

ARTICLE 6: PERSONNEL BYLAW AMENDMENTS

Ms. Cobbs moves that the Town take affirmative action on Article 6 as printed in the Warrant.

Background

- The Personnel Bylaw has been revised in accordance with the recommendations of the Personnel Study Task Force Report dated September 26, 2022.
- With periodic, limited revisions over several decades, a comprehensive and updated revision was necessary.

Intent of Changes

- Align the revised Personnel Bylaw with the development of a comprehensive Employee Handbook.
- Provide flexibility to the Town Manager, HR Director and the Personnel Board to manage non-wage provisions in a timely manner.
- Employee review, comment and questions regarding any changes to the Employee Handbook are part of the process.

Non-Wage Provisions

- The updated bylaw would shift the following non-wage provisions to the Personnel Policies and Procedures, meaning changes would not require Town Meeting approval.

in-training status

sick leave

bereavement leave

hours of work

holiday pay/leave

personal leave

pay policies

vacation leave

military leave

jury duty

unpaid absences

interruption of employment

leave for temporary& limited-status employees

Recommendation

The Personnel Board recommends affirmative action on Article 6 as printed in the warrant.

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