



Personnel Committee - Board of Representatives

Susan Nabel, Chair

Mary Fedeli, Vice Chair

Committee Report

Date: Wednesday, February 18, 2015

Time: 7:00 p.m.

Place: Republican Caucus Room, 4th Floor Government Center, 888 Washington Boulevard, Stamford, CT

The Personnel Committee met at the above date and time. In attendance were Chair Nabel, Vice Chair Fedeli and Committee Member Reps. DePina, Figueroa, Fountain, McMullen, McNeil, Okun and Savage. Also present were Reps. De la Cruz, Mitchell and Ryan; Winnie Hamilton, Superintendent of Schools; Polly Rauh and Jackie Heftman, Board of Education; Thomas B. Mooney, Counsel to Board of Education; and Stephen Falcone, Board of Education HR Director.

Chair Nabel called the meeting to order at 7:10 p.m.

Item No.	Description	Committee Action
¹ 1. P29.035	REVIEW; Requirements Needed for Job Applicants to receive Veteran's or Residency points. 12/03/14 – Submitted by Reps. Mitchell and de la Cruz 12/10/14 – Report Made 12/21/14 – Report Made & Held in Committee	Report Made

Mr. Williams explained that:

- There is a State statute regarding Veteran's points which the City follows
 - It permits a veteran in good standing who provides the City with the appropriate form and who served during the specific period outlined in the statute with 5 points
 - It gives an additional 5 points to a disabled veteran
- Residency points must be granted by Charter. The Charter currently only provides residency points for entry-level firefighters and entry-level police officers

¹ Video Time Stamp 00:00:24

- To permit residency points by ordinance would require a separate ordinance for each entry-level civil service position by job title

Committee members discussed that awarding residency points is good for the City, in that it aligns the interests of the City and its residents. Committee members discussed whether and how to draft such an ordinance. Committee members discussed proposing an ordinance for next month's meeting. Mr. Williams will provide the Chair and Vice-Chair of the committee with a list of positions this type of ordinance could apply to as well as other municipalities which have passed similar ordinances.

<p>²2. P29.036</p>	<p>REJECTION; of a tentative collective bargaining agreement with the Stamford Administrators' Union. 02/03/15 – Submitted by Stephen Falcone 02/13/15 – BOF Advisory Opinion</p>	<p>Held in Committee 9-0-0</p>
-------------------------------	---	---

Chair Nabel explained that the Committee only has the authority to reject the proposed agreement.

Mr. Mooney explained that the Union has ratified the agreement but the Board of Education has not yet accepted the agreement; it will be taking it up next week. They were waiting for the advisory opinion from the Board of Finance. He recommended taking this up in Executive Session. The Committee declined to go into Executive Session as the documentation for the item was already public record and the Committee saw no reason the discussion should not be as well. Mr. Mooney explained that the tentative agreement provides that:

- The health insurance changes are the centerpiece of the agreement
 - All administrators are being moved to a high-deductible health plan (\$2,000 individual and \$4,000 family)
 - The plan then pays 90% of in-network and 70% of out-of-network costs to a stated maximum after the deductible is reached
 - Administrators will continue to pay 21% of the premium for the 1st 2 years and 22% the 3rd year
- The salary settlement is 2% for each of the first 2 years and 2.25% for the 3rd year
 - The step is .38%, .2% and 0% for the 3 years
 - These costs compare favorably to statewide costs
- The Board does not feel that they could reach a better result through arbitration
- There will be no further accrual of the service credit stipend for future years after the 2014-15 school year
- There are no costs associated with the other language changes
- The Board of Finance issued a mixed advisory opinion; the SAU rejected further changes to the salary portions.

² Video Time Stamp 00:18:42

A motion to hold this item until 6:15 on March 2, 2015 was made, seconded and approved by a vote of 9-0-0. (Reps. Nabel, Fedeli, DePina, Figueroa, Fountain, McMullen, McNeil, Okun and Savage in favor.)

³3. P29.037 REVEW; Process for granting residency points on **Report Made**
last Police Exam.
2/5/15 – Submitted by Rep. Fedeli

Clemon Williams stated that the HR department is going before the Personnel Commission next week to approve a procedure for awarding residency points in the future. This procedure includes a check box.

For the September, 2014 exam they identified all Stamford residents in rank 4 who did not get residency points. There were 12 people who would have been in rank 3 and would have been considered. They will be considered in the next round. There are an additional 18 people in rank 5 who would be in rank 4 if they had been given residency points. If the Personnel Commission approves, they will give these 30 individuals an additional 5 days to provide the necessary information to establish residency.

The next class for the Police Department is not until April.

In the future, they will have a FAQ section on the website. For the fire exam, they have had people call all the applicants who said they are Stamford residents to make sure they submit the paperwork.

Chair Nabel adjourned the meeting at 8:20 p.m.

Respectfully submitted,

Susan Nabel, Chair

This meeting is on [video](#).

³ Video Time Stamp 00:56:51