

**Town of Hanson –
Wage & Personnel Board
Selectmen’s Meeting Room - Hanson Town Hall
Tuesday, July 19, 2016
6:30 p.m.**

Members Present: Donald Howard, James McGahan, Bruce Young, William Scott, Kenneth Mitchell

Members Absent:

Others Present: *Town Administrator Michael McCue and Executive Assistant Meredith Marini*

6:31 p.m. Chairman Mitchell called the meeting to order.

Item II Recreation Commission – Staff salaries – Chairman Jim Hickey deferred to Sue Lonergan as Mr. Hickey’s daughter works at the camp. Sue has been a Recreation Commission member since 2000. Gate attendants make \$9.50 and minimum wage is \$10.00. The Lifeguards make \$11.00 per hour. The lifeguards pay \$300.00 for their certification which is required for employment.

Chairman Mitchell pointed out that a 2% increase was granted to all Wage & Personnel employees.

Mr. Scott asked if the commission has considered paying for the certification. Mrs. Lonergan indicated the Commission pays for the waterfront certification. She informed the Board that last year 115 beach passes were issued. This year they have issued 117. The swim lessons are way up. June revenues were \$12,839 which is an increase from June 2015 revenues of \$8,225. Mrs. Lonergan pointed out that the Commission has the money to cover a raise.

Chairman Mitchell inquired what other communities pay. Mrs. Lonergan reported that Raynham pays above minimum wage and they give increases every year. Hanover YWCA pays comparable to Hanson. She noted that some the Cove staff members have been there for 5 years.

Chairman Mitchell agrees with Mr. Scott to pay for the training and certification.

Ms. Lonergan noted that last year the staff received \$1.00 raise and it was approved.

MOTION by Young to increase gate attendants to \$10.00 per hour for discussion.

Mr. McCue pointed out that last year the State increased the minimum wage but did exempt municipalities. Mr. McCue proposed an article for Town Meeting to address the minimum wage requirement.

Mr. Young requested to revise his motion to \$10.50. Second by Howard.

Mr. McCue requested that the Board consider increasing the two other employees at the Senior Center.

Mr. Scott requested that the STAP rate be increased to minimum. Mr. McCue pointed out the increase would affect the number of hours the volunteers work.

Mrs. Lonergan noted that the Statute known as the 33 1/3 rule regarding minimum wage applies to Camp Kiwanee as no tax dollars go to the payroll, the minimum wage increase would apply.

Mr. McCue supports bringing individuals up to minimum wage and an adjustment for someone who has changed positions. He does not support increasing more than 2% for other positions.

Mrs. Lonergan noted that a 2% increase is only 22 cents.

Mr. Young noted that these are seasonal positions. The staff comes back every year, they have limited hours and receive no benefits. These are hard working kids and are dedicated to teaching children swimming. Mr. Young doesn't equate them to other town employees. Feels they should be more than 22 or 24 cents per hour.

Mr. McCue requested that the two council of aging employees to minimum wage.

Mr. Scott noted that the Interim Town Administrator worked with all the Unions to get everyone to a 2% increase. Suggested having an article at Town Meeting address the issue.

Mrs. Lonergan noted that increase would be less than the cost of paying for the certifications.

Mr. Mitchell recommended increasing to minimum wage and the remaining staff an increase of 50 cents. Mr. Howard has no problem with the requested increase as the funds are paid from the enterprise fund.

Chairman McGahan asked what the impact would be for such an increase. Mrs. Lonergan indicated the increase would be \$300.00 per week for a total of \$2,400 during the season. Mrs. Lonergan indicated that they usually hire the former staff and then look to Hanson residents

Mr. McGahan is in favor of \$1.00 per hour.

Voted 5 – 0 to increase the Gate Attendants to \$10.50

MOTION by McGahan, second by Howard to increase Lifeguards, Beach Director and WSI \$1.00 per hour. ***Voted 5 – 0***

Mr. Hickey indicated that there has one caretaker making less than minimum wage – Mr. Hickey would like to increase Cameron Bain at \$10.50.

MOTION by Young, second by Howard to bring the hourly rate for caretakers to minimum wage. \$10.00 ***Voted 5 – 0***

MOTION by Howard, second by McGahan to adjust all Town Employees making less than minimum wage to minimum wage. ***Voted 5 – 0***

Item III Adjournment

MOTION by Howard, second by McGahan to adjourn. ***Voted 5 – 0***

7:10 p.m.

Respectfully submitted,

Meredith Marini,
Executive Assistant
Voted and Approved 5 – 0
December 13, 2016