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Hanson Personnel Board
Tuesday, May 26, 2020 5:30 p.m.
Virtual meeting

Members Present: Laura FitzGerald-Kemmett, James Hickey, Wesley Blauss, Matthew Dyer
Members Absent: Kenny Mitchell
Others Present: John Stanbrook, Town Administrator; Greer Getzen, Executive Assistant

I CALL TO ORDER

Chairman Dyer called the meeting to order and took roll call attendance.

II NEW BUSINESS

Annual Town Meeting article: Amend General Bylaw Article 2-12, Section 12E - Sick Leave

Mr. Stanbrook informed the Board that an amended article would be added to the July 20th Annual Town Meeting and explained that this proposed article would end unlimited sick leave for all new Wage & Personnel employees being hired after July 1st. While the current article states that employees will be granted unlimited sick leave for illness or injury, the amended proposed article states that all employees hired on or after July 1st, 2020, will be granted 1.25 sick days for each month worked with the maximum accrual of 165 days per employee. If a portion of a month is worked or if the employee works less than full time, the employee's sick leave shall be prorated to determine the amount of sick leave accrued. The Town Accountant determines the amount of sick leave accrued by individual employees and distributes this information to department heads.

In the discussion with the Board, Ms. FitzGerald-Kemmett voiced concern over the date of the article being July 1st given that Town Meeting isn't until July 20th. Several Board members offered suggestions to account for the adjustment in time frame, and Mr. Stanbrook agreed to add more information in the article regarding potential pay out of excess sick leave.

Finally, Chairman Dyer informed the Board of a practice that is used by the Commonwealth of Massachusetts, and this is the idea of a sick leave bank. This would allow employees to donate portions of their sick leave to other employees who may not have as many hours saved of sick leave.

MOTION by Ms. FitzGerald-Kemmett, seconded by Mr. Hickey, to adopt the amendments to the article as stated by Mr. Stanbrook. ***Roll call vote Ms. FitzGerald-Kemmett aye, Mr. Hickey aye, Mr. Blauss aye, Chairman Dyer aye. Voted 4 – 0***

III ADJOURNMENT

MOTION by Ms. FitzGerald-Kemmett, seconded by Mr. Hickey, to adjourn the meeting.
Roll call vote Ms. FitzGerald-Kemmett aye, Mr. Hickey aye, Mr. Blauss aye, Chairman Dyer aye. Voted 4 – 0

Respectfully submitted,

Amanda Guindon
Minutes Clerk