



ARTICLE 20 – Personnel Bylaw Amendment

May 8, 2023



Current Human Resources Management

- Personnel Board
 - Unable to make quorum
 - Disjointed personnel management
- Conflicting authorities
 - Several conflicting and overlapping authoritative roles which make processes unclear
 - Ex. General Bylaw Section 3.25.3 authorizes both the Personnel Board *and* Town Administrator to 1) provide, create and administer personnel policies, 2) negotiate collective bargaining agreements, 3) maintain personnel records/filings system, 4) create wage classification and compensation plans
 - Departments unable to confirm who has final authority to move forward with decisions



Recommendations

1. Eliminate Personnel Board from General Bylaws (Section 3.25 and references to Personnel Board in Section 15)
2. Move authority from Personnel Board to Town Administrator and/or their appointed official
 - *Increases efficiency of human resource management*
 - *Ensures compliance with evolving human resource law*
 - *Select Board, Town Administrator, or delegate can assemble advisory boards when necessary*
 - *Town Meeting retains all personnel and budget authority*