

31ST BOARD OF REPRESENTATIVES CITY OF STAMFORD

President
JEFF CURTIS
Clerk of the Board
MEGAN COTTRELL

Majority Leader
NINA SHERWOOD
Minority Leader
MARY L. FEDELI

MINUTES

Rep. Sherwood called the meeting to order at 6:33 p.m.

The Call of the Meeting was as follows:

I, Jeff Curtis, President of the 31st Board of Representatives of the City of Stamford, Connecticut, and pursuant to Section C2-10-4 of the Stamford Charter, hereby call a Special Meeting of said Board of Representatives at the following time and place:

Wednesday, November 15, 2023
6:30 p.m.

by computer, tablet, or smartphone at:

<https://us02web.zoom.us/j/82997452646> or www.zoom.com – Webinar ID - 829 9745 2646 or by phone 1-646-558-8656 – Webinar ID - 861 1038 5700.

to consider and act upon the following:

1. P31.045 REJECTION; Tentative Agreement between the City of Stamford and the Stamford Police Association for the Period July 1, 2022 through June 30, 2026.
10/10/23 – Submitted by Al Cava
11/09/23 – Held by Board of Finance 6-0-0
11/09/23 – [NEGATIVE Advisory Opinion](#) by Board of Finance 6-0-0
2. P31.046 REJECTION; Tentative Agreement between the City of Stamford and the Stamford Professional Firefighters' Association, Local 786, IAFF for the Period July 1, 2019 through June 30, 2025.
10/10/23 – Submitted by Al Cava
11/09/23 – [NEGATIVE Advisory Opinion](#) by Board of Finance 6-0-0

INVOCATION: Led by Rep. Annie Summerville.

¹ROLL CALL: Conducted by Clerk of the Board Megan Cottrell. There were 28 members present and 12 members absent or excused (Reps. Berns, Boeger, Campbell, Cottrell, de la Cruz, Figueroa, Garst, Gilbride, Goldberg, Graham, Grunberger, Jean-Louis, Ley, Matheny, Miller, Moore, Morson, Pollack, Roqueta, Sandford, Shaw, Sherwood, Stella, Summerville, Tomas, Walston, Dakary Watkins, and David Watkins were present; Reps. Adams, Bewkes, Curtis, Fedeli, Jacobson, Mays, Patterson, Pavia, Pierre-Louis, Saftic, Shinn, and Weinberg were absent or excused. Reps. Fedeli, Patterson, Pavia and Saftic joined the meeting after roll call for a total of 32 members present and 8 members absent or excused. Rep. Berns left the meeting from 7:00 p.m. until 8:22 p.m.

Also present were Al Cava, HR Director; Ben Barnes, Director of Administration; Lou DeRubeis, Director of Public Safety, Health & Welfare; Chief Tim Shaw and Captain Scott Duckworth, Stamford Police Department; Chief Robert Morris and Mike Robles, Stamford Fire Department; Ana Gonzalez, Labor Relations Specialist; David O'Meara, Stamford Police Association President; Paul Anderson, Stamford Professional Fire Fighter Local 786 President; and Gabe Jiran, Esq., Shipman & Goodwin, LLP.

²ELECTION OF CHAIRPERSON IN PRESIDENT'S ABSENCE: A motion to name Representative Sherwood the chair of the meeting was made, seconded, and approved by unanimous voice vote (Rep. Sherwood abstaining).

COMMUNICATIONS: Conducted by Clerk of the Board Megan Cottrell.

1. If you need assistance with Zoom during the meeting, please call: [REDACTED] to speak with IT. Please do not call other members of the Board or the Board office. If you are having problems speaking or hearing with your computer, you can always access the meeting through a telephone by dialing the phone number on the Agenda - 1-646-558-8656, and using the Webinar ID on the agenda: 829 9745 2646. Please call or text IT at [REDACTED] or text the Clerk at 475-489-5435 to let us know you are coming on, with the phone number you are using, and we will make sure you are able to speak during the meeting.
2. If you do not respond during a roll call vote, your name will be called 2 more times after the conclusion of the vote. If you do not respond, you will be assumed to have left the meeting and your name will not be called on the next roll call vote.
3. If you decide to leave the meeting, you must text the Clerk when you leave. If you need to leave the meeting for a short period, text the Clerk when you leave and return. Members who do not text the Clerk when they leave the meeting will be presumed to be present for all consent items.
4. The Board of Representatives holiday party will be on Wednesday, December 13th at 7 p.m. at Zody's 19th Hole.
5. There will be I.D.E.A.S. (Inclusion, Diversity, Equity & Accessibility Strategies) for all Board members on December 7th at 6:00 p.m. at the Ferguson Library or on December 9th at 10:00 a.m. at the Harry Bennett Branch. Food will be provided. Please R.S.V.P. to the Board office.

PLEDGE OF ALLEGIANCE TO THE FLAG: Led by Rep. Sherwood

¹ Video Time Stamp 00:03:33

² Video Time Stamp 00:08:00

PRESENTATION: Anabel Figueroa, Chair, Personnel Committee; Al Cava, Director of Human Resources.

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| 31. P31.045 | REJECTION; Tentative Agreement between the City of Stamford and the Stamford Police Association for the Period July 1, 2022 through June 30, 2026.
10/10/23 – Submitted by Al Cava
11/09/23 – Held by Board of Finance 6-0-0
11/09/23 – NEGATIVE Advisory Opinion by Board of Finance 6-0-0 | REJECTION
OF
AGREEMENT
FAILED BY A
ROLL CALL
VOTE OF 3-
20-7 |
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Mr. Cava explained that this is a settlement between the City and the Stamford Police Association for a 4 year contract, retroactive to July 1, 2022. The key terms are as follows:

- Wage increases of 2.85% for July 1, 2022, and 3.175% for July 1, 2023, 2024, and 2025.
- The Employee Medical Cost Share will increase ½ % to 13.5% effective January 1, 2024, ½ % to 14% effective July 1, 2023, and ½ % to 14.5% effective January 1, 2026
- A retiree with medical will only be able to opt out one time, as opposed to the current unlimited ability to opt in or opt out.
- A maximum will be placed on an officer's ability to earn compensatory time of 240 hours in any fiscal year; officers will be able to cash out some of their comp time and defer it into their 457; the goal of this change is to have employees work more often rather than take the time off
- Currently there are 125 officers with disability pensions and only 48 with regular service retirement; this puts a big strain on the pension fund; one priority was to correct that and eliminate the 30% rating requirement and replace it with a more traditional definition of disability. In exchange a COLA provision was added: Officers who retire effective November 1, 2023 shall be eligible to receive a 1% COLA increase each July 1. Only officers with a minimum of 20 years of service are eligible and it kicks in at age 65.
- The emergency sick leave bank was modified to include employees who are disabled due to pregnancy
- Two new ranks were recognized - master police officer, entitling an officer to a 2.75% non-pensionable payment, and detective, entitling an officer to a 5% non-pensionable payment

Committee members discussed the proposed agreement with the invited guests. Items discussed included the following:

- The Board of Finance gave a negative advisory opinion because of concerns about the COLA being a new item which would harm the City in the future; COLA's have existed in the past, but infrequently and were complicated; this would be more routine

A motion to reject Item No. 1 was made, seconded and failed by a vote of 3-20-7 (Reps. Gilbride, Goldberg, and Miller in favor; Reps. Campbell, de la Cruz, Fedeli, Graham, Grunberger, Ley, Matheny, Moore, Morson, Pavia, Pollack, Roqueta, Saftic, Sandford, Shaw, Sherwood, Stella, Walston, Dakary Watkins, and David Watkins opposed; Reps. Boeger, Cottrell, Figueroa, Garst, Jean-Louis, Summerville, and Tomas abstained).

³ Video Time Stamp 00:13:42

<p>42. P31.046</p>	<p>REJECTION; Tentative Agreement between the City of Stamford and the Stamford Professional Firefighters' Association, Local 786, IAFF for the Period July 1, 2019 through June 30, 2025. 10/10/23 – Submitted by Al Cava 11/09/23 – NEGATIVE Advisory Opinion by Board of Finance 6-0-0</p>	<p>REJECTION OF AGREEMENT FAILED BY A ROLL CALL VOTE OF 3- 26-2</p>
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Mr. Cava explained that this is a settlement between the City and the Stamford Professional Firefighters' Association for a 6 year contract, retroactive to July 1, 2019. The key terms are as follows:

- Wages increases of 0.5% for July 1, 2019, 1.25% for January 1, 2020, 2.5% for July 1, 2020 and 2021, 3% for July 1, 2022, 3.125%, for July 1, 2023 and 2024
- The retiree medical premium cost share for firefighters hired after July 1, 2016, was changed to a flat 33.33% contribution, replacing the sliding scale based on years of service; officers' ability to perform decreases with age
- Active Medical Insurance - (i) Effective July 1, 2023, an increase of 1% to 12% and effective July 1, 2024, an increase of 1% to 13%; (ii) Employees shall migrate to the State Partnership Plan effective January 1, 2024 (resulting in FY23-24 \$802,728 in premium savings, \$416,000 City HSA Contribution savings; total savings \$1,218,728; FY24-25 \$1,589,361 in premium savings, \$416,000 City HSA Contribution savings; total savings \$2,005,361).
- Effective July 1, 2024, increase the number of Deputy Chiefs on duty from one to two including Deputy Chief Aides (FY24-25 cost \$1,122,094).
- Remove the position of Fire Marshal from the bargaining unit to the pay plan.
- Provide for salary parity for the Assistant Fire Marshal with the Deputy Fire Chiefs (FY23-24 cost \$10,259, FY24-25 cost \$21,139).

A [letter from Mr. Paul Anderson](#), the president of the Stamford Professional Firefighters' Association, was read into the record.

Committee members discussed the proposed agreement with the invited guests. Items discussed included the following:

- The Fire Marshal's office is a significant department within the fire service; someone outside of the bargaining unit will be in a better position to manage the department
- The deputy chief is the commander of any fire ground operation; other cities in CT with over 100,000 population have 2 or 3 incident commanders per shift; Stamford has only 1. The other cities are about 20 square miles; Stamford, including the water is about 50 square miles
- A second deputy chief and the chief's aide is being added for each of the 4 shifts
- Mr. Barnes stated that there will be a higher draw from fund balance for retroactive years for the contract than was planned; a few \$100,000 will have to be appropriated from contingency to fund balance and close to \$1,000,000 in fund balance for the retroactive years; this is relatively close to the amount in the original budget;

⁴ Video Time Stamp 01:21:10

A motion to reject Item No. 2 was made, seconded and failed by a vote of 3-26-2 (Reps. Gilbride, Goldberg, and Miller in favor; Reps. Berns, Boeger, Cottrell, de la Cruz, Fedeli, Figueroa, Garst, Graham, Grunberger, Jean-Louis, Ley, Matheny, Morson, Patterson, Pavia, Pollack, Roqueta, Saftic, Sandford, Shaw, Sherwood, Stella, Summerville, Walston, Dakary Watkins, and David Watkins opposed; Reps. Moore, and Tomas abstained),

ADJOURNMENT:

Rep. Sherwood adjourned the meeting at 9:52 p.m.

This meeting is on [video](#)