



Personnel Committee - Board of Representatives

Susan Nabel, Chair

Mary Fedeli, Vice Chair

Committee Report

Date: Wednesday, August 26, 2015

Time: 7:00 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. Figueroa, Fountain, McMullen, McNeil, Okun and Savage. Absent or excused committee member Rep. DePina. Also present were Clemon Williams, Director of Human Resources; Kathryn Emmett, Direction of the Law Department; Dick Lyons and Andrew Holmes, Fire Commission; Trevor Roach, Assistant Fire Chief; and PRESS: Alex Gecan, Stamford Advocate.

Chair Nabel called the Meeting to order at 7:04 pm.

Item No.	Description	Invitees (or designees)
1. P29.035	ORDINANCE for publication; 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 06/24/15 – Held in Committee 07/13/15 – Held at Steering	Committee Held 6-0-0

- ¹2. 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
06/24/15 – Held in Committee
07/13/15 – Held at Steering
- Committee
Held 6-0-1**

Chair Nabel said she requested this item to be on the Agenda to be more useful for the Board of Representatives to hear from the Board of Education, Human Resources department of the Board of Education and their Attorney to see how they approach negotiations and to see their time table. She discussed attending this meeting with BOE President Heftman, who suggested that a member of the Board of Representatives should attend as an observer at the negotiation meetings. President Skigen agreed and assigned himself and Representative Fedeli to attend. Mr. Skigen did attend the meeting tonight but the Teachers Union wanted to consider whether they would want him as an observer. There is a state statute that specifies that members of the Board of Finance can attend negotiating meetings as observers. In other towns as a matter of practice both Finance and Legislative Board members can participate as a form of practice. The SAU Negotiating team met and decided that they were not comfortable with President Skigen attending the meetings so he was disinvented.

The Committee agreed to ask Corporation Council if the Legislative Body has the right to under State Law to participate in any status with Teachers Negotiations.

- ²3. P29.051 REVIEW; Update on the Firefighter Re-Test and Hiring timeline.
07/08/15 – Submitted by Reps. Nabel and Fedeli
07/13/15 – Held at Steering

Mr. Clemon Williams stated:

- Test given
- Fire Commission Met
- 16 positions filled initially (1 candidate failed the background check and was replaced with one of the alternates). 19 alternates are on the list, which is valid for two years.
- Fire Commission Selections:
 - 2 Hispanic Males
 - 4 Black Males
 - 2 Caucasian Females
 - 7 Caucasian Males
 - 1 Male who identified himself as 2 or more races
 - 9 previous volunteer firefighters
- Most diverse class the City of Stamford has seen
 - 12.5% females
 - 56% Caucasians
 - 6.25% 2 or more races

¹ Video Time Stamp 00:02:30

² Video Time Stamp 00:15:30

- 25% Black
- 12.5% Hispanic
- Orientation starts Thursday August 27, 2015
- Will be on the payroll as of Monday, August 31, 2015

Mr. Lyons stated that this testing process had resulted in a broader range of applicants to interview than previous tests. Mr. Williams agreed to provide the committee with the percentage of Stamford residents who were hired and the total of individuals in the various testing bands.

Chair Nabel adjourned the meeting at 7:49 pm.

Respectfully submitted,

Susan Nabel, Chair

This meeting is on [video](#).