



Personnel Committee - Board of Representatives

Mary Fedeli, Co-Chair

Anabel Figueroa, Co-Chair

Committee Minutes

Date: Monday, June 29, 2020
Time: 7:00 p.m.
Place: This meeting will be held remotely;

The Personnel Committee met remotely at the above date and time. In attendance were Co-Chairs Fedeli and Figueroa and Committee Member Reps. DePina, Lion, Nabel, Patterson, and Zelinsky. Excused were Reps. McMullen and Pendell. Also present; Rep. Di Costanzo; Al Cava, Director of Human Resources, Kathy Emmett, Corporation Counsel; Gabe Jiran, Esq., Shipman and Goodwin, P.C; and Jay Fountain, OPM Director.

A motion to suspend the rules to take up P30.050 and P30.051 was made, seconded and approved by a vote of 6-0-0. (Reps. Fedeli, Figueroa, Lion, Nabel, Patterson, and Zelinsky in favor)

Item No.	Description	Committee Action
1. P30.050	REJECTION; of a collective bargaining agreement with the UAW Local 2377 Union for the period July 1, 2017 through June 30, 2021. 06/24/20 – Submitted by Director Al Cava 06/25/20 – To be Considered by Board of Finance	Failed 0-6-1

Mr. Cava explained the agreements as follows:

- Fiscal Year 2019/2020 No wage increase
- Both Unions agreed to move to the State partnership plan for Health Insurance
- Reopener on wages and health care for Fiscal Year 2020/2021
- Differences: UAW retroactive to July 1, 2017 and MAA retroactive to July 1, 2018

Mr. Jiran discussed the [Summary Agreement](#):

- The wage increase of 2% is what was reserved in the budget
- In order to get some of the other provisions it was agreed to a 0.25% lump sum payment
- Made contract consistent with other union contracts
- First year annual savings projection is \$1,230,973
- Dental maximum increased to \$2000.00

- Key to Health insurance is the City must be accepted into the State Partnership Program
- Increase waiver agreement from \$750 to \$1000
- Park Police will receive a pro rata portion of leave consistent with other part-time employees
- The City reserves its right to switch to a bi-weekly payroll provided it does so with a total of at least four hundred (400) or more permanent employees not including this bargaining unit
- No lay-off clause for FY 20/21
- Labor cost savings is \$478,235.00
- In future years Health insurance savings will be upward of \$2.4 million
- Both Union contracts met the Board of Finance goals regarding no tax increase

A motion to reject this item was made, seconded and failed by a vote of 0-6-1 (Reps. Fedeli, DePina, Lion, Nabel, Patterson, and Zelinsky opposed; Rep. Figueroa abstaining)

2. [P30.051](#) REJECTION; of a collective bargaining agreement with the MAA Supervisors Union for the period July 1, 2018 through June 30, 2023. **Failed 0-7-0**
 06/24/20 – Submitted by Director Al Cava
 06/25/20 – To be Considered by Board of Finance

The Committee discussed the [Executive Summary Agreement](#) between City of Stamford and MAA, AFSCME Local 2657.

A motion to reject this tentative agreement was made, seconded and failed by a vote of 0-6-1 (Reps. Fedeli, Figueroa, DePina, Lion, Nabel, Patterson, and Zelinsky opposed)

As a Secondary Committee (Fiscal Committee 6/22/20):

1. F30.331 REVIEW; Comparison of Stamford's Cost of Employee Benefits per Dollar of Salary with Other CT Cities, including Greenwich, Norwalk, Bridgeport and Danbury, and Discussion Of The Differences Which May Be Illustrated. **REPORT MADE**
 06/03/20 – Submitted by Reps. Watkins and Michelson

Chair Fedeli adjourned the meeting at 8:08 p.m.

Respectfully submitted,
 Mary Fedeli, Chair

This meeting is on [Video](#)
 (2nd half of meeting not recorded)