



Personnel Committee - Board of Representatives

Susan Nabel, Chair

Mary Fedeli, Vice Chair

Committee Report

Date: Wednesday, June 24, 2015

Time: 6:30 p.m.

Place: Democratic Caucus Room, 4th Floor Government Center, 888 Washington Boulevard, Stamford, CT

The Personnel Committee met at the above date and time. In attendance were Chair Nabel, Vice Chair Fedeli and Committee Member Reps. Fountain, McMullen, McNeil and Savage. Absent or excused were Committee Member Reps. DePina, Figueroa and Okun. Also present were Reps. de la Cruz and Ryan; and Clemon Williams, Director of Human Resources.

Chair Nabel called the meeting to order at 6:38 p.m.

Item No.	Description	Committee Action
¹ 1. P29.035	ORDINANCE <u>for publication</u> ; Requirements Needed for Job Applicants to receive Residency points. 12/03/14 – Submitted by Reps. Mitchell and de la Cruz 12/10/14 – Report Made 12/21/14 – Report Made & Held in Committee 01/21/15 – Report Made & Held in Committee 02/18/15 - Report Made & Held in Committee 03/25/15 – Held in Committee 04/22/15 – Held in Committee	Held

Rep. Fedeli stated that she, Rep. de la Cruz and Rep. Nabel met with Kathy Emmett on this matter. Ms. Emmett asked for time to research this issue and also check with CCM regarding similar ordinances passed by other municipalities. A motion to hold this item was made, seconded and approved by a vote of 5-0-1 (Reps. Nabel, Fedeli, McMullen, McNeil and Savage in favor; Rep. Fountain abstaining).

¹ Video Time Stamp 00:01:26

Under a Suspension of Rules:

A motion to suspend the rules to take up this Item No. P29.047 was made, seconded and approved by a vote of 5-1-0 (Reps. Nabel, Fedeli, Fountain, McNeil and Savage in favor; Rep. McMullen opposed).

- ²4. P29.047 REJECTION; Tentative Collective Bargaining Agreement - International Union of Operating Engineers Contract **Failed 0-5-1**
06/11/15 – [BOF Advisory](#)
06/12/15 – Submitted by Mayor Martin

Mr. Williams explained and responded to questions from Committee members as follows::

- The Teamsters Union was voted out last year and the IUOE is the new union.
- The City focused on the pension multiplier and health care costs in the negotiations and switching shift differentials to a flat dollar amount
- They sought to bring this contract in line with other municipalities and focused on the health of the pension plan
- The last contract had moved new employees to a defined contribution plan
- This contract decreases the pension multiplier and increases the health care contribution, which saves the City money
- Water Pollution plants on the Coast have increased challenges due to regulations concerning the sound and other regulations regarding employee licenses
- The new contract eliminates the early retirement option at 58 with 15 years of service
- The City has tried to standardize the comp mix plan; they have shifted to copays to \$20 for a primary care visit and \$35 for a specialist visit
- The new contract has reduced the copay for generic drugs in order to reduce the cost of prescription benefits
- These changes will result in a 1.27% savings for the City on the pension over the course of the contract
- The new agreement also reduces the amount of life insurance to retirees in response to a change in federal law in order to avoid imputed income to the retirees (retirees may purchase the additional insurance at the City's cost)
- There are also callback savings because they reduced the guaranteed callback payment from 4 hours to 2 hours

A motion to reject this agreement was made, seconded and failed by a vote of 0-5-1 (Reps. Nabel, Fedeli, Fountain, McNeil and Savage opposed; Rep. McMullen abstaining).

- ³3. P29.046 REVIEW; Nepotism Policy. **Report Made**
06/03/15 – Submitted by Rep. Fedeli

The Committee next considered Item No. 3. Mr. Williams stated that:

² Video Time Stamp 00:04:40

³ Video Time Stamp 00:32:43

- The City has hired 6 people to whom the policy would apply since the policy went into effect on May 5, 2014.
- 2 employees have self-identified, but no conflict was found
- To date, he has focused on full time and permanent part-time employees; in response to feedback from the Committee, Mr. Williams will now include Clerks of the Works in the policy
- The department has a system to run a report on all City employees on any given day
- He believes the current policy is working and allowing transparency into City hiring of relatives
- He is going to broaden the inquiry to relatives who are employees anywhere in the City in order to address possible department changes or future department reorganizations

2. P29.045 REVIEW; Negotiation processes for Board of Education employee contracts (SEA, SAU & paraeducators) and status of current contracts.
06/03/15 – Submitted by Rep. Nabel **Held**

Ms. Nabel stated that this item would be held.

Chair Nabel adjourned the meeting at 7:25 p.m.

Respectfully submitted,

Susan Nabel, Chair

This meeting is on [video](#).