



Personnel Committee - Board of Representatives

Mary Fedeli, Co-Chair

Anabel Figueroa, Co-Chair

Committee Report

Date: Wednesday, March 20, 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 Committee Member Reps. DePina, McMullen, Nabel, Patterson, Pendell and Zelinsky. Absent or excused were Reps. Figueroa and Lion. Also present were Reps. McMullen and Stella and Kathryn Emmett, Corporation Counsel.

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

Item No.	Description	Committee Action
2. 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 01/23/19 – Held by Committee 8-0-0 02/27/19 – Held in Committee	Report Made

The Committee first considered Item No. 2. Co-Chair Fedeli noted that the budget presentations of the [HR Department](#) and the [Law Department](#) were given to the Fiscal Committee on Monday. Ms. Emmett reviewed the HR presentation with the Committee. She noted that

- Lee Palmer is the interim HR director.
- The budget presentation focuses on the needs and opportunities of the HR Department.
- The budget request is for 3 new positions, although the Assistant HR Director has been filled in the past. The lack of this position and the other 2 positions has left the department in dire straits. The organization chart has been [corrected](#).
- An appropriation for the Assistant Director position is before the Fiscal Committee next week. They would like to be able to tell potential Director's that they are hiring for this position.
- They are also seeking to have a 3rd HR Generalist to focus on training and performance improvement work and a HR Customer Services Representative to answer questions at the front desk and direct work to the correct people.

- There are currently 11 positions supporting 1500 FTEs (including part-time and seasonal employees). The minimal benchmark is 1 position for every 100 FTEs, although the trend is higher due to the increased complication of the work. In addition, the City has 10 separate union contracts and civil service rules which makes the work more complicated than in the private sector.
- The Department is also below the supervisory benchmark.
- Staff is needed for many of the projects the Department needs to undertake to do its job
- There are no economies of scale to be gained by merging with the BOE HR department due to the differences in the programs

1. P30.022 REVIEW; Current Terms of Stamford Police & Fire **Report Made**
 Contracts.
 02/06/19 – Submitted by Reps. Stella and Pratt
02/27/19 – Held in Committee

Secondary Committee: Public Safety & Health

Director Emmett discussed these contracts with the Committee:

- Both contracts expire at the end of this fiscal year
- The City received a request to begin negotiations on the Fire Contract today and have not received a request to negotiate the Police Contract
- The prior contract continues until the new contract is agreed upon
- The City puts aside the money for the contract while it is being negotiated
- There was extensive discussion on the last Police & Fire contracts (the Board office will provide this information to the Personnel & Public Safety Committees and present Board members)

Co-Chair Fedeli adjourned the meeting at 7:51 pm.

Respectfully submitted,
 Mary Fedeli, Co-Chair

This meeting is on [video](#)