



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

Susan Nabel, Chair

Mary Fedeli, Vice Chair

# **Committee Report**

**Date:** Wednesday, July 18, 2016

**Time:** 7:00 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 Rep. Ryan; Kathryn Emmett, Corporation Counsel; Ted Jankowski, Director of Public Safety Health & Welfare; Chief Trevor Roach and Assistant Chief Miguel Robles; SFD; and Paul Newman, SFD

Chair Nabel called the meeting to order at 7:09 p.m.

Chair Nabel explained that both items on the agenda would need to be held until a meeting on the night of the Board meeting. Item 1 would be held until after the Union voted on the tentative agreement and Item 2 would be held until after Dr. Calder met with the Appointments Committee.

<b>Item No.</b>	<b>Description</b>	<b>Invitees (or designees)</b>
1. <a href="#">P29.076</a>	REJECTION; Tentative Collective Bargaining Agreement with Firefighters Local 786 IAFF. 07/08/16 – Submitted by Mayor Martin 07/15/16 – <a href="#">Advisory Opinion</a> issued by Board of Finance	Held 9-0-0

Ms. Emmett reviewed the provisions in the revised contract with the most significant financial impact:

**Article VIII—Staffing;** Change staffing of Engine Companies #8 and #9 from two Fire Fighters and One Officer to three Fire Fighters and one Officer , Cost of \$419,202 as of 7/1/16 for Engine Company #8; no cost increase for Engine Company #9 as staffing is currently at four. This will increase safety for firefighters and residents and will be consistent with national standards

**Article VIII—Staffing;** Reduce minimum staffing assigned per group from 60 to 54, and add maximum staffing assigned per group of 61, Savings to be determined. This gives increased staffing flexibility

**Article XIX—Insurance;** Change from POS plan to a high-deductible HSA plan effective January 1, 2017; will result in an annual cost savings of over \$1 million for the City and cost savings for firefighters. Unlike the Police, there is no maintenance of the POS plan.

**Article XIX--Retiree Insurance;** Employees who retire after 12/1/16 pay an increased cost of insurance from \$21.66 per month to \$85 per month, Savings of 0.2% of pensionable base earnings

Article XIX--Retiree Insurance; Future retirees (after 7/1/16) will be on Medicare supplemental Plan F rather than City provided insurance , this will result in an estimated savings of 37% of the cost for each individual the City is able to move to Plan F. If current retirees move to Plan F, there is an estimated savings of \$500,000 per year. She believes this will better for employees. The City will work through the union for outreach to the members regarding this.

For employees hired after 7/1/16: there will be a graduated cost share for retirees; this will result in a savings of approximately 1.7% of earnings. The switch for the City to pay the Medicare Supplement results in a .1% of payroll savings

**Article XX—Pension;** for current and future employees, only spouse at time of retirement will be eligible for pension and retiree health benefits

For employees hired after 7/1/16: the pension will be based on the three highest years for pension calculation; 2.25% multiplier up to maximum of 100%; employee contribution to the pension funds will be 7.25% of base salary instead of 6.25%; the vacation exchange will be eliminated; and joint and survivorship options will be put in place; these changes result in savings of between 3.6% and 3.9% of payroll

**Article XXVI—Wages;** Wage increases fall in line with comparison departments— Norwalk, Greenwich & Danbury. Wages were down in comparison to surrounding departments

**Article XXVI—Wages;** As of 7/1/16: adds an annual non-pensionable stipend for Drivers of \$750 , Cost of \$48,000. This is because drivers must now have a CDL License. There are currently 64 drivers.

**Article XXVI—Wages;** Effective 7/1/18: adds an annual non-pensionable stipend for Haz-Mat Technicians and Rescue Technicians of \$750 , Cost of \$60,000. There are currently 40 Haz-Mat Technicians and 40 Rescue Technicians

**Article X –** Standby pay increased from \$10 to \$20

**Article XI –** Overtime pay will begin when an employee remains more than 20 minutes past his/her shift. This is current practice

Article XVIII – Provides for a second set of turnout gear. This is already budgeted

Article XXVI – Provides a stipend to probationary firefighters who obtain their EMT certification within 1 year.

The amount for retroactive salary costs is already included in reserves.

The administration will provide the Committee with a breakdown of the increased costs and savings with dollar amounts of the proposed changes and will provide a salary and step schedule prior to the next meeting.

In response to questions from the Committee, Chief Roach noted that the Department has not given a promotional exam in 3 years. The current class of new firefighters includes 18% minorities. He is hopeful that the new test, which includes non-written assessments will increase the number of minority officers.

A motion to hold this item until 6:00 p.m. on Monday, August 1, 2016 was made, seconded and approved by a vote of 9-0-0 (Reps. Nabel, Fedeli, DePina, Figueroa, McMullen, McNeil, Miller, Okun and Savage in favor).

<sup>1</sup>2. P29.077 APPROVAL; Employment Contract with Dr. Jennifer Calder as Director of Health. Held 9-0-0  
07/11/16 – Submitted by Mayor Martin

Mr. Jankowski reviewed the recent changes to the proposed contract, which were made at the request of Dr. Calder, with the committee members:

Amending §2.B to require a determination that abuse of alcohol or drugs would impair her performance “after consultation and certification by a medical professional specializing in the field of alcohol and substance abuse”, rather than “as the Director of Public Safety, Health and Welfare shall determine in his/her sole discretion.” He explained that the purpose of this change was to eliminate the discretion of a non-expert. Ms. Emmett stated that she was comfortable with this change and that it is consistent with City practice. Committee members expressed concerns regarding the clarity of this language.

Amending §2.D to exclude “the practice of veterinary medicine outside of Stamford, Connecticut” from the term “exclusively employed”. He explained that the purpose of this change is to permit Dr. Calder to continue her international practice of veterinary medicine when she is on vacation, and is worded so as not to create a conflict of interest here in Stamford.

Amending §10 to add that the indemnification provision “shall survive termination of this contract or administration.”

Adding a new §12 waiving any residency requirement. Committee members discussed whether this change was necessary.

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<sup>1</sup> Video Time Stamp 00:44:32

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Chair Nabel adjourned the meeting at 8:15 p.m.

Respectfully submitted,  
Susan Nabel, Chair

This meeting is on [video](#).