



Personnel Committee - Board of Representatives

Susan Nabel, Chair

Mary Fedeli, Vice Chair

Committee Report

Date: Monday, October 30, 2017

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 and Committee Member Reps. Fedeli, Figueroa, McMullen, Miller, Okun and Savage. Absent or excused were Reps. DePina and Jacobson. Also present were Board of Education Members Geoff Alswanger, Andy George, Jackie Heftman, and David Mannis; Hugh Murphy, Finance Director, and Steven Falcone, HR Director, Stamford Public Schools; Tom Mooney and Melika Forbes, Shipman & Goodwin, LLP.

Chair Nabel called the meeting to order at 6:05 p.m.

Under a Suspension of the Rules:

Chair Nabel noted that since these items have not yet been taken up by either the Board of Finance or the Board of Education, the Committee will hear about them tonight and then consider them on Wednesday, November 8, 2017.

Item No.	Description	Committee Action
1. P29.100	REJECTION; Collective Bargaining Agreement between the Stamford Board of Education and the Stamford Administrative Unit. 10/27/17 – Submitted by Board of Education 10/30/17 – Advisory Opinion of Board of Finance	Held

Mr. Mooney discussed this agreement with the Committee as follows:

- It has a 2 year term
- The first year includes a salary increase of 2% with a step increase of .38% for those not at the maximum
- The second year has a salary reopener
- The longevity benefit and the annuity payment have been grandfathered and will not be available to employees hired after June 30, 2018
- This increase is in the middle range for administrators
- This is only a 2 year contract because the State budget uncertainty make it difficult to plan
- The Committee will be provided with a financial breakdown prior to next week

A motion to hold this item until 6 pm on November 8th was made, seconded and approved by the Committee 7-0-0 (Reps. Nabel, Fedeli, Figueroa, McMullen, Miller, Okun and Savage in favor).

2. P29.101 REJECTION; Collective Bargaining Agreement Held
between the Stamford Board of Education and the
Stamford Education Association.
10/27/17 – Submitted by Board of Education
10/30/17 – [Advisory Opinion](#) of Board of Finance

Mr. Mooney discussed this agreement with the Committee as follows:

- It has a 2 year term
- The first year includes a salary increase of 1% with only a step increase for those not at the maximum
- The second year has a salary reopener
- The Health Benefit is changed so that the employees will participate in the State Partnership Plan (“SPP”), which was only offered to municipalities and Boards of Education in 2015
- The union agreed to go into this plan as of 1/1/18 because it is worth \$2 million to the BOE, which will not have to make that deposit into the High Deductible Plan (“HDP”); the BOE will avoid the cost of 3 deposits, for a total of \$6 million
- There is exit language in the event that the SPP does not continue or becomes substantially more expensive, with the right to renegotiate, starting with the HDP as the baseline for future negotiations
- Districts which have moved into the SPP have found it successful
- The Committee should remember that if the BOE needs to leave the SPP, there will be a budget increase of at least \$2 million.
- The SPP is good for employees, who will have a moderate co-pay and avoid the upfront HDP costs.

A motion to hold this item until 6 pm on November 8th was made, seconded and approved by the Committee 7-0-0 (Reps. Nabel, Fedeli, Figueroa, McMullen, Miller, Okun and Savage in favor).

As a Secondary Committee:

1. [F29.565](#) ADDITIONAL APPROPRIATION (Operating
\$86,842.00 Budget); Settlement agreement for seasonal
custodian positions upgraded to full time.
10/04/17 – Submitted by Mayor Martin
10/12/17 – Held by Board of Finance

At 6:40 pm, Chair Nabel continued this meeting until November 8, 2017 at 6 pm.

Respectfully submitted,
Susan Nabel, Chair

This meeting is on [video](#).