



Personnel Committee - Board of Representatives

Susan Nabel, Chair

Mary Fedeli, Vice Chair

Committee Report

Date: Monday, July 20, 2015

Time: 6:00 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. In attendance were Chair Nabel, Vice Chair Fedeli and Committee Member Reps. DePina, Figueroa, Fountain, McMullen, McNeil, Okun and Savage. Also present were Reps. Summerville and Zelinsky; Police Chief Jon Fontneau; Ernie Orgera, Director of Operations; Clemon Williams, Director of Human Resources; and Ted Jankowski, Director of Public Safety Health and Welfare.

The second part of the meeting was continued in the Legislative Chambers, jointly with the Fiscal Committee and the Board of Finance at 7:07 p.m. In attendance were Chair Nabel, Vice Chair Fedeli and Committee Member Reps. DePina, Figueroa, Fountain, McMullen, McNeil, Okun and Savage of the Personnel Committee; Chair Fountain, Vice Chair Cerasoli and Committee Member Reps Coleman, Day, DeLuca, Di Costanzo, Fedeli, Figueroa, Kooris and Silver of the Fiscal Committee. Rep. Mitchell was excused. Also present were President Skigen; Clerk Summerville; Reps. Adams, Buckman, Coppola, Giordano, Moore, Ryan, Watkins and Zelinsky; Ms. Rinaldi, Mr. Bosak, Mr. Gabriele, Mr. Freedman and Mr. Williams of the Board of Finance; Mayor Martin; Michael Pollard, Chief of Staff; Laura Burwick, Special Assistant to the Mayor; Clemon Williams, Director of Human Resources; Ted Jankowski, Director of Public Safety Health and Welfare; Robert Mislow, Smith House Executive Director; Robert Robitaille, Smith House Finance Manager; Lee Berta, Assistant Director OPM; and about 50 members of the public.

Chair Nabel called the meeting to order at 6:02 p.m.

Item No.	Description	Committee Action
¹ 1. P29.050	APPROVAL; Employment Contract with Thomas M. Wuennemann - Assistant Police Chief. 07/08/15 – Submitted by Clemon Williams	Approved 9-0-0

¹ Video (Pt. 1) Time Stamp 00:01:10

Chief Fontneau spoke of Captain Wuennemann's qualifications to become Assistant Police Chief. Mr. Williams explained the changes between this contract and the previous Assistant Chief's contract, including:

- The term is 4 years with a 1 year renewal option
- The Salary is at the highest step, which was approved by the Personnel Commission, because Captain Wuennemann is a 34 year veteran and will no longer be eligible for overtime
- The sick leave provision references the time he has already accrued
- The provision for life insurance over \$100,000 has changed to require purchase at the City's cost

A motion to approve this agreement was made, seconded and approved by unanimous vote (Reps. Nabel, Fedeli, DePina, Figueroa, Fountain, McMullen, McNeil, Okun and Savage in favor).

²2. P29.052 APPROVAL; Employment Contract with Joshua **Approved 4-1-4**
W. Benson - Bureau Chief - Transportation,
Traffic and Parking.
07/08/15 – Submitted by Clemon Williams

Mr. Williams stated that this is a new position. He explained the terms of the contract:

- The term is 4 years with a 1 year renewal option
- The Personnel Commission approved the salary at a Level 6 in the Pay Plan. This is the same level as the individual who held the position many years ago.
- He had filled a similar role in New York and will be able to work with Stamford's needs to integrate pedestrian and vehicular traffic
- He has the ability, background and training to work with traffic flow issues

Mr. Orgera stated that the Committee, which consisted of him, Robin Stein, Michael Pollard and Nancy Markey interviewed 16 to 17 people and pruned it down to a few excellent candidates for the Mayor's review. Both the Committee and the Mayor felt that Mr. Benson was the best candidate. He has been involved in a Complete Streets program, to both address transportation issues and protect Stamford residents.

Committee members expressed concerns about whether or not his experience is too focused on bicycles.

Mr. Orgera stated that the search committee had discussed all transportation and traffic issues with him and what his vision would be. His expertise is in whole transportation issues and safety, not just bicycles. He will be handling transportation, parking, traffic enforcement and signalization issues and was the only candidate with answers about these issues. His first tasks will be to address traffic signalization and traffic flow issues.

He currently resides in Queens but will be relocating to either Westchester or Fairfield Counties.

² Video (Pt. 1) Time Stamp 00:14:22

Mr. Williams explained that the HR Department did a salary comparison for this position. Most cities in the area have more than one person in this role. A nationwide search found that this salary is at the lower end of the salary range for this position.

Mr. Williams stated that Mr. Benson meets all of the qualifications required in the job description.

A motion to approve this item was made, seconded and approved by a vote of 4-1-4 (Reps. Nabel, DePina, Fountain and McNeil in favor; Rep. McMullen opposed; and Reps. Fedeli, Figueroa, Okun and Savage abstaining).

³3. P29.049 APPROVAL; Employment Contract with Robert **Approved 9-0-0**
Mislow – Executive Director – Smith House.
07/08/15 – Submitted by Clemon Williams

Mr. Williams explained that this is a contract renewal. Because of the current uncertainty regarding Smith House, this is a 1 year contract.

Mr. Jankowski explained that Mr. Mislow has been a great asset to Smith House. Rep. Fedeli concurred. Mr. Williams stated the Mr. Mislow has ensured that Smith House is in compliance with all State regulations and guidelines.

A motion to approve this agreement was made, seconded and approved by unanimous vote (Reps. Nabel, Fedeli, DePina, Figueroa, Fountain, McMullen, McNeil, Okun and Savage in favor).

Chair Nabel noted that there was no residency waiver included with this contract.

Chair Nabel stated that the Committee may need to consider a tentative agreement with the Custodian's Union prior to the August 3, 2015 regular Board meeting. As a result, the committee voted to continue the meeting on July 29, 2015 at 7:00 p.m.

The Committee then continued the meeting in the Legislative Chambers, jointly with the Fiscal Committee and the Board of Finance at 7:07 p.m.

As a Secondary Committee:

⁴1. [F29.314](#) REVIEW; Operational Status of Smith House and **Report Made**
Strategy to Reach Solvency (at 7:00 p.m. in
Legislative Chambers)
05/07/15 – Submitted by Rep. Buckman
05/11/15 – Held at Steering
06/08/15 – Held at Steering

Mayor Martin reviewed the [attached Power Point presentation](#).

³ Video (Pt. 1) Time Stamp 00:38:34

⁴ Video Pt. 2

4. P29.048 REVIEW; Matter of Privatizing Jobs at Smith House (at **Report Made**
7:00 p.m. in Legislative Chambers)
06/23/15 – Submitted by Rep. Zelinsky

Secondary Committees: Fiscal & Committee of the Whole

Mayor Martin stated that discussion of this item would be a discussion of pending labor negotiations and requested that it take place in executive session. A motion to go into executive session was made, seconded and approved by unanimous vote (Reps. Nabel, Fedeli, DePina, Figueroa, Fountain, McMullen, McNeil, Okun and Savage in favor). The Board of Finance also moved to go into Executive Session, which motion was seconded and approved by unanimous voice vote. (Ms. Rinaldi, Mr. Bosak, Mr. Gabriele, Mr. Freedman and Mr. Williams in favor). The meeting was continued in executive session at 8:07 p.m. The meeting returned from executive session at 9:32 p.m. President Skigen noted that no votes were taken during the executive session.

The meeting was adjourned at 9:34 p.m.

Respectfully submitted,

Susan Nabel, Chair

This meeting is on video ([Pt. 1](#) and [Pt. 2](#)).