



Personnel Committee - Board of Representatives

Susan Nabel, Chair

Mary Fedeli, Vice Chair

Committee Report

Date: Wednesday, February 24, 2016

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. DePina, McMullen, McNeil, Miller and Okun. Absent or excused were Committee Member Reps. Figueroa and Savage. Also present were Ted Jankowski, Director of Public Safety Health & Welfare; Kathy Emmett, Corporation Counsel; Clemon Williams, HR Director; Robert Murray, Human Resources; Chief Trevor Roach, Assistant Chief Miguel Robles, and Paul Newman, Stamford Fire Department.

Chair Nabel called the meeting to order at 7:05 p.m.

Item No.	Description	Committee Action
¹ 1. P29.067	APPROVAL; Employment Contract with Trevor Roach – Fire Chief. 02/02/16 – Submitted by Mayor Martin	Approved 6-0-1

Ms. Emmett reviewed the agreement with Chief Roach.

- The agreement is patterned on earlier agreements
- The term of the agreement begins on the date of Chief Roach's appointment in December, 2015 with a 4 year term with a 1 year option to extend by the City at its sole discretion. The purpose of this term is to give the Fire Department stability over the next few years.
- If Chief Roach elects to leave prior to the end of his term, he will receive a pension at the level of Assistant Chief, which was his prior position.

In response to questions from the Committee, Ms. Emmett & Mr. Williams explained that:

- Prior terms have been for 2 years
- People are reluctant to move up through the ranks because they are giving up overtime, so the pension is an incentive to get career firefighters to move up

¹ Video Time Stamp 00:00:50

- Chief Brown was a pay plan employee; Chiefs Fontneau and Roach are in the department, and therefore many benefits are set by the union contract; people in similar positions in urban settings make more, so Chief and Assistant Chief contracts are likely to follow this pattern in the future

Chair Nabel noted that the Committee had received a [letter](#) from the Stamford Professional Fire Fighters Association. Ms. Emmett had not reviewed the letter and was not able to comment. Mr. Murray stated that he has not read the letter, but the fire union has filed grievances in the past for Chiefs Conte and Smith. Ms. Emmett stated that this will be resolved through the grievance procedure.

A motion to approve this contract was made, seconded and approved by a vote of 6-0-1 (Reps. Nabel, Fedeli, McMullen, McNeil, Miller and Okun in favor; Rep. DePina abstaining).

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| 2. | P29.068 | APPROVAL; Agreement between the City of Stamford and Kronos, Inc. for software upgrade to Kronos Telestaff System.
02/03/16 – Submitted by Clemon Williams
02/11/16 – To be considered by Board of Finance
02/16/16 – Withdrawn by Administration | Withdrawn by Administration |
| ² 3. | P29.055 | REVIEW; The city's process for reviewing and evaluating the performance of city employees.
08/05/15 – Submitted by Rep. Quinones
08/10/15 – Held at Steering
09/16/15 – Held at Steering
10/13/15 – Held at Steering
11/09/15 – Held at Steering
12/14/15 – Held at Steering | C. Williams |

Mr. Williams and Mr. Murray explained that

- There is no formal review procedure for most City employees outside of the collective bargaining agreements
- The only employees with annual reviews are those in the Pay Plan
- The Police and Fire Departments do have evaluations based upon skills
- The City has brought in employees who violate City rules or regulations, and given written warnings or taken other disciplinary actions, which has resulted in increased grievances
- There is an employee review process during an employee's probation period (during the first 3 months)
- Some employees go onto a period of probation after a grievance
- There is no review process outside of probation
- Performance evaluations are a mandatory subject of collective bargaining. The City has not included them in the bargaining process
- Suspensions usually result in grievances
- Some managers set specific standards for people to meet

² Video Time Stamp 00:19:50

- There are 1600 employees in the Civil Service; there are 1423 unionized employees

Possibly in Executive Session:

³ 4. P29.065	REVIEW; Grievances between the City and its Unions. 01/26/16 – Submitted by Mayor Martin and Rep. Nabel	Mayor Martin K. Emmett C. Williams
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Mr. Williams and Mr. Williams explained that:

- Since January 2015 there have been 52 grievances
- Issues include Kronos violations, tardiness, military buyback, use of personal time
- These claims go to Human Resources, except Police Department grievances which are heard by the Police Commission, the union then has the option to go to arbitration
- Mr. Murray stated that there are also prohibited labor practices under MERA, and there are currently 4 claims of prohibited labor practices before the Labor Board
- The City does not choose any of the 3 arbitrators
- The American Arbitration Association is much more expensive than the State board
- The number of grievances is increasing
- City actions for violations of policies or failures to return to work from unpaid leave are resulting in increased grievances
- The Law Department participates when there is a complaint before the Human Rights Commission in connection with a grievance
- Costs are not usually awarded

Chair Nabel adjourned the meeting at 8:05 p.m.

Respectfully submitted,
 Susan Nabel, Chair

This meeting is on [video](#).

³ Video Time Stamp 00:33:35