

Personnel Board Meeting
Library Conference Room
June 18, 2019

Present: Chairman Gretchen Coleman-Thomas, Steve Auerbach, John Lolley, Bill Vrooman.
Also present: Town Administrator Robert Whritenour, HR Director Wendy Brough, Wastewater Facilities Manager Jim Monteith, Fire Chief John Rose. Absent: Bob Blythe.

Meeting called to order at 10:35 a.m.

Minutes

May 7, 2019

Chairman Coleman-Thomas motioned to accept the Minutes of May 7, 2019, seconded by John Lolley. Vote was unanimous.

Review of Facilities Manager Wastewater compensation request

Jim Monteith, Facilities Manager at the Wastewater plant requested a grade level change and an increase in salary based on his responsibilities, experience and the fact he has a Grade six license the highest level DEP awards. His pay rate is considerably lower than comparable Wastewater plants on the Island.

The Personnel Board will review his request and meet with him again.

Review and possible vote to adopt EMS Captain job description

A job description for the Captain's position is attached. It was recommended by Chief Jones and needed in the rank and structure of the Department. It would give some relief to the Chief and allow the Lieutenants to expand their positions.

A decline in revenue in the Hospital transport is due to medicare. Local taxpayers are paying an inordinate share. The Town still collects \$1.5M but it is very expensive service.

The Town needs to take a look at the Fire/EMS service, not having a more robust command structure is a liability to the Town.

The Board was undecided whether to approve the Captain's job description. It was determined to wait for the next meeting and review it again.

Human Resources Department Update
(attached)

Personnel Board Member comment/update

The gist of the comments are as follows:

It is difficult to retain paramedics.

Reasons offered were pay, personalities, overwork or the transports – (Paramedics want to use their skills, not spend most of the time in traffic)

Morale, Unions, disrespect.

There are 7/8 full time EMT's, 3 paramedics (each transport needs one)

There are approximately 100 medivacs each year.

Approximately 400 ambulance trips to Boston.

Approximately 100 ambulance trips to Cape Cod Hospitals.

The discussion was continued until another meeting.

Adjourn

Meeting adjourned at Noon.

Respectfully submitted,

Alice Ryan Butler
Executive Assistant