



Personnel Committee - Board of Representatives

Anabel Figueroa, Chair

Mary Fedeli, Vice Chair

Committee Minutes

Date: Monday, April 17, 2023
Time: 7:00 p.m.
Place: *The meeting was conducted 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, Mays, Pavia, and Patterson. Rep. Goldberg and Jean-Louis was absent. Also present were Rep. Summerville; Al Cava, Director of Human Resources; and Thomas Cassone, Director of Legal Affairs.

Chair Figueroa called the meeting to order 7:01 p.m.

Item No.	Description	Committee Action
1. P31.037	REJECTION; Tentative Agreement Between the City of Stamford and the Stamford Assistant Corporation Counsels Union, Local 1303-191, July 1, 2022 through June 30, 2025. 03/23/23 – Submitted by Director Cava 04/13/23 – Positive Advisory Opinion by Board of Finance	FAILED 0-6-0

Mr. Cava explained the agreement as follows:

- 3 year successor collector bargaining agreement
- 8 employees (7 full time 1 part time)
- General wage increase of 2.5% yearly
- Language changes including the Juneteenth Holiday
- Revised language to be consistent with the Janus Decision regarding agency shop provisions.
- Holidays Added Juneteenth (city-wide cost presented at the time the holiday was adopted by the Board of Representatives)
- Vacation Amend vacation carryover language to be consistent with other similar bargaining units to include a 30-day cap for payout at separation from employment.
- DC Match Effective July 1, 2023, increase the City match to 5.5% from 4.5%. (Increased cost over term of agreement \$8,313)
- Sick Leave Bank Negotiated language to provide structure and process for the administration of the sick leave bank.

- Medical Insurance Employee cost share increased by 2% to 16% from 14% effective July 1, 2023, and to 17% effective July 1, 2024. (Savings over term of agreement \$8,032)

A motion to reject this item was made, seconded, and failed by a vote of 0-8-0. (Figueroa, Fedeli, Berns, Pavia, Mays, and Patterson opposed.)

2. [P31.035](#) ORDINANCE for publication; Concerning the Award of Residency Points on Civil Service Exams for Employment in The City of Stamford. **COMMITTEE APPROVED 7-0-0**
 03/08/23 – Submitted by Rep. de la Cruz
 03/20/23 – Held by Committee

Rep. de la Cruz discussed the ordinance as follows:

- Beneficial for residences
- Increase local economy
- Increase diverse applicants
- Increase productivity by attendance
- This ordinance is no cost to the City of Stamford
- Ordinance is word for word like the Police and Fire ordinances which has entry level bonus points
- Looked at State statues to make sure there were no impediment
- Amended the original ordinance by changing “civil service examinations” to “entry level civil service examinations” per the direction of Director Cava.

Director Cava explained

- He asked that entry level only be added because promotional exams criteria are subject to collective bargaining agreements.
- Ordinance is identical to Police and Fire
- the Human Resources department already has a system in place for this and will extend to other positions.
- 2 types of examinations;
 - Open competitive (considered entry level positions) is open to internal and external candidates; OSS, Account Clerks, Executive Secretary, Public safety dispatcher, etc. and
 - Promotional jobs are subject to collective bargaining agreements.
- Mr. Cava explained further that promotional exams are subject to collective bargaining and the Municipal Employee Relations Act has through its decisions indicated that promotion criteria must be negotiated.

A motion to approve, was made, seconded and approve by a vote of 7-0-0(Figueroa, Fedeli, Adams, Berns, Mays, Patterson and Pavia in favor)

Chair Figueroa adjourned the meeting at 7.39 p.m.

Respectfully submitted,
 Anabel Figueroa, Chair

This meeting is on [video](#).