

HUMAN RESOURCES BOARD
REMOTE MEETING
January 27, 2026

The meeting was called to order by Chairman Anthony Bent at 6:02 PM. Present were Board members Julie Moore, Gary Lieberman, Neal Goins and Shawn Baker. Also present were Human Resources Director Dolores Hamilton, Assistant HR Director Bahiya Sauer, Town Counsel Tom Harrington, Town Counsel Alex Rubin, Planning Board Chair Marc Charney, Planning Board member Jim Roberti, and Advisory liaison Mark Benjamin.

The first item on the agenda was a presentation by Town Counsel Alex Ruben on the language for Annual Town Meeting to amend Article 30.10 of Wellesley's General Bylaws for HR policy adoption. Ms. Rubin reviewed the proposed changes that she, Tom Harrington, and Shawn Baker discussed. The revision would give the HR Board responsibility for all non-union personnel policies with the provision that the Select Board be involved in any policies that have a financial/budgetary implication. The revised language also includes a provision that any policy component with specific budget impacts would not take effect until the Select Board is able to account for it in the annual budget. This will help ensure that the town has the budget to fund a change of this nature, while leaving the substance of personnel policy with the HR Board. The process would also involve the HR Board holding a hearing on a proposed new policy and providing advance notice to department heads and town staff before a policy takes effect. The group also discussed Open Meeting Law constraints for attending joint board meetings.

Upon a motion duly made and seconded, the Board, by unanimous roll call vote, voted to approve the language for Annual Town Meeting to amend Article 30.10 of Wellesley's General Bylaws for HR policy adoption. Yes votes were made by the following board members: Tony Bent, Julie Moore, Neal Goins, Gary Lieberman and Shawn Baker.

The next item on the agenda was a request from Planning Board Chair Marc Charney to appoint Brad Downey, Senior Planner, to the position of Interim Director of the Planning Department and to increase Mr. Downey's base salary from \$88,275.34 to \$101,517.64, retroactive to January 2, 2026. Mr. Charney explained that the Planning Board unanimously supported this request, noting that Mr. Downey had been the previous Director's "right-hand person" and is viewed as fully capable of leading operations during the transition. The Board asked if the interim compensation request followed the same approach used in previous interim department head situations and Ms. Hamilton confirmed that it did. Board members asked whether there was anything in the bylaws that supported voting in a situation like this. Mr. Harrington confirmed that bylaw section 30.7 authorizes salary plan variances when needed for town operations.

Upon a motion duly made and seconded, the Board, by unanimous roll call vote, voted to appoint Mr. Downey to the position of Interim Director of the Planning Department and to increase his base salary from \$88,275.34 to \$101,517.64 retroactive to January 2,

2026. Yes votes were made by the following board members: Tony Bent, Julie Moore, Neal Goins, Gary Lieberman and Shawn Baker

The next topic of discussion was the Bylaws. Mr. Bent noted that the Select Board has voted to form a Bylaw review committee to review all town bylaws. He shared the Collins Report and a brief summary with the board for informational awareness as the committee's work may impact on how the board operates. He referenced prior Advisory feedback and the Collins Report questioning why certain policies are being brought to Town Meeting. He emphasized that, while no specific action was being proposed at this time, the board should remain aware as the committee is formed. Mr. Goins commented that he was hopeful the board would have an opportunity to understand the committee's approach and priorities. Mr. Baker reported that he had reviewed the HR Board Bylaw in the context of past initiatives, including Town Government Study Committee recommendations, and noted that the Bylaw change approved that evening was viewed as the highest priority item, with other recommendations remaining for future consideration. Mr. Bent revisited the long-term status of the MOA, noting it was not intended to be permanent and that the Collins Report suggested it be incorporated into the Bylaws at some point. He indicated that the current governance model appears to be working well and that the board does not have capacity for daily supervision of the director. The board agreed that following Town Meeting, it may be appropriate to revisit Collins Report recommendations and consider whether any additional bylaw changes should be brought forward. The board then reviewed preparations for the upcoming Advisory Committee meeting, confirming that members may attend as observers without deliberating. It was agreed that Mr. Baker would present the Bylaw language while Ms. Hamilton would address classification, salary, and related policies. Mr. Benjamin advised that the policy list and compensation items were likely to draw limited feedback and recommended focusing primarily on the Bylaw language changes. Mr. Baker noted that Mr. Harrington's attendance at the meeting would be helpful.

Upon a motion duly made and seconded, the Board by unanimous roll call vote approved the minutes of January 8, 2026, with minor edits as noted by Ms. Moore. Yes votes were made by the following board members: Tony Bent, Julie Moore, Neal Goins and Shawn Baker.

Board Chair Mr. Bent adjourned the meeting at 6:58 PM.

Respectfully Submitted,

Gary Lieberman, Secretary

DOCUMENTS USED AT MEETING: agenda, orders suspending certain provisions of Open Meeting Law G.L. c 30A, 20, email from Alex Rubin with Town meeting warrant

language, presentation by Alex Rubin on Town meeting warrant language, General Bylaw Review Committee info from Tony Bennett, meeting minutes from January 8, 2026.