



TOWN OF KINGSTON
WAGE AND PERSONNEL BOARD
OPEN SESSION
TOWN HOUSE-26 EVERGREEN ST. ROOM 200 & VIA ZOOM
MARCH 25, 2025

TO PRESENT THE WAGE AND PERSONNEL BOARD'S RECOMMENDATIONS FOR ANNUAL TOWN MEETING TO THE BOARD OF SELECTMEN

Chairman James Soule attended the Board of Selectmen meeting on Tuesday, March 25, 2025, to present the Wage and Personnel Board's recommendations for Annual Town Meeting. He met with the Selectmen from 6:39 p.m. to 6:55 p.m. and member Lorraine Burgio attended via Zoom.

James Soule provided an overview of the Board's recommendations, detailed in the Board's Annual Town Meeting handout which had been included in the Board of Selectmen's meeting packet. Kathleen Barrette, Finance Director – Town Accountant, had provided the Board with a total cost for its warrant article of \$53,829: \$47,314 from the General Fund, \$4,091 from Water and \$2,424 from Wastewater. The recommendations included a two percent cost of living adjustment for Wage and Personnel employees, position reclassifications and new positions. The new positions of Public Works Director and Town Treasurer Collector were placeholders as recommended by the Administration. Keith Hickey, Town Administrator, had included the cost of the Wage and Personnel Board warrant article in his budget.

Questions were asked and answered. The reclassification of the Human Resources Manager to Human Resources Director was discussed. Mr. Soule confirmed that the position's responsibilities and role had changed. He also confirmed that the position provided Human Resources support for the schools. It was asked if the schools paid for that support, and Mr. Hickey responded in the negative. Other changes in Schedule A were reviewed, and the process used for a position reclassification was explained.

Lorraine Burgio provided a few brief comments and thanked the Selectmen for listening.

The Wage and Personnel Board was thanked for its hard work and the public was reminded that it needed a third member.

The Board of Selectmen unanimously voted to approve the Wage and Personnel Bylaw recommended by the Wage and Personnel Committee and move the supporting warrant article to the Town Meeting Warrant.

Respectfully submitted,

Jennifer B. Scavone
Executive Secretary

Meeting Documents: (1) Wage and Personnel Board handout for Annual Town Meeting prepared by the executive secretary

APPROVED APRIL 7, 2025