

**Norwood Personnel Board  
Regular Meeting - Minutes  
February 20, 2013**

The Regular Meeting of the Norwood Personnel Board (PB) was called to order at 7:00 PM on Wednesday, February 20, 2013 in the James J. Drummey Conference Room, located on the 1<sup>st</sup> floor of Town Hall, by David Hajjar, Chairman.

Present:

David Hajjar, chairman  
Anne Haley, vice-chair  
Willard (Will) Krasnow  
Patterson (Pat) Riley  
John (Jack) Taylor

Other Attendees:

Michelle Pizzi, HR Director  
Dennis P. Mawn, NFD Captain  
Kevin J. Romines, NFD FF

Absent:

NONE

**1. January 16, 2013 Meeting Minutes**

Several minor corrections and updates were made to the initial draft minutes.

On a motion by Anne Haley and seconded by Pat Riley, the January 16, 2013 Regular Meeting minutes were unanimously approved as corrected.

**2. 7:15 PM – Public Hearing**

Chairman Hajjar opened the advertized/scheduled public hearing regarding the proposed new Military Leave Policy (#P-305) and the proposed new FLSA Policy (#P-104) at 7:15 PM.

**Military Leave Policy (#P-305)**

- a. Chairman Hajjar distributed a red-lined version from Town Counsel, as it addressed several outstanding issues from the previous draft.
- b. Dennis and Kevin brought up several issues they felt were still unclear or somewhat confusing:
  - i. Section 5.1.a – change the word “drills” to “battle assemblies”;
  - ii. Section 5.1.b – reported by whom?
  - iii. Section 5.2.c – should the word “may” be replaced with “shall”;
  - iv. Section 5.2.d – is this pay over and above? Shouldn’t “... or active duty...” be removed?
  - v. Sections 5.2.e / 5.4.d / 5.6.c, all deal with Step increases. Are yearly increases guaranteed or adjustable based on leave absence?
  - vi. Section 5.6.a – a Police Officer can have a work schedule of 3 weekends in a row, so can’t work on unpaid MLOA for more than 5 calendar days in a month.
- c. The PB approved the change in wording to Section 5.1.a.

