



Personnel Committee - Board of Representatives

Mary Fedeli, Co-Chair

Anabel Figueroa, Co-Chair

Committee Report

Date: Wednesday, November 20, 2019

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 Co-Chairs Figueroa and Fedeli and Committee Member Reps. DePina, Lion, McMullen, Nabel, Patterson, Pendell and Zelinsky. Also present were Rep. Pratt; Alfred Cava, HR Director; Kathryn Emmett and Dana Lee, Law Department; Chief Trevor Roach, Stamford Fire Department; Ted Jankowski, Director of Public Safety, Health and Welfare; Robert Stacy, Board of Education HR Director; Andy George, Jackie Heftman and Jennienne Burke, Board of Education.

Co-Chair Figueroa called the meeting to order at 7:00 p.m.

Item No.

Description

Committee Action

The Committee first took up Item No. 5.

5. P30.037	REVIEW; Status of Police Chief and Assistant Chief Hires. 09/11/19 – Submitted by Reps. Pratt and Stella 10/15/19 – Moved to Pending	Report Made
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Mr. Jankowski and Mr. Cava discussed the status of the search with the Committee as follows:

- The City is working with PERF to find candidates
- Chief Wuennemann is working with the captains to pick up slack from the Assistant Chief vacancies
- It will be up to the new Chief to select the Assistant Chiefs
- PERF has identified candidates who are being vetted
- This is an ongoing process
- They will work with the Mayor to determine who will be on the search committee and what process will be followed
- A senior captain currently fills in when Chief Wuennemann is out
- Some of the applicants also applied last time

1. [P30.033](#) APPROVAL; Agreement with Lockton Companies, LLC; Approved 9-0-0
for Health Care Advisory Services.
10/03/19 – Submitted by Mayor Martin
11/14/19 – To be Considered by Board of Finance

Mr. Cava, Mr. Lee and Ms. Emmett discussed this with the committee:

- This is a one year contract with 2 one-year extensions
- The RFP was issued in August 2018, and 4 providers responded, but no contract was entered into
- Mr. Cava reconstituted the committee and Lockton was selected
- He renegotiated their original proposal so that the price is now the same for all 3 years
- This is the first time the City has worked with Lockton, but they work for approximately 30 municipalities in CT
- Lockton's expertise will be helpful in labor negotiations and plan design changes
- The City will not be paying more than \$125,000
- Lockton may be able to take over the auditing of pharmacy benefits once the contract with the current provider expires

A motion to approve this agreement was made, seconded and approved by a vote of 9-0-0 (Reps. Figueroa, Fedeli, DePina, Lion, McMullen, Nabel, Patterson, Pendell and Zelinsky in favor).

2. P30.038 APPROVAL; Employment Contract with Robert Morris Sr. **Approved 9-0-0**
as Assistant Fire Chief for Volunteer Service Firefighters.
11/06/19 – Submitted by Mayor Martin

Chief Roach and Ms. Emmett discussed this item with the Committee:

- Chief Morris joined the force as Assistant Chief for Volunteer Firefighters five years ago
- This is his second contract; the only change is the salary, which is determined by the Pay Plan
- The position was created by the Charter
- Chief Morris has done a very good job with certification and the standardization of equipment
- He has the confidence of both the volunteers and the community in North Stamford
- The contract is for a 2 year term with 3 one-year extensions
- The provision in the job description regarding 3 applicants would only apply when a new candidate is being interviewed, not when the position is going to the incumbent

A motion to approve this agreement was made, seconded and approved by a vote of 9-0-0 (Reps. Figueroa, Fedeli, DePina, Lion, McMullen, Nabel, Patterson, Pendell and Zelinsky in favor).

3. [P30.039](#) APPROVAL; Agreement with PMA Management Corp of **WITHDRAWN**
New England; RFP No. 731 Workers' Compensation &
Heart and Hypertension Claims Administration.
11/07/19 – Submitted by Mayor Martin
11/14/19 – To be Considered by Board of Finance
11/14/19 – WITHDRAWN

4. P30.040 REJECTION; Tentative Agreement between the Board of Education and the Stamford Administrative Unit (SAU – Administrators) for July 1, 2020 through June 30, 2023. **Failed 0-8-1**
10/17/2019 – Board of Finance Issued Positive Advisory Opinion
11/07/19 – Submitted by Robert Stacy, SPS Exec. Dir. of HR

Mr. Stacy, Mr. George, Ms. Heftman and Ms. Burke discussed this item with the Committee:

- The Board of Finance issued an advisory opinion recommending approval of the contract
- This is a voluntary settlement, there was no mediation or arbitration
- The priority was in to increase the premium share contribution – it will be 22.5% in the 3rd year
- The work year is increased to 224 days per year by the 3rd year
- Vacation days are reduced to 26
- The salary supplement for individuals assigned to a lower position is changed to 50%
- The retirement notice is moved to 2/1
- Per the judicial decision, mandatory service fees for non-members was deleted
- The timing for the contract negotiation is mandated by state law
- The differential for assistant principals at the High School is due to the requirement that they attend more evening and weekend activities than assistant principals at the other schools (the AITE Assistant Principal does not get this differential because AITE does not have these events)
- Part of the reason the settlement percentage (8.73%) is so high are – the 3 fewer vacation days (1.35%); and the increase in the Assistant Principal Salaries (.45%); this increase is not across the board
- The general wage increase is just over 2.2% for each of the 3 years
- Most administrators are at the top step
- Most other districts have a 225 day work year

A motion to reject this agreement was made, seconded and failed by a vote of 0-8-1 (Reps. Figueroa, Fedeli, DePina, Lion, McMullen, Nabel, Patterson, Pendell and Zelinsky in favor).

Co-Chair Figueroa adjourned the meeting at 8:04 pm.

Respectfully submitted,
Anabel Figueroa, Co-Chair

This meeting is on [video](#)