



Personnel Committee - Board of Representatives

Carl Weinberg, Chair

Bobby Pavia, Vice Chair

Committee Report

Date: Tuesday, January 20, 2026

Time: 7:00 p.m.

Place: This meeting was held in the Democratic Caucus Room, 4th Floor, 888 Washington Boulevard, Stamford, CT and remotely via Microsoft Teams.

The Personnel Committee met at the above date and time. In attendance were Chair Weinberg, Vice-Chair Pavia, and Committee Member Reps. de la Cruz, Gross, Pollack, and Salas. Rep. Hill was absent. Also in attendance were Reps. Bradford, Camporeale, Hyatt, McKeown, Morson and Walston; Dr. Paula Russell, Director of Human Resources; Rosemarie Frager, Human Resources; Lou Casolo, Engineering; David Villalva, Risk Management; Bridget Fox, Chief of Staff; and Al Cava, Consultant.

Chair Carl Weinberg called the meeting of the Personnel Committee to order at 7:02 p.m.

Item No.	Description	Committee Action
1. P32.004	APPROVAL; of an employment contract for Assistant Chief of Police with Silas Redd 12/17/2025 – Submitted by P. Russell 01/08/2026 – Approved by Board of Finance 5-0-0	COMMITTEE APPROVED 6-0-0

Dr. Paula Russell presented a summary of the proposed employment contract for the Assistant Chief of Police, including the contract term, compensation, work schedule, and benefits. She explained that the position is a full-time exempt role requiring availability during nights and weekends and that holiday benefits follow the applicable collective bargaining agreement. Dr. Russell stated that the Assistant Chief participates in the Police Pension Plan and is not eligible for the defined contribution plan for appointed and unclassified employees. She also noted that outside employment is limited, with activities such as teaching, writing, or consulting permitted only with prior approval and provided such activities do not interfere with official duties. Additional benefits outlined included the use of a City vehicle for emergency and work-related purposes, reimbursement for approved training and travel expenses, continuation of longevity and educational payments under the applicable collective bargaining agreement, and a non-pensionable uniform stipend of \$1,600 paid on a biannual basis.

After questions and discussion by Committee members and other Board members, a motion to approve this item was made, seconded, and approved by a vote of 6-0-0 (Reps. Weinberg, Pavia, de la Cruz, Gross, Pollock, and Salas in favor).

2. P32.006	APPROVAL; of a Clerk of the Works II contract with Michael Cepeda 12/24/2025 – Submitted by R. Frager 01/08/2026 – Approved by Board of Finance 5-0-0	COMMITTEE APPROVED 6-0-0
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Lou Casolo, City Engineer, explained that the Clerk of the Works position supports the administration of capital construction projects by providing on-site field support, documenting construction activity, and assisting project managers with construction oversight. Rosemarie Frager, Human Resources, stated that the position does not include medical benefits pursuant to City Ordinance 1082 and is funded through capital project budgets. She further noted that, notwithstanding the absence of medical benefits for the position, the City has not experienced difficulty recruiting for the position and reported that a substantial number of applications had been received. Discussion and questions also addressed overtime eligibility and workers' compensation coverage.

A motion to approve this item was made, seconded, and approved by a vote of 6-0-0 (Reps. Weinberg, Pavia, de la Cruz, Gross, Pollock, and Salas in favor).

3. [P32.007](#) APPROVAL; of a contract with CorVel Enterprise Claims for RFP 2026.0069 Worker's Compensation and Heart & Hypertension Claims Administration
12/29/2025 – Submitted by Mayor Simmons
01/08/2026 – Approved by Board of Finance 5-0-0

COMMITTEE APPROVED 6-0-0

David Villalva, Risk Management, presented the proposed contract with CorVel Enterprise Claims for third-party administration of workers' compensation and heart and hypertension claims for the City and the Board of Education. He explained that the contract term is three years, with two optional one-year extensions, and outlined the scope of services, cost structure, and claims administration process. Mr. Villalva stated that the contract resulted from a competitive RFP process and that the City selected a new administrator due to cost considerations and proposed technological improvements. He further outlined the transition from the prior administrator and the use of technology to improve employee access to claim information. Committee members asked questions regarding claims handling, the denial and appeals process, employee access, and oversight of claims administration.

A motion to approve this item was made, seconded, and approved by a vote of 6-0-0 (Reps. Weinberg, Pavia, de la Cruz, Gross, Pollock, and Salas in favor).

4. [P32.005](#) APPROVAL; of the revised Pay Plan based on the recently completed Pay Plan Compensation Study.
12/24/2025 – Submitted by P. Russell
01/08/2026 – Approved by Board of Finance 5-0-0

COMMITTEE APPROVED 6-0-0

Alfred Cava, consultant, presented the results of the compensation study of the City's Pay Plan. He explained that the study examined recruitment and retention challenges, internal equity, market competitiveness, and salary compression among Pay Plan positions, and included comparisons with peer municipalities. Mr. Cava discussed the methodology used in the study and the rationale for the recommended adjustments to the Pay Plan. It was noted that the Board of Finance had previously approved the recommendations. Committee members asked questions regarding the study's methodology, benchmarking peers, and findings and implementation of the revised Pay Plan.

A motion to approve this item was made, seconded, and approved by a vote of 6-0-0 (Reps. Weinberg, Pavia, de la Cruz, Gross, Pollock, and Salas in favor).

Chair Weinberg adjourned the meeting at 8:59 p.m.

Respectfully submitted,

Carl Weinberg, Chair

This meeting is on [Video](#)