



Patrick Hayes <phayes.fincom@natickma.org>

Re: FY 17 & FY 19 Part-Time & Full-Time Pay Plans

1 message

Richard Tranfaglia <rtranfaglia@natickma.org>

Wed, Mar 14, 2018 at 2:45 PM

To: Patrick Hayes <phayes.fincom@natickma.org>

Cc: "Bill Chenard," <chenard@natickma.org>, Steve Levinsky <slevinsky@me.com>, Kristina Anderson <kanderson@natickma.org>

Patrick

I emailed Steve earlier, however, I have not heard from him.

Thus, please be advised that The Personnel Board has no changes on either the Part Time ,or Full Time Pay Plans.

Respectfully

Richard

Richard D. Tranfaglia SHRM-SCP

Director of Human Resources

Town of Natick

13 East Central Street

Natick , MA. 01760

508-647-6471

On Wed, Mar 14, 2018 at 12:10 PM, Patrick Hayes <phayes.fincom@natickma.org> wrote:

What I desire from Richard if necessary but preferably Steve as Chair of the Committee, is a simple email to me with a copy to whomever you wish to copy, stating that the Personnel Board seeks no action under Article 4.

No copies needed. I'm going to provide members and the public the link to last Spring's TM action of that article for reference.

On Wed, Mar 14, 2018 at 11:52 AM, Richard Tranfaglia <rtranfaglia@natickma.org> wrote:

Bill

I concur

Patrick is there any need for additional copies?

I believe what you were sent included FY years , which should be removed

Richard

Sent from my iPhone

On Mar 14, 2018, at 10:50 AM, Bill Chenard, <chenard@natickma.org> wrote:

Patrick,

I agree that no action is required. If others disagree please weigh in.

Bill

William D. Chenard

Acting Town Administrator

508-647-6404

On Wed, Mar 14, 2018 at 10:32 AM, Patrick Hayes <phayes.fincom@natickma.org> wrote:

Krintina and Richard,

In looking at the FY 19 document you just sent to me there is no difference between that and the one approved by Spring Town Meeting in 2017. The SATM pay plan already includes the \$11.00 minimum wage. It was made to be effective July 1, 2017 and has no end date and has no fiscal year reference. That was one of the changes that was made last year- removing the fiscal year reference- which allows the pay plan to stay in force across fiscal years without needing to be reaffirmed.

For reference go <http://natickma.gov/DocumentCenter/View/5295> and view the Town Meeting action and vote.

Unless I'm missing something with the document- such as any other change to titles in grades etc. there is no reason for FinCom to take any action on this pay plan. Can we all agree on this? I would like to make this easy for everyone and I don't want to take action on something when it's not at all required.

Please advise your concurrence for No Action or advise why we are taking action.

Patrick

On Wed, Mar 14, 2018 at 10:06 AM, Kristina Anderson <kanderson@natickma.org> wrote:

Good Morning Mr. Hayes,

Attached below please find the FY 17 and FY 19 Part-Time and Full-Time Pay Plans.

Please let me know if I can provide you with further information.

Kind Regards,

Kristina

Kristina B. Anderson
Human Resources Coordinator
[Town of Natick](#)
(P) [\(508\)647-6469](#)
(F) [\(508\)647-6401](#)

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Patrick Hayes
[\(508\)-333-4994 \(m\)](#)

Finance Committee Chairman

-Planning Governance Sub-Committee Chair

Financial Planning Committee Member

West Natick Fire Station Building Committee Member

Town Meeting Member

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[\(508\)-333-4994 \(m\)](#)

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