Motion was voted 4-0-0, unanimous.

### **CLASSIFICATION OF POSITIONS:**

Survey will be sent to other towns as to pay rate for Seasonal Laborers, Deputy Wiring, Gas & Plumbing Inspectors. Have results for next meeting.

After some discussion of changes made at the last meeting, Board members voted to rescind a motion from the last meeting

Motion was made by Mr. Ryan and seconded by Mr. Sheppard that:

The Board will rescind their vote made on October 21<sup>st</sup> meeting to re-grade Asst. Town Accountant position.

Motion was voted 4-0-0, unanimous.

### **CORRESPONDENCE: was noted and reviews**

1. Copy of survey completed by the Town of Reading

### **PERSONNEL ACTION REQUESTS: All were approved**

1. Clerical Union cost of living increase effective 7/1/14 – see attached
2. DPW Union cost of living increase effective 7/1/14 – see attached
3. Library Union cost of living increase effective 7/1/14 – see attached
4. Jeff Abate, Dispatcher, COL incr \$24.13/hr, eff 1/1/15

5. Clare Abril, FinCom, Admin Bd Sec, COL incr \$28.73/hr, ef 1/1/15
6. Don Anderson, Supt of Bldg Maint, COL incr \$87,892/yr, eff 1/1/15
7. Tim Bailey, Fire Chief, COL incr \$124,666/yr, eff 1/1/15
8. Timothy Bailey, Jr, Parks laborer, step incr, step 4 - \$21.53/hr, eff 1/3/15
9. Jenna Barnett, Dispatcher, step incr \$22.07/hr, eff 12/5/14.
10. Jenna Barnett, Dispatcher, COL incr \$22.29/hr, eff 1/1/15
11. Ken Barsomian, S&W Laborer, step incr \$21.24/hr, eff 11/5/14
12. Karen Beaton, Asst T Acct, COL incr \$64,743/yr, eff 1/1/15
13. Michael Benner, Police Officer, step incr \$1,094.51/wk, eff 11/14/14
14. Cindy Berube, BOS/Admin Exec Asst, COL incr \$83,205/yr, eff 1/1/15
15. Taylor Bethoney, Police Officer, step incr, step 3, \$1,023.67/wk, eff 1/14/15.
16. Anita Bothwell, Dispatcher, COL incr \$26.64/hr, eff 1/1/15
17. Harley Bowden, Call Lt, Inactive eff 1/1/15
18. Kristine Brown, ZBA Adm Bd Sec, COL incr \$21.78/hr, eff 1/1/15
19. John Carmichael, Dep Police Chief, step incr \$105,821/yr, eff 11/18/14
20. John Carmichael, Dep Police Chief, COL incr \$106,879/yr, eff 1/1/15
21. Rober Casavant, Spec Police, new hire, \$45.27/hr, eff 10/29/14
22. Norma Jean Cauldwell, Asst Library Director, COL incr \$78,566/yr, eff 1/1/15
23. Robin Chapell, Health Director, COL incr \$98,980/yr, eff 1/1/15
24. Susan Charette, Recr Princ Clk, COL incr \$26.64/hr, eff 1/1/15
25. Jon Cogan, Veteran's Agt, COL incr \$48,065/yr, eff 1/1/15
26. Emily Conrad, COA Bd Sec, COL incr \$26.64/hr, eff 1/1/15
27. Crossing Guard, COL incr \$16.30/hr, eff 1/1/15 – Stacy Bingha, Kelly Carmichael, Cynthia Doyle, Julianne Galonzka, Ellen Hart, Beth Pelick, Emelinda Marrero
28. Jodi Cuneo, Town Acct, COL incr \$89,650/yr, eff 1/1/15
29. Kara Dean, Children's Librarian, COL incr \$62,229/yr, eff 1/1/15
30. Judy Decker, Admin Asst, Police, COL incr \$66,961/yr, eff 1/1/15
31. Kate Delaney, Plan Bd Admin Bd Sec, COL incr \$28.73/hr, eff 1/1/15
32. Donna Denehy, Admin Asst, DPW, COL incr \$55,212/yr, eff 1/1/15
33. Lauren DiCalogero, Eng Princ Clk, COL incr \$24.13/hr, eff 1/1/15
34. Val Donohue, HR Admin, COL incr \$84,612/yr, eff 1/1/15
35. Mike Donovan, IT Director, COL incr \$86,168/yr, eff 1/1/15
36. Joe Doyle, Dep Bldg Insp, COL incr \$29.15/hr, eff 1/1/15
37. Michael Doyle, Recr Dir, COL incr \$78,391/yr, eff 1/1/15
38. Mike Eisenhauer, Local Insp, COL incr, \$25.21/hr, eff 1/1/15
39. Election Officers, COL incr \$9.36/hr, Deputy Wardens/Clerks/Dep Clerks, COL incr \$11.54/hr, Registrar/Warden, COL incr \$13.86/hr, eff 1/1/15
40. Election Workers, new hire, \$9.27/hr, eff 11/4/14 – Jay Barrett, Mary Bates, Kathleen Greulich, Judith Guisti, Linda Keefe, Geraldine Johnson, Albert Jordan, Jr, Laurie Mahoney, Peter Nixon, Pat O'Connell, Edw Thomas
41. Michael Erickson, new hire, Motor Equipment Maint Person, Vehicle Maint, W2-step 7, \$24.58/hr, eff 12/15/14
42. Carol Fellini, COA Van Driver, COL incr \$22.82/hr, eff 1/1/15
43. Dennis Flis, Appraiser, COL incr \$98,980/yr, eff 1/1/15
44. Ed Forsberg, Local Insp, \$25.21/hr, eff 1/1/15
45. Mary Frisbee, S & W Comm Admin Bd Sec, COL incr \$28.73/hr, eff 1/1/15
46. Ron Fucile, Town Clerk, COL incr \$58,185/yr, eff 1/1/15
47. Nancy Genesky, BOS Princ Clk, COL incr \$20.59/hr, eff 1/1/15
48. Sal Genovese, Library Dir, COL incr \$89,650/yr, eff 1/1/15
49. Conchita Geyer, COA Outreach Worker, COL incr \$28.73/hr, eff 1/1/15
50. Warren Goodwin, Princ Clk, Police, COL incr \$26.64/hr, eff 1/1/15
51. Kyle Griffin, Police Officer, step incr \$1,094.51/wk, eff 11/14/14
52. Scott Gustafson, S&W Asst Supt, COL incr \$84,853/yr, eff 1/1/15
53. Scott Guyett, Local Inspector, COL incr \$25.21/hr, eff 1/1/15
54. Drew Hand, Asst Supt, Hwy, Pks, Cem, COL incr \$84,853/yr, eff 1/1/15
55. Thomas Hart, Police Officer, step incr, step 3, \$1,023.67/wk, eff 1/14/15
56. Landis Hershey, Cons Agt, COL incr \$58,363/yr, eff 1/1/15
57. Jim Hinds, COA Van Driver, COL incr \$21.93/hr, eff 1/1/15
58. Vince Hobson, PC Support Tech, Col incr \$62,229/yr, eff 1/1/15
59. Kathy Hutchinson, Asst Treasurer/Collector, COL incr \$65,941/yr, eff 1/1/15

60. Joy Idman, Payroll Asst, Finance dept, step incr, step 13, \$28.83/hr, eff 1/4/15
61. Cindy Jackman, Dispatcher, COL incr \$25.61/hr, eff 1/1/15
62. David Jenks, Firefighter, step incr, step 2, \$971.11/wk, eff 12/26/14
63. Dorothy Jennings, Acct Princ Clk, COL incr \$26.64/hr, eff 1/1/15
64. Sherry Joyce, Collector's CSR, step incr, step 6, \$21.78/hr, eff 12/14/14
65. Kia Kaizer, LibrPage, COL incr \$10.15/hr, eff 1/1/15
66. Aicha Kelley, Recr Program Coord, COL incr \$22.29/hr, eff 1/1/15
67. Stephen Kelly, new hire, SMEO, S&W, step 1, \$23.16/hr, eff 10/31/14
68. Mike Laracy, Deputy Fire Chief, COL incr, \$106,879/hr, eff 1/1/15
69. Gerard Lane, Hearing Officer, COL incr \$41.59/mo, eff 1/1/15
70. Brian Leary, Local Insp, Col incr \$23.76/hr, eff 1/1/15
71. Robert LeBlanc, Supt Hwy, Pks, Cem, COL incr \$98,980/yr, eff 1/1/15
72. John Lee, Jr, Local Insp, Col incr \$25.21/hr, eff 1/1/15
73. Fred Leland, Police Lt, Col incr \$98,980/yr, eff 1/1/15
74. Eric Lightbody, Call Fire, Inactive 1/1/15
75. John Lightbody, Call Fire, COL incr \$17.68/hr, eff 1/1/15
76. Leslie Loomis, Asst Children's Libr, COL incr \$28.73/hr, eff 1/1/15
77. Chris MacKenzie, Police Lt, COL incr \$76,515/yr, eff 1/1/15
78. Lauren Macomber, Recr Progr Coord, COL incr \$21.01/hr, eff 1/1/15
79. Susan Manty, Princ Clk, Police, COL incr \$21.85/hr, eff 1/1/15
80. Melissa Marinelli, Dep Health Agt, COL incr \$60,734/hr, eff 1/1/15
81. Emily Massarelli, Library Page, COL incr \$9.95/hr, eff 1/1/15
82. Richard Mattson, Supt S&W, COL incr \$98,980/yr, eff 1/1/15
83. Richard Mattson, Call Fire, COL incr \$17.60/hr, eff 1/1/15
84. John McTighe, PW Craftsperson, Hwy, Retirement eff 11/10/14
85. Linda Menyo, Admin Asst, Fire, COL incr \$58,591/yr, eff 1/1/15
86. Matthew Mitchell, new hire, Police Officer, step 1, \$895.66/wk, eff 12/8/14
87. Carmine Morganelli, Local Insp, COL incr \$25.21/hr, eff 1/1/15
88. Carly Moriaarty, Dispatcher, COL incr \$22.74/hr, eff 1/1/15
89. Bernard Mullaney, Local Insp, COL incr \$24.23/hr, eff 1/1/15
90. John Naff, Dep Bldg Insp, COL incr \$31.56/hr, eff 1/1/15
91. Chad Norton, Asst Recr Dir/Business Mgr, Col incr \$62,137/yr, eff 1/1/15
92. Robert O'Brien, DPW Director, COL incr \$124,666/yr, eff 1/1/15
93. Tom Perciaccante, Supt Vehicle Maint, COL incr \$84,853/yr, eff 1/1/15
94. Ron Preibis, Engineering Aide, COL incr \$26.51/hr, eff 1/1/15
95. Charles Quigley, Asst Town Engineer, Col incr \$84,853/yr, eff 1/1/15
96. Ellen Ransow, Princ Clk, Library, COL incr \$24.61/hr, eff 1/1/15
97. Courtney Riley, COA Director, COL incr \$67,056/yr, eff 1/1/15
98. Doreen Riley, Staff Asst, Finance Dept, step incr, step 11, \$26.02/hr, eff 1/4/15
99. Brittany Rinn, Dispatcher, COL incr \$20.59/hr, eff 1/1/15
100. Barbara Rossi, Princ Clk, Police, COL incr \$21.43/hr, eff 1/1/15
101. Chris Smith, promotion from Laborer, step 2, \$20.61/hr to Pump Station Operator, step 1, \$22.96/hr, eff 11/10/14
102. Pamela Smith, ConCom Admin Bd Secr, COL incr \$26.54/hr, eff 1/1/15
103. Warren Smith, Ref Serv Libr, COL incr \$67,359/yr, eff 1/1/15
104. Emma Spang, Sr. Libr Page, COL incr \$12.73/hr, eff 1/1/15
105. Marilyn Thompson, Finance Dir, COL incr \$98,520/yr, eff 1/1/15
106. Mary Timilty, Sr. Clk, T Clk/ACO, COL incr \$18.72/hr, eff 1/1/15
107. Margaret Walker, Town Engineer, COL incr \$98,980/yr, eff 1/1/15
108. Kristian White, Deputy Bldg Insp, COL incr \$27.47/hr, eff 1/1/15
109. Jane Wulk, COA Van Driver, COL incr \$22.82/hr, eff 1/1/15
110. Michael Yanovitch, Bldg Comm, COL incr \$91,443/yr, eff 1/1/15

**Recreation Seasonal positions:**

111. Lisa Fair, new hire, spec instr, \$25.00/hr, eff 10/22/14 – Youth programs
112. Ethan Kelley, new hire, Progr Aide, \$8.00/hr, eff 10/30/14 – Youth Programs
113. Jennifer Pipe, new hire, spec Instr, \$20.00/hr, eff 11/7/14 – Youth Programs
114. Erica Young, new hire, psec inst, \$25.00/hr, eff 10/20/14 – Youth Programs

**Meeting Adjourned at 8:15**

**Next Meeting – Tuesday, January 20, 2015**