

TOWN OF DURHAM

Office of the Selectmen · Connecticut 06422

A. Reed Hayes,
First Selectman

Carl N. Otte,
Majority Selectman

Richard C. Parmelee, Jr.
Selectman

Board of Selectmen's Minutes March 13, 1975

Present: A. Reed Hayes
Carl N. Otte
Richard C. Parmelee, Jr.

1. RESOLVED, that William Cicchese be, and he hereby is, appointed to the position of Recreation Director pursuant to the revised Articles of Authority for the Recreation Committee. Vote 3-0.
2. RESOLVED, that Mr. Frederick Searle be, and he hereby is, appointed the position of elected constable vacated by Mr. Jeff Guire. Vote 3-0.
3. RESOLVED, that the following actions with respect to the town Personnel Policy and Wage Policy are adopted on recommendation of the Pay Scale Study Committee to be effective March 24, 1975:
 - a. Increase paid holidays from 10 to 11 by adding Veterans Day.
 - b. Amend current policy on hospitalization plans (CMS and Blue Cross) by stipulating that family memberships will be 50% paid by the town; single memberships will continue to be 100% paid.
 - c. Amend paid vacation policy to allow a maximum vacation allowance of 3 weeks after 10 years.
 - d. Adopt a formal grievance policy providing that any aggrieved town employee may file a formal complaint with the Board of Selectmen, who shall act within 60 days.
 - e. Adopt a policy that all upgradings, promotions, and length of service increments shall be contingent upon favorable service ratings.
 - f. Adopt a section on benefits eligibility providing that full-time personnel are eligible for all benefits,

(continued)-

part-time personnel are eligible for benefits on a pro-rated basis, and temporary personnel are eligible only for holidays. Vote 3-0.

4. RESOLVED, that all pay grade classifications recommended by the Pay Scale Study Committee for hourly employees of the Highway Department be adopted. Vote 3-0.
5. RESOLVED, that the Hourly Rate Scale recommended by the Pay Scale Study Committee be adopted for hourly Highway Department employees and that wage adjustments thereunder be effective March 24, 1975, with the proviso, however, that no employee may be adjusted automatically above the "3" level of his pay grade. Any subsequent adjustment will be on the basis of a favorable service rating recommending promotion. No wages will be adjusted downward as a result of this action. Vote 3-0.
6. RESOLVED, the salary recommended by the Pay Scale Study Committee for the Highway Department Foreman of \$11,200. annually be adopted effective March 24, 1975, subject, however, to a revision to the Foreman's fringe package as provided in the revised Personnel Policy. Vote 2-1, with Parmelee dissenting.
7. RESOLVED, that the Pay Scale Study Committee be commended for their report. Members serving at the time of submission were Mrs. George Carr, Mr. Edward S. Coe, Mr. Geoffrey L. Colegrove, and Mr. George L. Gulielmetti. Vote 3-0.
8. RESOLVED, that all actions taken with respect to the Personnel Policy and the Wage Policy for Highway Department employees be made effective for all CETA employees. Vote 3-0.

A. Reed Hayes
First Selectman

REC'D	March 14 1975	AT 3:00	A.M.
ATT:	MCA	TOWN CLERK	