

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

Gregory S. Enos
TOWN ADMINISTRATOR

Town of Avon Massachusetts



Town Offices
Buckley Center 02322
(508) 588-0414
FAX (508) 559-0209

TOWN OF AVON
2022 JAN 10 A
TOWN CLERK

BOARD OF SELECTMEN WORKSHOP MEETING DECEMBER 13, 2021 at 5:30 p.m.

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

Others Present: Gregory S. Enos, Town Administrator
Shanna M. Faro, Executive Assistant
Erin Barry, Town Accountant
Deb Morin, Treasurer/Collector
Jane Carthas, Council on Aging Director
Paul Sullivan, Principal Assessor
Kathleen Waldron, Health Agent
Robert Borden, Building Inspector

Chairman Rose called the meeting to order at 5:30 p.m. with all members present. He stated that the purpose of tonight's Workshop Meeting is to provide an update on the Pay and Classification Study for non-union employees.

Chairman Rose stated that based on the recommendations of the outside consultant who conducted the study, the Board has reached an agreement on what they consider to be a fair and equitable compensation chart with each non-union position categorized by a specific grade with 15 steps from minimum starting pay to maximum pay with a 2% increase between each step.

Chairman Rose informed the Department Heads in attendance that the chart is to be used a guideline and rates and steps may be adjusted depending on contractual agreements and merit-based increases. Chairman Rose stated that the next part of this process will be placing each employee into a specific step on the compensation chart depending on their current salary or hourly wages. Chairman Rose stated that each Department Head will be reviewed individually as to their placement on the chart.

Mr. Beckerman informed the Department Heads to keep in mind that the numbers contained in the compensation chart may be adjusted on an annual basis, but this chart will be the one used to go forward and will replace the outdated compensation chart as referenced in the Personnel Bylaws.

Mr. Enos gave each Department Head in attendance a copy of the chart for their review.

Adjournment

Mr. Beckerman made a motion to adjourn the Workshop Meeting at 5:50 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,

A handwritten signature in black ink that reads "Shanna M. Faro". The signature is written in a cursive, flowing style.

Shanna M. Faro
Executive Assistant

List of Documents

1. Avon Management and Non-Union Proposed FY22 Pay Plan Chart