



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
Phone (508)-660-7294
Fax (508)-660-7303

MINUTES OF SEPTEMBER 16, 2014

A meeting of the Personnel Board was held on Tuesday, September 16, 2014 at 7:30 p.m. in Room #116 of the Town Hall. Al 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

SICK LEAVE BANK COMMITTEE NOMINATION:

Voting results as follows:

Supervisory		Non-Supervisory	
Judy Decker	10	Mary Frisbee	4
Richard Mattson	6	Lauren DiCalogero	2
Don Anderson	4	Ellen Ransow	1
Drew Hand	1		
Michael Laracy	1		

STATUS OF UNION NEGOTIATIONS:

Clerical - Reached settlement
DPW - Reached settlement
Library - Reached settlement
Police - In negotiations

PERSONNEL BY-LAWS:

Board members received the current Personnel By-laws for them to review for possible changes for FY16.

SALARY SCHEDULE:

Board members will start their review of the salary schedule for FY16. They received survey that was completed by a consultant for the Town of Dedham which contained a number of towns that Walpole has on their list of towns. Members will review.

PERFORMANCE EVALUATION REVIEW:

Members reviewed the current supervisory and non-supervisory performance evaluation forms to see if any changes should be made. Only change to the form would be to remove the prior Town Administrator's name from the form.

CORRESPONDENCE:

PERSONNEL ACTION REQUESTS: All were approved

1. Daniel Adams, Bldg Maint Craftsperson, step incr from step 2, \$22.73/hr to step 3, \$22.92/hr, eff 9/25/14
2. Erik Bailey, Firefighter, step incr from step 1, \$900.08/wk to step 2, \$971.11/wk, eff 7/29/14
3. Cindy Berube, Executive Asst, BOS/T Admin, additional \$300/wk comp until new TA his hired, eff 8/18/14
4. Michael Boynton, Town Administrator, Resignation eff 7/17/14.
5. Kimberly Brown, new hire, Acting Asst. Town Accountant, \$31.00/hr, eff 9/11/14.
6. Daniel Campbell, Custodian, step incr from step 2, \$20.21/hr to step 3, \$20.82/hr, eff 9/26/14Maureen Cobb, Wtr System Tech, S&W, step incr from step 1, \$24.42/hr to step 2, \$24.59/hr, eff 6/10/14.
7. Dan Cole, promotion from VMaint, Mtr Equip Repair, step 7, \$28.47/hr to Cemetery Foreman, \$28.60/hr, eff 8/25/14
8. Matthew Cox, HMEO, Highway, step incr from step 4, \$23.67/hr to step 5, \$24.15/hr, eff 9/10/14
9. Jean Duffy, new hire, eldction officer, \$9.27/hr, eff 9/9/14.
10. Salvatore Genovese, Library Director, step incr from step 9, \$87,021/yr to step 10, \$88,762/yr, eff 7/19/14.
11. Deborah Giguere, CSR, Assessors, step incr from step 4, \$20.33/hr to step 5, \$20.84/hr, eff 9/13/14
12. Joseph Hebner, new hire, temporary laborer, Hwy, \$19.62/hr, eff 8/14/14
13. James Hinds, COA Van Driver, step incr from step 12, \$21.29/hr to step 13, \$21.71/hr, eff 10/9/14
14. Byron Hurst, Spec Mtr Equip Op, Hwy, Deceased 8/27/14
15. Cindy Jackman, dispatcher, step incr from step 12, \$24.86/hr to sept 13, \$25.35/hr, eff 8/20/14.
16. James Johnson, temporary promotion from Asst TA, \$114,289/yr to Interim T Admin, \$134,289/yr, eff 7/18/14
17. Dianne Ledford, Elder Service Advocate, deceased 8/17/14
18. Charles Lyons, Bldg Maint Craftsperson, step incr from step 2, \$22.73/hr to step 3, \$22.92/hr, eff 9/25/14
19. Melissa Marinelli, promotion from Health Technician, \$24.47/hr to Deputy Health Agt, \$60,133/yr, eff 9/15/14.
20. Michael Mansen, promo from Hwy, HMEO, step inr 7, \$25.12/hr to SMEO, step 6, \$25.17/hr, eff 9/17/14
21. Melissa Marinelli, prom from BOH Tec, step 3, \$24.27/hr to Dep Health Agent, step 2, \$60,133/yr, eff 9/15/14
22. Emelinda Marrero, new hire, Crossing guard, \$16.14/hr, eff 9/3/14
23. Emily Massarelli, Library Page, step incr from step 3, \$9.66/hr to step 4, \$9.85/hr, eff 8/28/14
24. Larry McDavitt, Cemetery Foreman, Retirement eff 7/24/14.
25. Gail Nixon, Deputy Health Agent, retirement eff 9/12/14
26. Lindsey Rockwood, Cust Serv Rep, S&W, step incr from step 2, \$19.33/hr to step 3, \$19.83/hr, eff 8/20/14
27. Colin Ryle, Firefighter, step incr from step 1, \$900.08/wk to step 2, \$971.11/wk, eff 8/12/14
28. Joseph Shaw, S&W Laborer, resignation eff 6/27/14.
29. Drew Stanton, Seasonal Laborer, Parks, resignation eff 8/15/14
30. Michael Tempesta, Seasonal Laborer, Parks, resignation eff 8/15/14
31. Christine Tetreault, new hire, Elder Service Adovacate, \$15.50/hr, eff 8/28/14.
32. Marilyn Thompson, Finance Dir, step incr from step 6, \$95,632/yr to step 7, \$97,545/yr; prob to perm eff 7/22/14
33. Mary Timilty, Sr. Clerk, T Clk/ACO step incr from step 4, \$18.17/hr to step 5, \$18.53/hr, eff 8/24/14
34. Arthur Ragusa, Sr. Work Off Program, resignation eff 9/1/14
35. David LaSalvia and John Vozzella, Election Workers, deceased, eff 9/12/14
36. Mary Ciannavei, Jean Duffy, Jean Golden, Elizabeth Lee, Thomas Russo, new hires, Election Officer, \$9.27/hr, eff 9/9/14

RECREATION DEPARTMENT

Extra Bases Clinic –

37. Dylan Cofsky, new hire, program aide, \$8.00/hr, eff 8/11/14
38. Ian Fair, new hire, program instructor, \$10.00/hr, eff 7/1/14
39. Cameron Fox, new hire, spec instructor, \$25.00/hr, eff 7/1/14

40. Jacob Kral, new hire, program instructor, \$10.00/hr, eff 7/1/14

Field Hockey Clinic –

- 41. Emilee Curtin, new hire, program aide, \$8.00/hr, eff 7/7/14.
- 42. Brianna Doherty, rehire, program instructor, \$10.00/hr, eff 7/7/14
- 43. Cassidy Jackson, new hire, program aide, \$8.00/hr, eff 7/7/14
- 44. Olivia Knight, new hire program aide, \$8.00/hr, eff 7/7/14
- 45. Lucy Lynch, new hire, program aide, \$8.00/hr, eff 7/1/14
- 46. Kara MacLellan, rehire, program instructor, \$10.00/hr, eff 7/7/14
- 47. Liz Malone, rehire, spec instructor, \$16.00/hr, eff 7/7/14
- 48. Meghan Murphy, rehire, spec instructor, \$16.00/hr, eff 7/7/14
- 49. Bethany Welch, rehire, program instructor, \$10.00/hr, eff 6/30/14
- 50. Meaghan Sweeney, rehire, spec instructor, \$25.00/hr, eff 7/7/14
- 51. Nicole Tobin, new hire, program aide, \$8.00/hr, eff 7/7/14

Futur Stars Soccer Clinic –

- 52. Jennifer Guen, rehire, program instructor, \$10.00/hr, eff 7/7/14
- 53. Lily Horrigan, rehire, program instructor, \$10.00/hr, eff 7/7/14
- 54. Beth Kamphaus, rehire, program instructor, \$10.00/hr, eff 7/7/14
- 55. Alyssa Klotzbeecheer, rehire, program instructor, \$10.00/hr, eff 7/7/14
- 56. John McDonough, new hire, program instructor, \$10.00/hr, eff 7/7/14
- 57. Allyson O'Rourke, new hire, program instructor, \$10.00/hr, eff 7/7/14
- 58. Justin Phripp, new hire, program instructor, \$10.00/hr, eff 7/7/14

Girls Volleyball Clinic –

- 59. Colleen Hurley, new hire, program instructor, \$10.00/hr, eff 8/15/14

Little Rebels –

- 60. Grace Sewell, rehire, program aide, \$8.25/hr, eff 6/19/14

Pools –

- 61. Kyle Barry, new hire, gate attendant, \$8.00/hr, eff 6/19/14.
- 62. Joseph Burke, rehire, lifeguard, \$9.25/hr, eff 6/20/14
- 63. Robert Burke, new hire, gate attendant, \$8.00/hr, eff 6/19/14.
- 64. Katie Conroy, new hire, lifeguard, \$9.00/hr, eff 6/27/14.
- 65. Jeanne Conroy, rehire, lifeguard, \$9.00/hr, eff 6/19/14.
- 66. Mary Kate Conroy, new hire, gate attendant, \$8.25/hr, eff 6/19/14.
- 67. Abigail Durfee, new hire, gate attendant, \$8.00/hr, eff 6/30/14
- 68. Paul Ferraro, rehire, lifeguard, \$9.25/hr, eff 6/19/14
- 69. Alice Gallivan, rehire, Wtr Safety Instr, \$12.00/hr, eff 6/19/14
- 70. Anne Gallivan, rehire, lifeguard, \$9.25/hr, eff 6/19/14
- 71. Suzanne Gallivan, rehire, Wtr Safety Instr, \$11.75/hr, eff 6/19/14
- 72. Robert Gay, rehire, lifeguard, \$10.00/hr, eff 6/19/14
- 73. Helen Hinton, rehire, lifeguard, \$9.25/hr, eff 6/19/14
- 74. Julie Hinston, rehire, lifeguard, \$9.00/hr, eff 6/19/14
- 75. Mary Hinton, rehire, lifeguard, \$9.25/hr, eff 6/19/14
- 76. Kristin Jankowski, rehire, lifeguard, \$9.75/hr, eff 6/19/14
- 77. Kimberly Keeman, rehire, lifeguard, \$9.75/hr, eff 6/19/14
- 78. Christian Kelley, rehire, lifeguard, \$10.00/hr, eff 6/19/14
- 79. Shane Kelley, new hire, lifeguard, \$9.00/hr, eff 6/27/14
- 80. Emily Luong, rehire, lifeguard, \$9.00/hr, eff 6/19/14
- 81. Matthew Mariano, new hire, lifeguard, \$9.00/hr, eff 7/1/14
- 82. Ryan McWeeney, new hire, lifeguard, \$9.00/hr, eff 7/1/14
- 83. Allison Morris, rehire, gate attendant, \$8.50/hr, eff 6/19/14
- 84. Daniel Mullen, rehire, gate attendant, \$8.25/hr, eff 6/19/14
- 85. Sophie Nemec, new hire, gate attendant, \$8.00/hr, eff 6/27/14
- 86. Daniel O'Leary, new hire, gate attendant, \$8.00/hr, eff 7/1/14
- 87. Kevin O'Leary, rehire, lifeguard, \$9.00/hr, eff 6/19/14
- 88. Kristen O'Leary, rehire, head Guard, \$12.00/hr, eff 6/20/14
- 89. Caitlin Parlon, rehire, gate attendant, \$8.25/hr, eff 6/19/14
- 90. Samantha Pomer, rehire, lifeguard, \$10.00/hr, eff 6/19/14
- 91. Alexis Riggott, new hire lifeguard, \$9.00/hr, eff 6/19/14
- 92. Rachel Williams, rehire, Wtr Safety Instructor, \$11.75/hr, eff 6/20/14
- 93. Katerina Winston, new hire, gate attendant, \$8.00/hr, eff 6/24/14

Rebel Hoop Clinic –

94. Catherine Alex, new hire, program instructor, \$9.50/hr, eff 7/1/14
95. Courtney Brigham, new hire, program instructor, \$9.50/hr, eff 6/30/14
96. Emma Flynn, new hire, program instructor, \$9.50/hr, eff 7/1/14
97. Brian Gaughan, rehire, program instructor, \$9.50/hr, eff 6/30/14
98. Sophia Giovaniello, new hire, program instructor, \$9.50/hr, eff 6/23/14
99. Ryan Gray, new hire, program instructor, \$9.50/hr, eff 6/30/14
100. William Lanchester, new hire, program instructor, \$9.50/hr, eff 6/30/14
101. Jerry Louis, new hire, program instructor, \$10.50/hr, eff 7/14/14
102. Noah Miree, new hire, program instructor, \$10.00/hr, eff 6/30/14
103. David Moser, new hire, program instructor, \$9.50/hr, eff 6/30/14
104. Andrew Papirio, new hire, program instructor, \$10.50/hr, eff 6/30/14
105. James Randall, new hire, program instructor, \$9.50/hr, eff 7/14/14

Soccer:

106. Gregory Bond, new hire, program aide, \$8.00/hr, eff 9/1/14

Summer Academy –

107. Jessica Bourbeau, rehire, program instructor, \$9.75/hr, eff 6/30/14
108. Nicole D'Andrea, rehire, program instructor, \$9.00/hr, eff 6/19/14.
109. Lynette Donnelly, new hire, spec instructor, \$33.00/hr, eff 6/30/14
110. Rachel Kupferschmid, rehire, program instructor, \$10.00/hr, eff 6/30/14
111. Eric Lederman, new hire, program aide, \$8.00/hr, eff 6/30/14
112. Bradley Niziak, Jr, rehire, program instructor, \$8.75/hr, eff 6/30/14
113. Paige Oliveira, new hire, program aide, \$8.00/hr, eff 7/7/14
114. Ethan Plante, new hire, program instructor, \$10.00/hr, eff 7/7/14
115. Marco Sousa, new hire, program instructor, \$10.00/hr, eff 7/7/14

Summer Programs –

116. Lauren Bean, rehire, program aide, \$8.25/hr, eff 6/19/14.
117. Justin Connolly, rehire, program supv, \$9.75/hr, eff 6/19/14.
118. Kyle Kilroy, rehire, program aide, \$8.50/hr, eff 6/19/14
119. Madison Savary, new hire, program aide, \$8.00/hr, eff 6/23/14

Summer Rec –

120. Lindsey Bruen, rehire, program instructor, \$9.25/hr, eff 6/19/14.
121. Nicholas Corcoran, rehire, program instructor, \$7.85/hr, eff 6/19/14
122. Kimberly Graumnitz, rehire, program instructor, \$10.25/hr, eff 6/19/14
123. Eric Lederman, rehire, program instructor, \$9.25/hr, eff 6/19/14
124. David Lindh, rehire, program instructor, \$9.25/hr, eff 6/19/14
125. Grace Lynch, rehire, program instructor, \$10.50/hr, eff 6/19/14
126. Richard Ordway, new hire, program instructor, \$9.00/hr, eff 7/1/14
127. Alex Taurone, rehire, program instructor, \$9.75/hr, eff 6/19/14
128. Jennifer Walsh, rehire, Day Camp Director, \$13.80/hr, eff 6/19/14
129. Kim Walsh, rehire, program instructor, \$10.25/hr, eff 6/19/14
130. C.J. Weinacht, rehire, program instructor, \$9.00/hr, eff 6/19/14

Youth Sports

131. Kristen Dwyer, rehire, program aid, \$8.25/hr, eff 6/19/14
132. Jake Hurley, rehire, program aide, \$8.25/hr, eff 6/19/14
133. Nathaniel Kelley, rehire, program aide, \$8.25/hr, eff 6/19/14
134. Morgan O'Brien, rehire, program aide, \$8.25/hr, eff 6/19/14
135. Michael Rando, rehire, program instructor, \$9.75/hr, eff 6/19/14
136. Justin Walsh, rehire, program aide, \$8.25/hr, eff 6/19/14