



Personnel Committee - Board of Representatives

Mary Fedeli, Co-Chair

Anabel Figueroa, Co-Chair

Committee Report

Date: Wednesday, December 19, 2018

Time: 7:00 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 Co-Chair Figueroa, Co-Chair Fedeli and Committee Member Reps. DePina, Lion, McMullen, Patterson and Zelinsky. Absent or excused were Reps. Nabel and Pendell. Also present were Lou Casolo, City Engineer; Kathryn Emmett, Corporation Counsel; Robert Murray, Labor Relations Specialist; and Gabriel Jiran, Esq., Shipman & Goodwin.

Co-Chair Figueroa called the meeting to order at 7:00 p.m.

Item No.	Description	Committee Action
The Committee first considered Item No. 4.		
4. P30.014	REVIEW; MERA, Labor Law and Contract Negotiations. 10/31/18 – Submitted by Mayor Martin, President Quinones, and Reps. Fedeli and Nabel 11/13/18 – Moved to Pending	REPORT MADE

Mr. Jiran reviewed the [attached presentation](#) with the Committee regarding MERA and how negotiations under MERA proceed:

- MERA covers almost all public employees, including supervisory employees
- It is rare that a contract be finished on time (teacher contracts must be completed on time by statute)
- The parties have to be at a stalemate before going to arbitration
- Negotiation is done issue by issue
- There is a difference between mediation and arbitration; mediation is voluntary and neither party is required to agree with the mediator; state mediators are free; the parties share the cost of a private mediator
- The goal of the initial steps for the grievance procedure is to avoid arbitration; arbitration will generally take at least 60 days

1. P30.010 APPROVAL; Agreement with Laura M. Labosky as Project Coordinator for the Stamford Urban Transitway Project. **APPROVED 6-0-1**
07/11/18 – Submitted by Clemon Williams
11/28/18 – Held in Committee

Mr. Casolo discussed this contract with the Committee:

- Ms. Labosky works on the Urban Transitway as a Project Coordinator
- These contracts have a 5 year term
- This contract was held because he had wanted to broaden the duties of this position; but has not been able to finalize those changes, including changes to the ordinance so that it is linked to all federal and state funded projects and not just the Urban Transitway and would be funded by the grants
- She has been with the City since 2002 and is very experienced with federal procurement projects
- This position is by ordinance and is in the Pay Plan
- The project is a federal aided grant
- They are closing out various parts of the contract and beginning others; the triennial audit will be coming up next year; so this person needs to be in position to do this work
- He will let the committee know whether or not she was a civilian when she worked for the air force

A motion to approve this item was made, seconded and approved by a vote of 6-0-1 (Reps. Figueroa, Fedeli, DePina, Lion, McMullen and Zelinsky in favor; Rep. Patterson abstaining)

2. P30.017 APPROVAL; Clerk of the Works II Contract with Lyudmila Fuks . **APPROVED 7-0-0**
12/04/18 – Submitted by Kathryn Emmett

Mr. Casolo discussed this contract with the Committee:

- Ms. Fuks has worked for the City in this position since November 30, 2015
- She is an excellent employee and has been instrumental in moving Westover School, including the exiting programs for the schools; she has worked with the schools on their grease trap violations; she has worked on the design of the Toquam playground
- She has an engineering degree
- He has added the mold remediation accounts into her responsibility
- She has also worked on the furniture package for the new Strawberry Hill School
- Clerk of the Works do not get overtime until they reach 40 hours per week, which only happens during emergencies or high workload times; he will run a report on how much overtime she has received (as well as for the next contract)

A motion to approve this item was made, seconded and approved by a vote of 7-0-0 (Reps. Figueroa, Fedeli, DePina, Lion, McMullen, Patterson and Zelinsky in favor).

3. P30.018

APPROVAL; Clerk of the Works II Contract with
Peter Thadgouras .
12/04/18 – Submitted by Kathryn Emmett

APPROVED 6-0-1

Mr. Casolo discussed this contract with the Committee:

- Mr. Thadgouras has worked for the City in this position since November 30, 2015; his current contract is expiring.
- He is an excellent employee and has an economics degree; he has been working in building construction all of his life; and is very skilled at tracking projects
- He has been working on bigger projects, including Stamford High School and the Police Station
- These 2 contracts are paid out of the capital projects budget; they are not paid out of grants

A motion to approve this item was made, seconded and approved by a vote of 6-0-1 (Reps. Figueroa, DePina, Lion, McMullen, Patterson and Zelinsky in favor; Rep. Fedeli abstaining).

Co-Chair Figueroa adjourned the meeting at 8:15 p.m.

Respectfully submitted,
Anabel Figuero, Co-Chair

This meeting is on [video](#).