

Town of Harvard  
Personnel Board Meeting  
March 1, 2021

Call to Order 9:38

Members attending: Diana Harte, Stu Sklar, Don Ludwig, Liz Allard, and Victor Normand, Chair

Others: Marie Sobalvarro, Lindsey Ames, Chief Sicard, Andrew Perry

Agenda:

Merit Pay

Discussion of Board responsibility to consider both Cost of Living Adjustment and Merit Pay independent of Finance Committee deliberations.

Personnel Board generally favors continuation of Merit Pay system.

Discussion of using a pool of funds from which Merit Pay could be drawn generally rejected as a practical method of allocation in favor of a maximum percentage.

Vote: To allow Merit Pay maximum percentage of 1.5%, failed for lack of a second.

Vote: To allow Merit Pay maximum of 1.0%, approved by 4-1 vote, with Liz Allard not in favor of the motion.

Vote to adjourn at 10:28 AM

Submitted by V. Normand