



Town of Bolton

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BOS HUMAN RESOURCES SUBCOMMITTEE TUESDAY, DECEMBER 8, 2020 4:00 PM – VIRTUAL SPECIAL MEETING MINUTES

The December 8, 2020 meeting of the Board of Selectmen's Human Resources Subcommittee was called to order by Chair, Sandra Pierog, at 4:00 PM.

ROLL CALL

MEMBERS PRESENT: First Selectman Sandra Pierog, Selectman Bob Morra, and Selectman Bob DePietro.

OTHERS PRESENT: Administrator Joshua Steele Kelly.

PUBLIC COMMENT

None.

AGENDA ITEM 3A – Consideration and possible action on the position of Treasurer.

DISCUSSION: Kelly told the Subcommittee that Jill Collins, the Director of Finance and recent Treasurer appointee, recently submitted a letter to him stating that she wished to resign from the Treasurer position. Given that Kelly had been appointed as Deputy Treasurer just a few months earlier, this makes Kelly the acting Treasurer. Kelly explained that Collins' decision was the result of a few factors – one being that she was not seeing any kind of reward for the increased work that was asked of her and the increased risk that she was asked to take on, and another being that her office's time constraints are already so great that putting more on her plate did not seem to be positive at the moment. Further discussion was held on alternatives and other possibilities.

CONSENSUS was reached to have Kelly approach Collins with a few ideas for how to move forward, with Pierog following up after Kelly spoke with Collins.

AGENDA ITEM 3B – Consideration and possible action on wages in the FY 2022 budget.

MOTION by Bob Morra, seconded by Bob DePietro, to enter executive session for the purpose of discussing union and non-union salaries.

VOTING IN FAVOR: Unanimous.

No action was taken as a result of the discussions held in executive session, and executive session was exited at 4:40 PM.

AGENDA ITEM 3C – Consideration and possible action on Personnel Policies.

DISCUSSION: Kelly presented the new, draft Personnel Policies to the Subcommittee. He explained that the Personnel Policies have not been updated since 1993, and that he took the old policies, CRCOG's model policies, and input from staff to create this new update. DePietro shared that

he liked the way the new policies are formatted, and Pierog asked for printed copies of the draft policies. Morra asked to what extent staff had been engaged in developing model policies, and Kelly elaborated on that three-step process.

CONSENSUS was reached to have Kelly deliver printed copies of the draft policies to each Subcommittee member's house and to review another ten pages or more of the policies at each passing Human Resources Subcommittee meeting.

The Chair adjourned the meeting at 5:06 PM.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'J. S. Kelly', written in a cursive style.

Joshua Steele Kelly, Administrator