

Personnel Board Meeting
Library Conference Room
February 26, 2019

Present: Gretchen Coleman-Thomas, Bob Blythe, Bill Vrooman, Steve Auerbach. Also present: Town Administrator Robert Whritenour, Assistant Town Administrator/HR Director Wendy Brough. Absent: John Lolley.

Meeting called to order at 10:05 a.m.

Minutes

Bill Vrooman motioned to accept the Minutes of January 8, 2019, seconded by Bob Blythe. Vote was unanimous.

Presentation of Pay Equity Report and proposal.

HR Director Brough presented the Pay Equity Report (attached) and reviewed the salient points.

Oak Bluffs has a retention problem due in part to lack of competitive pay. Constantly recruiting and training employees is expensive and does not serve the Town well

The goal is to have all employees paid within the benchmark range, three years from date of hire, or sooner if they have related work experience and/or skills. Oak Bluffs is closer to this goal than was anticipated. Ideally, this process would be re-evaluated every year.

Chairman Coleman-Thomas motioned to approve the Pay Equity Proposal, seconded by Steve Auerbach. Vote was unanimous.

All questions regarding this proposal should be directed to HR Director Wendy Brough.

It takes up to three years to reach equity for all employees. During this time communication is critical.

Meeting was adjourned at 10:47 a.m.

Respectfully submitted,

Alice Ryan Butler
Executive Assistant