

Personnel Board Meeting (virtual)  
March 16, 2021

Personnel Board: Finance Committee Rep. Melody Chartier, George Arvantis, Peg Ross Melissa Makepeace O'Neil  
Town Administrator: Becky Torres

Meeting called to order at 7:00 p.m.

Approval of minutes of March 11, March 18, as amended.

Consideration of Cost-of-Living-Adjustment (COLA) for town employees.

Last year's COLA was 3%. A 3% increase for FY 2022 would result in approximately a \$18,500 increase in the town's budget. 1% increase: \$6,100.

To consider:

National Inflation Rates:	2019: 1.81%	Social Security Increases:	2019: 2.8%
	2020: .62%		2020: 1.6%
	2021: 2.24%		2021: 1.3%

Shutesbury COLA's:	2019: 2.5%
	2020: 3.0%
	2021: 3.0%

Discussion: Town needs a permanent COLA policy.

Motion: To recommend to SelectBoard and Finance Committee a policy for calculation of annual COLA for Shutesbury employees: That the COLA will be calculated by taking a 3-yr. rolling average of the New England CPI for Urban Consumers, rounded to the nearest 10th decimal place, and no less than 1 percent. Should austerity measures require a COLA of < 1 percent, vote by SelectBoard, Finance Committee and Personnel Board will be required. Annual COLA to be calculated according to above guidelines by Finance Committee.

Meeting adjourned at 8:15 p.m.

Notetaker Peg Ross