



Personnel Committee - Board of Representatives

Mary Fedeli, Chair Polly Rauh, Vice Chair

Committee Report

Date: Wednesday, May 26, 2010
Time: 6:30 p.m.
Place: Democratic Caucus Room, 4th Floor Government Center, 888 Washington Boulevard, Stamford, CT

The Personnel Committee met as indicated above. Present were chair Fedeli, Vice Chair Rauh, and Committee member Reps. Boccuzzi, Cannady, Figueroa, Gabriele and Layton. Also present were Emmet Hibson, Director of Human Resources; Bob Murray, Assistant Director of Human Resources; and Ann Marie Mones, Risk Manager.

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

Item No.	Description	Committee Action Held in Committee
1. P28.015	RESOLUTION ; approving a 120-day extension of continued employment for the Director of Health.	6-0-0

Mr. Murray explained that under the Code any interim appointment that is going to last more than 120 days must be approved by the Board of Representatives. Ms. Fedeli noted that this item is more like an appointment than a contract, but that the committee has not been provided with any background information on Ms. Fountain. Mr. Hibson stated that any Health Director must be approved by the state and meet certain State requirements. After October 1, all local health directors will be required to have an MPH degree. The City would not have been able to approve someone who was not approved by the State. He did not know what other qualifications Ms. Fountain had for the position. He noted that the permanent Director of Health position was posted and that applications are currently being reviewed. The State participates in the review process. Committee members expressed reservations about approving the extension of Ms. Fountain's appointment without having any information about her. The Committee discussed holding this item so that Mr. Hibson can provide Ms. Fountain's resume, a job description for the position, a letter that he has reviewed her file and that she meets the qualifications for the position. The committee also requested that Ms. Fountain appear before the committee at the next meeting. A motion to hold this item and to have the committee reconvene on June 7 was made seconded and approved by unanimous vote. (Reps. Fedeli, Rauh, Boccuzzi, Cannady, Figueroa and Gabriele in favor.)

2. P28.016 RESOLUTION; approving a 120-day extension of continued employment for the City Medical Director. **Item Withdrawn**
3. [P28.017](#) APPROVAL; of a contract with PMA Management Corp. of New England for workers compensation and heart and hypertension claims administration. **Approved 7-0-0.**

Ms. Mones explained that PMA has been used at the third party administrator for Worker' Compensation claims and that the City has been pleased with its performance. Nevertheless the City sent this item out for bid and received four responses. Two responses were much more expensive than PMA's response and the fourth response was from an entity with insufficient Connecticut municipal experience. This contract differs from the previous contract because the City will be paying a flat fee, rather than on a claim-based fee schedule. This should save the City money. This contract does not contain any renewal provisions because the City wants to bid it out again in 3 years. The only other significant change from the previous contract is that each claims adjuster will have a maximum number of claims to review, in order to keep them from having too large a caseload. Ms. Mones described the steps the City is taking to reduce the number of claims, including:

- Safety officer training
- Safety officer inspections
- Review of past accidents to change practices to prevent future accidents

A motion to approve this contract was made seconded and approved by unanimous vote. (Reps. Fedeli, Rauh, Boccuzzi, Cannady, Figueroa, Gabriele and Layton in favor.)

4. [P28.004](#) REVIEW; City of Stamford vehicle use policy. **Report Made**

Chair Fedeli noted that this should properly be called City of Stamford Fleet Safety policy. She stated that there is no requirement that the Board approve this policy. Ms. Mones explained that these revisions were the result of Board members' raising the issue of the number of motor vehicle accidents. Board members had requested several changes to the policy, but the City is constrained by labor contracts from implementing many of them. The policy does not contain specific disciplinary action, because the managers are responsible for discipline. Mr. Hibson explained that discipline in this context is meant to be corrective, rather than punitive. In response to questions from committee members, Mr. Hibson explained that the majority of the accidents involving city vehicles involve people who drive trucks in connection with their jobs and described how background checks are performed.

Chair Fedeli adjourned the meeting at 7:30.

Respectfully submitted,

Mary Fedeli, Chair