

Personnel Board Meeting
Tuesday, December 10, 2019, 6:30 P.M.
Great Plain Room, Town Hall, Needham, MA

Minutes

Attendance

Personnel Board

Vivian Hsu, Chair

Joseph Herlihy, Member

Rich Lunetta, Member

Staff

Rachel Glisper, Director of Human Resources

Chuck Murphy-Romboletti, Assistant Director of Human Resources

Guests

Jason Vanston, Firefighter, Member of Local 1706

Dennis Condon, Fire Chief

Call to Order – 6:55 P.M.

Ms. Vivian Hsu called for a motion to open the Personnel Board meeting. Mr. Rick Lunetta made a motion and Mr. Herlihy seconded.

Fire Union Grievance

- The board continued discussion on the Grievance brought forth by the Needham Fire Association Unit A, regarding an alleged error in the implementation of new agreed upon pay scales as included in the Memorandum of Agreement between the union and Town, signed in June of 2016.
- The Board asked the Human Resources Department to report on the information found since last meeting. Ms. Rachel Glisper presented the Board with the MOA for fiscal years 2017 through 2019, and the integrated collective bargaining agreements for those same years for Units A and C which included wage tables. The MOA and CBA were signed by the Union representatives at the time which included that of Firefighter Dabrowski who is one of the aggrieved. Additionally, a wage proposal summary-handout was presented to the Board for review. This summary-handout was used at the Special Town Meeting on October 5, 2016 and included a summary of the details contained in the MOA that was agreed upon between Town management and the Firefighters Local 1706 and was before Town Meeting at that time, for final approval. The summary sheet was a public document distributed to members of Town Meeting and others. The summary sheet included a bulleted list entitled “Other Cost Items and Key Language Items”, and the last bullet stated “Drop Step One for Firefighters”. The bulleted list highlighted speaking points which were explained at Town Meeting and that bullet in particular shows the intention and agreement that the 1st step was to be dropped from the pay scales.
- The Board discussed the implications that shifting those employees in question would have on the rest of firefighters within the pay scale. The Board agreed that if it were assumed that the employees in question were to be moved up one step, so as to not be in collision with recent hires, they would in turn be in collision with firefighters at the next step up with one more year of seniority, hence triggering the same situation that

the union was claiming issue with and would require those firefighters to also be moved up one step as well and so forth throughout all employees at each step.

- The Board saw no reason to assume that the employees at issue should have been increased one step as is requested in their grievance.
- Mr. Joseph Herlihy made a motion to vote to deny the Grievance at the current step and thereby uphold the Director of Human Resources' decision. Mr. Rick Lunetta seconded. The motion carried unanimously.
- Mr. Rick Lunetta requested that the Town set a meeting with the Fire Union to explain how the step system works and the mechanics of how they get paid.

Approval of Minutes

- Mr. Joseph Herlihy made a motion to vote approve the Meeting Minutes from the Personnel Board meeting of September 17, 2019. Mr. Rick Lunetta seconded. The motion carried unanimously.

Other Business

None

Adjournment - 7:30 P.M.

Ms. Hsu called for a motion to adjourn the Personnel Board Meeting. Mr. Herlihy made a motion to approve and Mr. Lunetta seconded. The meeting adjourned.