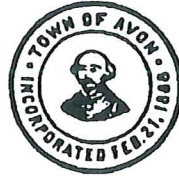


BOARD OF SELECTMEN
Steven P. Rose, Chairman
Eric S. Beckerman, Clerk
Jason L. Suzor, Associate

Gregory S. Enos
TOWN ADMINISTRATOR

Town of Avon Massachusetts



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TOWN OF AVON
2021 NOV -1 A 10:43
TOWN CLERK

BOARD OF SELECTMEN WORKSHOP MEETING OCTOBER 12, 2021 at 6:30 p.m.

Members Present: Steven P. Rose, Chairman
Eric S. Beckerman, Clerk
Jason L. Suzor, Associate

Others Present: Gregory S. Enos, Town Administrator

Chairman Rose called the meeting to order at 6:30 p.m. with all members present.

Update on Wage and Classification Study

Mr. Enos reminded the Board that at the Workshop Meeting of September 27, 2021, the Board tasked him with some additional research regarding the Wage and Classification Study which included double checking the references for the report and the comparable communities, verifying the starting pay for step one for each grade on the grid to confirm what the number was based on, and placing current employees on the grid to see where they would fall in terms of grades and steps and compare this figure to what is currently budgeted in the salary lines for these departments and adjust accordingly.

The Board evaluated the revisions made by Mr. Enos based on the discussion from the last Workshop Meeting. After much review and discussion from Board, Chairman Rose requested Mr. Enos make additional adjustments to the chart including moving several positions up a grade on the table. A few positions were advanced several steps along the grid to get them to a rate competitive with comparable communities. Chairman Rose requested Mr. Enos make the revisions as recommended by the Board and schedule an additional Workshop Meeting on this matter to review both the changes on the grid and the proposed job descriptions for each position.

Adjournment

Mr. Beckerman made a motion to adjourn the Workshop Meeting at 8:45 p.m. Mr. Suzor seconded the motion. A roll call vote was held. Mr. Suzor voted aye. Mr. Beckerman voted aye. Chairman Rose voted aye. The motion carried.

Respectfully submitted,

Shanna M. Faro
Executive Assistant