



## ***Personnel Committee - Board of Representatives***

Mary Fedeli, Co-Chair

Anabel Figueroa, Co-Chair

# **COMMITTEE MINUTES**

**Date:** Wednesday, May 26, 2021  
**Time:** 6:00 p.m.  
**Place:** *The meeting was held remotely*

The Personnel Committee met remotely at the above date and time. In attendance were Co-Chairs Fedeli and Committee Member Reps. Lion, McMullen, Nabel, and Zelinsky (joined at 6:30). Absent/Excused: Reps. Figueroa, and Patterson. Also present; Rep. Morson; Mayor David Martin; Director of Al Cava, Director of Human Resources; Ted Jankowski, Director of Public Safety and Health; Tim Shaw, Chief of Police; and Gabriel Jiran, Esq., Shipman and Goodwin, P.C.

Co-Chair Fedeli called the meeting to order 6:01 p.m.

Mayor Martin spoke briefly regarding the agenda and stated that he was very pleased with both applicants for the Assistant Chief of Police positions and the final Police Contract. He talked about 3 stipends included in the contract that he approves of:

- \$65.00 Onetime stipend for taking COVID Vaccination
- Stipend if you speak Spanish
- Monthly stipend for police during the pandemic

<b>Item No.</b>	<b>Description</b>	<b>Committee Action</b>
1. P30.066	APPROVAL; Employment Contract with Louis DeRubeis as Assistant Chief of the Police Department. 05/07/21 – Submitted by Director Jankowski	<b>Committee Approved 5-0-0</b>
2. P30.067	APPROVAL; Employment Contract with Silas Redd as Assistant Chief of the Police Department. 05/07/21 – Submitted by Director Jankowski	<b>Committee Approved 5-0-0</b>

Mr. Cava explained:

- This is a Standard Agreement
- 4 Year Term with 1 year renewal
- Flat Salary (Plus Uniform Allowance)
- Top step of Grade 5 of the Pay Plan(needs Personnel Commission Approval to higher above mid-point, which will meet on 5/27/2021)

- The Candidates have considerable experience
- Police officer to assistant chief is not unique it has happened before
- Both Candidates are Stamford natives

Mr. Jankowski:

- Both Candidates have stood out as leaders

Chief Shaw:

- The two individuals stood out amongst candidates
- Understands and agrees with the vision of the Chief and Stamford
- Chief DeRubeis will be in charge in Chief Shaw is out

Committee agreed that the Police Department is doing a great job and thanked Chief Shaw for recognizing the City's need for a Minority in one of the top positions.

A motion was made to approve P30.067 (contingent upon the Personnel Commission approving the salary above the mid-point), said motion was seconded and approved by a vote of 5-0-0 (Fedeli, DePina, Lion, McMullen and Nabel in favor)

A motion was made to approve P30.068 (contingent upon the Personnel Commission approving the salary above the mid-point), said motion was seconded and approved by a vote of 5-0-0 (Fedeli, DePina, Lion, McMullen and Nabel in favor)

3. P30.068 REJECTION; of a Tentative Agreement between the City of Stamford and the Stamford Police Association 7/1/2019-6/30/22. **Failed 0-6-0**  
05/21/21 – Submitted by Mayor Martin

Mr. Cava explained the agreement as follows:

- Retroactive to July 1, 2019 to 6/30/2022
- 0% increase for July 1,2019
- 1% increase on 1/1/2020
- 1.25% increase split every 6 months
- Totaling 6% over 3 years
- Agreed to go to the State Partnership Medical Insurance
- Medical Bag Stipend of \$50 a month (has certain medical equipment in it and are trained at a certain level of first aid)
- COVID Stipend of \$120.00 a month paid over 15 month period
  - COVID Stipend will be paid out of the ARP funds
- Spanish Language Stipend
- COVID vaccine stipend \$65.00(retro and future vaccinations)
- Court Pay has been reduced to 4 hours
- 4 hour call back has been reduced to 2 hours pay

The Committee is concerned with the Spanish language stipend since the City is more diverse. Mr. Cava explained that the agreement is not limited to Spanish, it's based on needs. The Hispanic population is the largest diverse population that the city has and that's why it was targeted.

Gabe Jiran:

- Wage increase currently under the municipal labor acts regarding settlements in the state are around 2% but they are seeing increases in the later years and increases will continue after pandemic
- Medical Bags include Narcan which can save a life of someone having an Opioid overdose and since they are not truly first responders but can react in these situations is the reason behind the Medical Bag Stipend

Mr. Cava talked briefly about the financials:

- Medical Savings First year \$695,829.00 and will increase over years
- Medical bag \$156,000.00 a year
- COVID Stipend onetime payment \$93,600 fy19/20 and \$468 fy20/21
- COVID vaccine \$16,900.00
- Second Language Stipend \$7,500.00
- Court Pay savings of \$54,570
- Recall Pay savings of \$41,084.00

A motion to approve this item was made and failed by a vote of 0-6-0. (Fedeli, DePina, Lion, McMullen, Nabel and Zelinsky opposed)

Meeting Adjourned at 6:57 p.m.

Respectfully submitted,  
Mary L. Fedeli, Co-Chair

This meeting is on [Video](#).