



Personnel Committee - Board of Representatives

Mary Fedeli, Chair Polly Rauh, Vice Chair

Committee Report

Date: Monday, January 30, 2012
Time: 6:30 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. Present were: Chair Fedeli, Vice Chair Rauh and Committee Member Reps. Figueroa, Layton, McNeil and Velishka. Excused was Rep. Gabriele. Also present were Clerk Summerville; Reps. Franzetti, Day and DeLuca; Emmet Hibson, Director of HR and Chris Dellaselva.

Chair Fedeli called the meeting to order at 6:32 p.m.

Item No.	Description	Committee Action
1. P28.053	PROPOSED ORDINANCE; <u>for public hearing & final adoption</u> ; creating the unclassified position of Smith House Executive Director in the Pay Plan.	COMMITTEE APPROVED 6-0-0

Chair Fedeli opened the public hearing; there being no one from the public present to speak, Chair Fedeli kept the public hearing open for 15 minutes.

Mr. Hibson distributed a current and proposed organization chart (attached), adding that he would get into more detail in the review that will take place in the Fiscal Committee later this evening. Chair Fedeli stated that if the Committee wished, it could hear a brief overview from Mr. Hibson during this meeting, then adjourn to attend the Fiscal Committee meeting for a more detailed presentation on the administration's plans for Smith House, and then reconvene to take a vote on the ordinance.

- Premier is paid to fund three positions along with a fee.
- Smith House provides good service, but its fiscal house is not in order.
- The Personnel Commission tabled the creation of the Finance Manager because HR is creating 3 finance manager positions, and they had

questions regarding the position at the WPCA (so it held the approval of all 3).

- They will be filling the Executive Director, a Director of Admissions and the Finance Manager positions.
- They will probably wait until the Executive Director position is filled prior to filling the other two positions.
- They are retaining a search firm to fill the Executive Director position.
- This position pays fairly well – up to \$135,000, which is competitive.
- The position will be part of the pay plan with 401/457 benefits along with the high quality health insurance the city offers.
- They will be recruiting someone with nursing home administration experience and with strong financial skills – someone who is business-oriented.
- There are 3 cities in CT that operate nursing homes.
- Rep. Day stated he is concerned about this plan in that Premier brings expertise in highly specialized areas, such as state inspections, Medicare and Medicaid billing, licensing, etc. He is concerned that they may have trouble finding this range of specialization in one or two people.

Chair Fedeli reconvened the meeting at 7:45 p.m. Upon motion duly made and seconded, the Committee unanimously approved by ordinance.

2. [P28.054](#) REJECTION; of a tentative agreement with the Teamsters Union for the period July 1, 2011 through June 30, 2014. **COMMITTEE FAILED TO REJECT 0-6-0**

Chris Dellaselva distributed a book (attached) outlining this contract, and in reviewing the book, stated:

- They targeted four areas: wages, healthcare, pensions and post employment benefits.
- Wages: 0% in Year 1, 2% in Years 2 and 3.
- There are 21 members of this bargaining unit.
- The City currently has what is referred to as a “Cadillac” plan. They will be moving to a plan that is cheaper for the City, with higher co-pays and higher deductibles for employees. They expect to save about \$2,000 per employee with this health plan. Premiums will increase from 10% to 11%, 12% and 13%.
- The total cost in wages is \$1.3 million; with benefits, the total cost is \$3.5 million.
- They already contribute 66% for Post 65 health benefits; this will not change.
- They will increase their contribution for pre 65 health benefits from 33% to 50%.

- New hires will not be part of the pension plan but will receive a 401/457 plan with the City contributing up to 3% of salary.
- The entire bargaining unit works for the WPCA. Since they are concerned about privatization, the City included language that would require anyone that assumes operation of the facility to honor the terms of this agreement. If this were to happen, it would be at least a year from now, and the contract would be almost over anyway.
- The City currently has the option of allowing employees to cash in sick/vacation time for pension credit, and the City has always allowed employees to do this. This contract eliminates the City's option.
- The total cost of this contract over 3 years is about \$300,000.

Vice Chair Rauh noted that this is very similar to the recently-settled contract with the school custodians.

Rep. Layton asked whether the City considered abolishing the defined contribution plan and annuitizing out the benefit. Mr. Hibson responded that this creates problems in the age discrimination area; further, the City would immediately have to fully fund the pension.

Chair Fedeli reviewed the Board of Finance opinion and Kathleen Murphy's letter. After discussion, it was concluded that the numbers in Ms. Murphy's letter are estimates and are dated.

A motion to REJECT the contract was made, seconded and FAILED by a vote of 0-6-0.

As Secondary Committee

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| 1. F28.252 | REVIEW; reorganization of Smith House administration (i.e., city taking over management of the facility, establishing new management positions, etc.). |
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See 1/30/12 Fiscal Committee [Report](#)

This meeting is on [video](#)