

TOWN OF DOVER, MA

Personnel Board Meeting Minutes

Aug. 3, 2021

Location/Time: Zoom Meeting 3:00:pm

Personnel Board Present: Mary Carrigan, Chairman, Juris Alksnītis, Mary Hornsby, Sue Geremia, Chris Dwelley, Town Administrator, *ex officio*, and Katelyn O'Brien, Assistant Town Administrator

- 1. Acceptance of Minutes.** The Board reviewed and accepted the minutes for its June 10, 2021 meeting.
- 2. Dover's compensation position to market.** As previously noted, Dover's overall position to market = -7% below the Town's 50th percentile target. C. Dwelley explained that this was calculated using the method historically used and reflected in prior compensation studies.
- 3. Annual COLA recommendation for FY2023 to the Warrant Committee and Board of Selectmen.** The Board extensively discussed the multiple factors feeding into this recommendation and voted unanimously to recommend 4% COLA. We also need to explain the bigger picture – the near future need to bring Dover under-market compensation rates to market, which will require additional resources.
- 4. Next Zoom meeting:** Wednesday, Aug. 11, 2021 12N.

Meeting adjourned at 4:35pm.

Respectfully submitted,

Mary Carrigan, Chair