

MINUTES
SHARON SELECT BOARD
February 20, 2024

The joint meeting of the Sharon Select Board and Personnel Board was called to order at 6:30 pm by Chair Kiana Pierre-Louis remotely via Zoom. Town Administrator Frederic E. Turkington, Jr.; Select Board members Emily Smith-Lee and Hanna Switekowski were in attendance, as were Personnel Board members Kathleen Kelley, Allan Motenko, and Lauren Brenner. Others also present were Finance Director Krishan Gupta, Town Moderator Andy Nebenzahl, Brad Fitzhenry, Matthew Keenan, Ira Miller, Sam Liao, and Arlene Mathes-Scharf.

Personnel bylaw updates

Both boards discussed topics related to the Personnel Board, including whether the Personnel Board should serve in an advisory or oversight capacity. The discussion included the views of both Boards on who should appoint members of the Personnel Board such as a collective appointment by the Select Board, Finance committee, and the moderator. Currently, there are two unexpected vacancies on the board, raising concerns about maintaining a quorum for meetings.

Mr. Liao suggested changing the name of the Personnel Board to the Human Resource Administration and Policy Board. It was clarified that the board's role is to rate position classifications and job descriptions rather than evaluating individual employees. The board also reviews the performance of executive positions and compares their salary ranges to those in other comparable towns.

It was noted that the current by-law states that the Personnel Board should be involved in the selection of adult center positions. However, the Town Manager recommended limiting their involvement to a narrower range of positions. Updating the by-laws was discussed, with a focus on incorporating changes in the law and best practices. The Personnel Board is awaiting feedback from Legal Counsel on proposed edits.

Both boards agreed that further conversation is needed separately by both boards regarding governance issues, including a determination on whether the Personnel Board should have advisory responsibilities or be involved in decision-making.

The next meeting of the Personnel Board is scheduled for Tuesday, January 27, 2024, at 7:00 pm, and will be conducted via Zoom.

Adjourn

MOTION: To adjourn at 8:26 pm.
(Smith-Lee – Switekowski)

Switekowski: AYE

Smith-Lee: AYE

Pierre-Louis: AYE

3-0 **PASSES**