



## ***Personnel Committee - Board of Representatives***

Susan Nabel, Chair

Mary Fedeli, Vice Chair

# **Committee Report**

**Date:** Wednesday, May 24, 2017

**Time:** 7:00 p.m.

**Place:** Democratic Caucus Room, 4<sup>th</sup> 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, Miller, Okun and Savage. Absent or excused was Rep. Jacobson. Also present were Clemon Williams and Robert Murray, Human Resources.

Chair Nabel called the meeting to order at 7:00 p.m.

<b>Item No.</b>	<b>Description</b>	<b>Committee Action</b>
1. <a href="#">P29.084</a>	ORDINANCE, <u>for public hearing and final adoption</u> ; Designating The Position of Traffic Engineer as Unclassified. 04/17/17 – Submitted by Mayor Martin 04/17/17 – Approved by Committee	<b>Approved 7-0-1</b>

Chair Nabel opened the public hearing. There being no members of the public wishing to speak, the public hearing was closed. Mr. Williams explained that the City has had difficulty recruiting for this position. The applicants who have responded have not had the experience required for this position. There is no test for this position under the Civil Service rules. Complying with the rules is delaying the City's ability to fill this position. If it is unclassified, they can leave it open until filled by someone qualified. It will still be a union position. The only difference will be how the position is posted; the City will not have to pick off of a list of people who may not be qualified. The union has not opposed this. A motion to approve this ordinance was made, seconded and approved by a vote of 7-0-1 (Reps. Nabel, Fedeli, DePina, Miller, Okun and Savage in favor; Rep. McMullen abstaining).

2. P29.085 REJECTION; Tentative Collective Bargaining Agreement between the City of Stamford and The Stamford Municipal Nurses Association for the July 1, 2014 through June 30, 2019. **Failed 0-6-2**  
05/03/17 – Submitted by Clemon Williams  
05/11/17 – [Advisory Opinion](#) Issued by Board of Finance

Mr. Murray reviewed the attached [executive summary](#) of the Tentative Agreement.

- The contract is a five year contract with an average increase of 2.25% per year
- The cost per year is:
  - Yr 1 – \$50,593
  - Yr 2 – \$58,055
  - Yr 3 – \$59,362
  - Yr 4 – \$60,697
  - Yr 5 - \$68,959
- These numbers are consistent with recent collective bargaining agreements and generally lower than averages for the State of Connecticut
- Health insurance premium increases are the same as MAA. The savings are \$28,793.38
- There is an option for nurses to go into the high deductible health plan (in 2019 it will be mandatory)
- The pension contribution for those in CERF will increase from 5% to 6% of their pensionable earnings for a savings of \$10,802 in the first year – this number may be low
- Previously nurses had a \$55,000 life insurance policy, but under IRS regulations, a policy over \$50,000 is taxable income, so it was reduced and the City's cost of supplemental life insurance will be paid by the employees
- This agreement is retroactive to 7/1/14. The retroactive amount would be paid up to the date that the salary increases go into effect. He will provide the Board office with the numbers once they are run

A motion to reject this agreement was made, seconded and failed by a vote of 0-6-2 (Reps. Nabel, Fedeli, DePina, Figueroa, Okun and Savage opposed; Reps. McMullen and Mitchell abstaining).

Chair Nabel adjourned the meeting at 7:30 p.m.

Respectfully submitted,  
Susan Nabel, Chair

This meeting is on [video](#).