



## ***Personnel Committee - Board of Representatives***

Susan Nabel, Chair

Mary Fedeli, Vice Chair

# **Committee Report**

**Date:** Wednesday, March 23, 2016

**Time:** 6:30 p.m.

**Place:** Democratic Caucus Room, 4<sup>th</sup> 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, McMullen, McNeil, Miller, Okun and Savage. Also present were Clemon Williams, HR Director; Ted Jankowski, Director of Public Safety, Health & Welfare; Kathy Emmett, Corporation Counsel and Chief Trevor Roach, Stamford Fire Department.

Chair Nabel called the meeting to order at 6:35 p.m.

<b>Item No.</b>	<b>Description</b>	<b>Committee Action</b>
	The Committee first considered Item No. 3 on the agenda.	
<sup>1</sup> 3. P29.071	APPROVAL; Employment Contract for Chief of Police (Jon Fontneau). 03/09/16 – Submitted by Mayor Martin	<b>Approved 8-0-1</b>

Ms. Emmett explained that:

- There were 2 changes made to the contract as a result of the tentative police union agreement – a changes to §6.6 to reduce the number of payments from 5 to 3 and a change to §6.2 to change “5 unused days” to “10 unused days”
- The purpose of this agreement is to incent the Chief to continue to lead the police force in the City of Stamford
- The Chief will retire and be rehired as an interim chief at 13.2% less than his current salary
- This agreement has some more favorable terms for the City, including the vacation leave and grandfather time
- The Chief will no longer contribute to the pension plan and will be switching to retiree health insurance
- The contract has a 3 year term with a City option to terminate on 6 months notice

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<sup>1</sup> Video Time Stamp 00:01:23

- The contract may be terminated if the Chief is unable to perform the essential functions of police chief
- This is similar to a DROP plan, but there is no provision within the City for a DROP plan

In response to questions from the Committee, Mr. Williams and Mr. Jankowski explained the savings resulting to the City:

- The 10% match - \$15,000
- Health insurance costs - \$20,000
- Salary differential - \$20,000

A motion to approve this item was made, seconded and approved by a vote of 8-0-1 (Reps. Nabel, Fedeli, DePina, McMullen, McNeil, Miller, Okun and Savage in favor; Rep. Figueroa abstaining).

- <sup>2</sup>1. [P29.069](#) APPROVAL; Agreement with Morris and McDaniel for Entry Level and Promotional Police and Fire Examinations. **Approved 8-0-1**  
 02/25/16 – Submitted by Mayor Martin  
 03/10/16 – Approved by Board of Finance

Ms. Emmett explained that:

- The City did not have a testing company in place with the fire test was given in January, 2015, which had adverse impact concerns and required retesting
- The City sent out an RFP using what was learned from that experience and received 2 responsive replies
- Both responders were interviewed and the Committee picked Morris and McDaniel
- This approach will be more expensive but will result in better, valid testing and they believe will result in a better shot at getting better, more diverse candidates and protection from legal liability
- The price structure is pay per test
- The cost will be lower than the emergency test prepared last year

Mr. Williams explained that:

- Which tests are given will depend upon need and the budget
- Entry level tests will be given every other year

A motion to approve this item was made, seconded and approved by a vote of 8-0-1 (Reps. Nabel, Fedeli, DePina, Figueroa, McNeil, Miller, Okun and Savage in favor; Rep. McMullen abstaining).

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<sup>2</sup> Video Time Stamp 00:27:48

- <sup>3</sup>2. [P29.070](#) APPROVAL; Amendments to Agreement between the City of Stamford and Kronos, Inc. for WFC-TeleStaff Integration (\$240,322) and TeleStaff Upgrade with Absence and Accruals (\$119,510). **Approved 9-0-0**  
03/01/16 – Submitted by Mayor Martin  
03/10/16 – Approved by Board of Finance

Mr. Williams, Mr. Jankowski and Ms. Emmett explained that:

- The City is in the final phase of implementation of the Kronos plan
- The City is currently 3 generations behind; this change will bring the City up to the latest version, which was just upgraded
- City employees who are off-site will be able to call in; geofencing will ensure that they are not calling from a different location
- This will subtract FMLA, disability worker's comp leave

A motion to approve this item was made, seconded and approved by unanimous vote (Reps. Nabel, Fedeli, DePina, Figueroa, McMullen, McNeil, Miller, Okun and Savage in favor).

Chair Nabel held the meeting open until March 31, 2016 at 6:30 p.m., in anticipation of possible items to be taken up under a suspension of the rules.

Respectfully submitted,  
Susan Nabel, Chair

*This meeting is on [video](#).*

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<sup>3</sup> Video Time Stamp 00:44:20