

NEW PERSONNEL BYLAW AND COMMITTEE: WHAT'S THE PURPOSE/NEED?

Developed; April 2009 - February, 2010

History Over the past several years, Conway's Town government has moved towards a new streamlined and efficient system of management. In that spirit of efficiency, the Town wishes to establish industry standards and guidelines for employee management that will help to eliminate costly errors, and will provide a roadmap for a healthy work environment.

In 2008, several residents and Town employees embarked on research aimed at determining how a new system of personnel management could be created, and in April of 2009, residents at the annual Town Meeting voted in favor of Article # 30, establishing a new Personnel Committee that was charged with two major tasks:

- 1) create a new General Bylaw that would institute a permanent committee and spell out their roles and responsibilities.
- 2) begin to develop a protocol that will guide Town officials on all aspects of human resources.

The current six (6) member committee and three (3) Associate members have worked together since the last Town Meeting, crafting a new Bylaw that would address the Town's needs. The current committee is a team composed of several human resource professionals, lawyers, and Town employees, and is assisted by several Associate members, all of whom have worked hard on creating a new Bylaw.

The Bylaw Information has been gathered over the past year to form the new Bylaw. Sources tapped include other Town governments across the Commonwealth, various professional services, and the committee's own broad expertise. Many drafts Bylaws were formulated and revised to a point where members felt the final draft was appropriated to the needs of the Town, and a final draft was given to Town council for his review and approval. You are encouraged to view an advance copy of the Bylaw that will be on this year's Town warrant.

Conclusion Upon adoption of the Bylaw, a permanent Personnel Committee will serve in an advisory capacity to the Selectboard, Town committees and staff on all personnel matters. This will help Conway move into a new era where the treat of legal challenges and misinterpretation will be a thing of the past. It will also serve to save time and money for your Town government.