

Minutes of the Hingham Personnel Board

Thursday March 10, 2022

The Personnel Board met remotely via Zoom, as an alternative means of public access pursuant to an Order issued by the Governor of Massachusetts dated March 12, 2020 suspending certain provisions of the Open Meeting Law. The Zoom meeting took place on Thursday March 10, 2022. Present on the video/call were David Pace, Karen Johnson, Jack Manning and Courtney Orwig. Lisa Campbell, HR Director, Michelle Monsegur, Assistant Town Administrator, Kristin Dziergowski, Advisory Committee, Mark Thorell, Director, Hingham Recreation Department, and Kevin Whalen, Executive Director, South Shore Country Club and were also present on the video/call.

1. David Pace called the meeting to order at 6:03 pm.
2. The Minutes from the Personnel Board meeting held on February 17, 2022 were reviewed and upon motion duly made and seconded, it was:

VOTED: To approve the Minutes from the Personnel Board meeting held on February 17, 2022.

3. The Board considered a request from the Director of the Hingham Recreation Department and the Director of the South Shore Country Club to adjust the FY 2022 salary schedule for seasonal positions to align with the Massachusetts minimum wage standards. After review and upon motion duly made and seconded, it was:

VOTED: Effective as of January 1, 2022, to modify the salary schedule of FY 22 for the Recreation Department's seasonal position of Lifeguard to \$17.00 per hour at Step 1, \$17.50 at Step 2 and \$18.00 at Step 3; Head Lifeguard to \$18.25 per hour at Step 1, \$18.75 at Step 2 and \$19.25 at Step 3; Counselors, Child Care Staff and Fitness Room Staff positions to \$15.00 per hour at Step 1, \$15.50 at Step 2 and \$16.00 at Step 3; and the Playground Specialist position to \$16.00 per hour at Step 1, \$16.50 at Step 2 and \$17.00 at Step 3 as presented at the meeting.

VOTED: Effective as of January 1, 2022, to modify the seasonal salary schedule at the South Shore Country Club as presented at the meeting. The salary for the Pro Shop staff, Ranger/Starters and Custodian shall be \$15.00 per hour at Step 1, \$15.30 at Step 2, \$15.61 at Step 3 and \$16.00 at Step 4. Additionally, the Groundskeeper Level 2 shall be eliminated and the Groundskeeper, Level 1, shall be renamed as the Groundskeeper position

and the salary for the Groundskeeper position shall be modified to \$16.25 at Step 1, \$17.25 at Step 2, \$18.25 at Step 3 and \$19.25 at Step 4.

4. The Board then reviewed the Annual Report of the Personnel Board for the period of January 1-December 31, 2021. After review and upon motion duly made and seconded, it was:

VOTED: To approve the Annual Report of the Personnel Board.

5. The Board reviewed Article D (Article 4), Personnel Board Report for the Town Warrant. After review and upon motion duly made and seconded, it was:

VOTED: To adopt Article D as presented at the meeting.

6. The Board reviewed Article E (Article 5) regarding Salaries of Certain Town Officers for the Town Warrant. After review and upon motion duly made and seconded, it was:

VOTED: To adopt Article E as presented at the meeting.

7. The Board next considered the designation of the HR Director and the Library Director as of March 1, 2022 to the Library Sick Bank Committee. After review and upon motion duly made and seconded, it was:

VOTED: To ratify the designation of the HR Director and the Library Director to the Library Sick Bank Committee and ratify any action taken by such individuals in such capacity.

8. HR Director Lisa Campbell then provided HR updates, including the recent hiring of the Outreach Coordinator in Elder Services and the Select Board's recent signing of the union contract for the Library.

9. The Board then voted to go into Executive Session and not resume in Open Session for the purpose of discussing strategy related to collective bargaining negotiations with Firefighters Association, IAFF, Local 2398 Union, Hingham Library Staff Association Local 888, S. E.I.U., AFL CIO Union; New England Police Benevolent Association, Inc. Union; Hingham Police Superior Officers Union and the Teamsters, Local 25 Union, the public discussion of which may be detrimental to the Board's bargaining position. David Pace-Aye, Karen Johnson- Aye, Jack Manning-Aye, Courtney Orwig- Aye.

There being no further business before the Board, the meeting adjourned at 7:13 p.m.
The next meeting of the Personnel Board will be held on Thursday, April 14, 2022 at 6:00 pm.

Respectfully submitted,

Courtney A. Orwig

Personnel Board Member