



Personnel Committee - Board of Representatives

Anabel Figueroa, Chair

Mary Fedeli, Vice Chair

Committee Minutes

Date: Thursday, February 23, 2023
Time: 7:00 p.m.
Place: *The meeting was held remotely.*

The Personnel Committee met remotely at the above date and time. In attendance were Chair Figueroa, Vice-Chair Fedeli, and Committee Member Reps. Adams, Berns, and Mays. Reps. Goldberg, Pavia, and Patterson were excused. Rep. Jean-Louis was absent. Also present were Al Cava, Director of Human Resources; Louis DeRubeis, Director of Public Safety, Health & Welfare; Angelo Sestito, Assistant Director of Human Resources; and two members of the public.

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

Item No.	Description	Committee Action
11. P31.034	APPROVAL; Employment Agreement with Joseph L. Gaudett, Jr. as Director of Emergency Communications Center 02/06/23 – Submitted by Al Cava	Committee Approved 5-0-0

Director Cava explained that Mr. Gaudett was hired in March, 2019 and the BOR approved a three year contract. The current contract is expiring in April, 2023. The proposed contract is for three years with the potential to renew for an additional two years.

Director DeRubeis stated that Mr. Gaudett is an asset to the Emergency Communications Center. He has an extensive background in Public Safety, was police chief in Bridgeport, and has a highly technical background. He spearheaded the restructuring of 9-1-1 personnel.

There was a brief discussion:

Rep. Mays stated Mr. Gaudett was very helpful with the 9-1-1 response issue in his district and carefully looked into the problem.

¹ Video Time Stamp: 00:01:30

Rep. Adams stated he supports this contract and looks forward to working with Mr. Gaudett.

Mr. Gaudett is currently supervising 31 employees, and his staff in total will be 33, as the City is in the process of hiring two more employees.

His current salary \$133,165K. He is at Step 4, which is the top step for this position.

The two year extension of the contract does not have to come before the BOR.

Chair Figueroa stated she is pleased to be supporting this contract for Mr. Gaudett as he is a great asset to Stamford.

A motion to approve Item #1 was made, seconded, and approved by a vote of 5-0-0. (Figueroa, Fedeli, Adams, Berns, and Mays in favor).

22. [P31.032](#) REVIEW; Overview of Human Resources Department. **Report Made**
01/04/23 – Submitted by Rep. Cottrell
01/09/23 – Held at Steering

Director Cava reviewed the [attached presentation](#) and there was discussion.

Human Resources is under the jurisdiction of the Legal Department, and there are 14 employees.

The City of Stamford has a very diverse occupational workforce, and the Human Resources Department is responsible for many things:

- Recruitment, selection, testing, and background of employees for the City and the BOE, approximately 1,500 to 1,600 people.
- Providing administrative work for the Personnel Commission.
- Developing and administering systems for compliance with City, State, and Federal regulations.
- Processing all personnel transactions, new hires and separations.
- Managing all medical, dental, vision, and life insurance plans. Every few years goes out to bid to ensure best prices.
- Administering healthcare benefits for retirees and Medicare Part B reimbursement for some retirees.
- Voluntary educational programs.
- Sexual harassment prevention training and ethics training.
- Customer service programs.
- Responsible for the negotiation of 10 collective bargaining agreements.
- Day to day administration of CERF and Custodians pension funds, and provides support for the Fire Dept. and Police Dept. pension funds.
- Tuition reimbursement programs.
- City Leadership and Training Institute.

² Video Time Stamp: 00:13:40

There was discussion on the importance of the following:

- Procedures for candidate applications
- Employee training
- Employee performance reviews
- Supervisor performance reviews

Chair Figueroa thanked Director Cava for his presentation.

Chair Figueroa adjourned the meeting at 7.58 p.m.

Respectfully submitted,
Anabel Figueroa, Chair

This meeting is on [video](#)