



Personnel Committee - Board of Representatives

Susan Nabel, Chair

Mary Fedeli, Vice Chair

Committee Report

Date: Wednesday, September 28, 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, Figueroa, McMullen, McNeil, Miller, Okun, Savage. Also present were President Skigen; and Reps. Franzetti and Ryan; Mayor Martin; Ted Jankowski, Director of Public Safety, Health and Welfare; Kathryn Emmett, Corporation Counsel; Clemon Williams, Director of Human Resources; Robert Murray, Human Resources; and Chief Jon Fontneau, Stamford Police Department (attending by phone).

Chair Nabel called the meeting to order at 7:02 p.m.

Item No.	Description	Invitees (or designees)
1. P29.078	APPROVAL; Clerk of the Works II contract with William Ridgeway. 09/07/16 – Submitted by Clemon Williams	WITHDRAWN
¹ 2. P29.079	APPROVAL; Employment Contract with Assistant Chief James Matheny. 09/07/16 – Submitted by Mayor Martin	K. Emmett T. Jankowski J. Fontneau

Speaking by phone from a conference he was attending, Chief Fontneau stated that he had asked Assistant Chief Matheny to stay when his contract was expiring because of the outstanding job the Assistant Chief was doing. Chief Fontneau recommended approval of this contract because:

- It provides stability for the Police Department
- Assistant Chief Matheny will help to initiate the body camera program
- The contract will result in cost savings to the City because it includes a 13.2% salary reduction and a pension freeze.

¹ Video Time Stamp 00:00:26

Mr. Jankowski stated that Assistant Chief Matheny has been an integral part of Chief Fontneau's staff.

In response to questions from the Committee, Ms. Emmett explained that Assistant Chief Matheny's retiree health benefits carry over from his prior contract until he turns 55, at which time he will receive the retiree health benefits then available.

A motion to approve this contract was made, seconded and approved by a vote of 7-0-1 (Reps. Nabel, Fedeli, McMullen, McNeil, Miller, Okun, Savage in favor; Rep. Figueroa abstaining).

- ²3. P29.080 REJECTION; ~~Tentative~~ Collective Bargaining Agreement with the MAA Supervisors Union for the period July 1, 2015 2014 through June 30, 2018. **Failed 0-8-1**
09/07/16 – Submitted by Clemon Williams
09/27/16 – [Advisory Opinion](#) issued by Board of Finance

Mr. Williams explained that:

- The salary increases in this contract are consistent with other unions
- New and higher health insurance premiums go into effect immediately and increase at the end of the contract
- Employees have the option to participate in a high deductible plan
- Employees who waive medical benefits receive a benefit only if they do not receive their coverage through the City
- Vacation accrual is reduced to 20 days for new employees
- The maximum length of time an employee can be on workers' compensation is reduced to 12 months
- MAA Training fund is increased to \$50,000
- There is mandatory electronic deposit
- New employees may only participate in the defined contribution plan, but the City's contribution is increased to maintain competitiveness with other municipalities
- Employees will be required to make pension payments on all longevity payments. Employees hired after September 15, 2016, will not be eligible for longevity pay
- Employees who participate in CERF and are promoted into the MAA, will have 3 options with respect to their pension on the new salary:
 - Pay the City the value of the higher pension
 - Choose a graduated 6 year schedule for the increase in salary to be used in the calculation of base annual salary for pension purposes
 - Freeze their pension at the salary of the pre-promotion position
- Employees will be charged imputed income on life insurance in excess of IRS limits
- The OPM Director and the Bureau Chief – Parks & Recreation are removed from the MAA

² Video Time Stamp 00:09:00

- The savings from the high deductible plan depends upon how many employees take the plan – in the next round of negotiations, it will probably be mandatory
- The CERF savings will be approximately \$100,000; OPEB gets reduced because people go into the defined contribution plan
- This agreement was ratified on September 15, 2016
- He expects about 10% of the employees will transfer to the high deductible plan, because it will be to their financial benefit
- Enrollment in the High Deductible plan is optional because it was not included in the original negotiations.

A motion to reject this agreement was made, seconded and failed by a vote of 0-8-1 (Reps. Nabel, Fedeli, Figueroa, McNeil, Miller, Okun, Savage opposed; Rep. McMullen abstaining).

Chair Nabel adjourned the meeting at 7:45 pm.

Respectfully submitted,
Susan Nabel, Chair

This meeting is on [video](#).