

**Norwood Personnel Board
Regular Meeting - Minutes
April 16, 2014**

The Regular Meeting of the Norwood Personnel Board (PB) was called to order at 7:05 PM on Wednesday, April 16, 2014 in the Drummey Conference Room, located on the 1st floor of Town Hall, by David Hajjar, Chairman.

Present:

David E. Hajjar, chairman
Anne Haley, vice-chair
Willard (Will) Krasnow
John (Jack) E. Taylor

Other Attendees:

Michelle Pizzi, HR Director

Absent

Patterson (Pat) Riley

1. Meeting Minutes - March 19, 2014 – Regular Meeting

There were 2 corrections – (1) delete Anne’s name under the Present listing, as she was absent; and, (2) change 2013 to 2014 in section 4.a.

On a motion by Jack Taylor and seconded by Will Krasnow, the meeting minutes for the March 19, 2014 Regular Meeting were unanimously approved as corrected.

2. 7:20 PM - Public Hearing - Longevity Policy [#P-503] (new)

- a. Chairman Hajjar opened up the hearing for public/Town input.
 - i. There were no written comments received by the PB or HR.
 - ii. There was nobody attending from the public.
 - iii. This policy applies to all General Government Non Bargained-for Employees
- b. PB made changes to the following sections:
 - i. Section 3.2 – delete “...to be eligible for a longevity pay-out.”
 - ii. Add new Section/definition – Longevity Payment – is additional compensation given on the basis of total creditable service to the Town.
 - iii. Through-out the policy change “pay-out” to “payment”.
 - iv. Section 3.6 - change the definition of Creditable Service to read “the amount of time accrued under this policy as described as follows. Creditable Service includes:”
 - v. Section 3.6.d – the word ‘calendar’ may have to be changed. Ms. Pizzi to follow up.
 - vi. Section 3.6.d – change to read “Approved unpaid FMLA, MMLA and Workers’ Comp Leaves of Absence for up to 12 weeks within...”
 - vii. Delete Section 3.6.f
 - viii. Delete Section 4.4
 - ix. Section 5.1 – change “...Norwood to consider granting employees” to “Norwood to grant employees”.

