



Personnel Committee - Board of Representatives

Mary Fedeli, Co-Chair

Anabel Figueroa, Co-Chair

Committee Report

Date: Wednesday, January 23, 2019

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-Chairs Fedeli and Figueroa and Committee Member Reps. DePina, Lion, McMullen, Nabel, Patterson and Zelinsky. Absent or excused were Rep. Pendell. Also present: Kathryn Emmett, Corporation Counsel.

Co-Chair Fedeli called the meeting to order at 7:01 p.m.

Item No.	Description	Committee Action
1. P30.019	REVIEW; Fiscal Requirements of Human Resources Department and Opportunities for Process Improvements. 12/05/18 – Submitted by Rep. Miller 12/10/18 – Held at Steering	Committee Held 8-0-0
A motion to hold this item was made and seconded and approved by 8-0-0. (Fedeli, Figueroa, DePina, Lion, McMullen, Nabel, Patterson and Zelinsky in favor)		
3. P30.021	APPROVAL; of an employment contract with Martin Phillips as the Director of Human Resources. 01/18/19 – Submitted by K. Emmett	Committee approved 7-0-1

This item was taken up out of order.

A motion to suspend the rules to take up P30.021 was made, seconded and approved by a vote of 6-2-0. (Fedeli, DePina, Lion, McMullen, Nabel, and Patterson in favor; Figueroa and Zelinsky opposed)

Director Kathy Emmett explained process of Selecting Mr. Phillips and contract explanations:

- Retained a search firm knowledgeable of Human Resources in Connecticut for assistance because of the importance of this position
- Randy Frank Consulting LLC was chosen
- The Firm came to Stamford and met with City of Stamford employees, Directors, Mayor Martin and Board members.
- After position was advertised; they received thirty plus applicants and narrowed down to

- 11 finalist were given questionnaires regarding in depth thinking and handling of certain issues
- Once questionnaires were received some were eliminated for various reasons
- Interviewed 6 candidates: Interviewed by Kathy Emmett, Michael Pollard, Marc Teichman, Bernadette Welch, and Laura Burwick.
- Narrowed down to 3 with further interviews with Kathy Emmett and Michael Handler
- Mr. Phillips was chosen because of his high devotion to Human Resources; His managerial skills; willingness to advance to more automotive systems; Lives in Stamford; has labor negotiation experience.
- Salary is top step because salary is considered low for this area; no car allowance which was previously \$5,000.00 a year; 4 year term and the City has sole discretion for fifth year
- Director Williams contract ended October 2018 and the search process began the summer of 2018
- Director Williams and Director Emmett are acting Directors of Human Resources
- If Board approved, he will start February 11, 2019

Committee discussed the following with Director Kathy Emmett:

- McMullen concerned about the educational requirements for the position; Ms. Emmett stated he has a Master's Degree in Human Resources and a Certificate from NYU; a law degree is not required.
- McMullen states he has a lot of experience in Incentive structures and asked how this may play into a municipal environment; Ms. Emmett stated that although they are constrained by union contracts and civil service rules, we still would like a productive and happy work environment, and his attitude towards how to motivate employees will be an addition to the City.
- Co-Chair Fedeli believes having someone that is not a lawyer but a true Human Resource director applicant from the private sector will be an asset for the City.

A motion to approve this item was made, seconded and approved by a vote of 7-0-1.

2. P30.020	REVIEW; Status of the Asst. Corp Counsel Collective Bargaining Agreement. 01/07/19 – Submitted by Rep. McMullen	NO ACTION TAKEN
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A motion was made to go into executive session to take up P30.020 to discuss strategy. Said motion was seconded and approved by 8-0-0. (Fedeli, Figueroa, DePina, Lion, McMullen, Nabel, Patterson and Zelinsky in favor)

The Committee entered executive session at 7:47 p.m.

The Committee came out of executive session at 8:25 p.m. Co-Chair Figueroa announced Representatives Fedeli and Zelinsky left the meeting during the executive session.

Co-Chair Figueroa adjourned the meeting at approximately 8:25 p.m.

Respectfully submitted,
Mary L. Fedeli, Co-Chair

This meeting is on Video ([Part 1](#) and [Part 2](#))