



Personnel Board Minutes of Meeting January 21, 2016

Members in attendance were Tim Feeney, Stephanie Moody and Bob fanning (new). Also joining were Alan Benson, Town Administrator, Fire Chief Brian Geiger, Call Fire Fighters Michael Geiger and Tom Nee.

7:28 pm– Chair Tim Feeney called the meeting to order.

Board Minutes from Prior Meetings

Approved December 17, 2015 minutes.

New Board Member

The Board welcomed Mr. Robert (Bob) Fanning recently appointed by the Board of Selectmen. Bob joins the Board with vast experience in healthcare operations, finance and human resource experience.

Update on Call Fire Fighter Compensation

The Board was joined by Fire Chief Geiger who provided a historical perspective on call fire fighter compensation in the town of Boxford over the last 15-plus years - emphasizing this is an area that required attention as the town's current structure lags well behind other comparable communities. Specific emphasis was given to the following points of concern:

1. **Workers compensation insurance** - [Specifically] increase the loss of PRIMARY job wages from \$1,000/week to \$2,000/week given most call firefighters are town volunteers who have a regular job during the day. AB has submitted to the town's existing carrier a quote on such increase request.
2. **Hourly rate** - [Again] current rate lower than surrounding comparable communities. Believe pay structure should be incentive based providing additional compensation for those who train (and secure certification) as a pump operator, EMT and/or Firefighter I/II (academy trained).
3. **Late hour response** - It was proposed to extend the existing "extended hour" range FROM 11pm - 6am TO 8pm - 8am. Currently, call firefighters are paid double for the first hour during this time range. Requesting double time throughout the NEW proposed range.
4. **First response compensation** - Review the current stipend paid to those "first responders" (primarily EMTs) from annual to weekly basis.

The Board received a significant amount of information and data. The Board has asked Chief Geiger to further quantify the financial impact of some of the proposal scenarios discussed during the meeting. Currently, approximately \$40,000 of additional payroll costs have been quantified under the incentive based Hourly rate scenario.

Future Meetings

The next scheduled meeting for the Personnel Committee will be a joint meeting with the Board of Selectmen on February 2, 2016.

On a motion made by SM and seconded by BF, it was unanimously voted to adjourn the meeting at 9:16 pm

Respectfully submitted,
Timothy Feeney
Chair