



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

Mary Fedeli, Chair

Bobby Pavia, Vice Chair

# **Committee Minutes**

**Date:** Monday, September 15, 2025

**Time:** 7:00 p.m.

**Place:** This meeting was held remotely on Teams.

The Personnel Committee met at the above date and time. In attendance were Chair Fedeli, Vice Chair Pavia and Committee Member Reps. Adams, Berns, Cottrell, Figueroa, Goldberg and Williams. Excused or absent were Rep. Patterson. Also in attendance were Paula Russell, Director, Human Resources and Gabe Jiran, Esq. of Shipman & Goodwin.

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

Item No.	Description	COMMITTEE ACTION
1. P31.078	<b>REJECTION</b> ; of a collective bargaining agreement between the City of Stamford and IUOE Highway Local 30 08/31/2025 – Submitted by Paula Russell 09/11/2025 – Positive Advisory Opinion by Board of Finance 5-0-1 <b>09/15/2025 – Failed by committee 8-0-0</b>	<b>FAILED 0-8-0</b>

Chair Fedeli read the item into the record and noted that “IUOE” is missing in the item description. She requested staff note this and add it to the description. A motion for Item 1 was made (multiple), seconded (Berns). Chair Fedeli then asked Director Russell to provide the key highlights of the tentative agreement. Director Russell presented the summary of the tentative agreement with the IUOE Highway Local 30 for the period of July 1, 2024 to June 30, 2027, which included the following:

- Annual wage increases of 2.75% for 2024, and 3% general wage increase for 2025 & 2026
- Higher employee contributions toward health insurance (18.5% for 2025 & 19% for 2026).
- 13 recognized paid holidays, adding Juneteenth if designated by the City. Collections employees may work certain holidays for extra pay.
- Vacation accruals range from six (6) to twenty-five (25) days based on years of service. Carryover allotment is up to fifty (50) days, with maximum vacation of

thirty (30) to forty (40) days in rare occasions. Requests are scheduled by seniority, with some restrictions around the holidays.

- Work Restrictions/Hours: Supervisors assign the work, with temporary transfers capped at thirty (30) days. Saturday work is required for certain holidays or weather cancellations. Overtime is managed by shop stewards & there is an incentive program for early completion.
- Pension/Deferred Compensation: New hires after 8/1/2018 are ineligible for CERF (City Employees Retirement Fund). Instead, they participate in the deferred compensation plan, with employer (City) match of 4% for 2025 and 5% for 2026.
- Tools/Clothing Allowances: Tools are \$1500/annual allowance for mechanics. Uniforms and footwear are only for the Traffic Violation Officers (TVOs). There are also certification stipends for equipment and master mechanics.
- Training Refund: \$20,000 allocated annually, with \$5,400 of that amount going to the training fund with a joint committee to approve requests. Shop stewards are paid one (1) day for IUOE training.

Committee members questions to the presenters included:

- What groups of employees are in this union? [Director Russell answered: Sanitation, mechanics and TVOs. As of 9/11/25, there are 139 full-time employees and 13 seasonal employees, which includes a breakout of 9 TVOs, 35 sanitation workers and 18 mechanics]
- Request for clarification/review of the financials on the tentative agreement financials [Page 1 IUOE Tentative Agreement Wages Cost Summary takes all funds into account, including fund balance, contingency and future obligations is how the \$2,000,000 there is calculated. The other page is without the additional contract components such as the certification stipend, the TVO clothing allowance, the mechanics tool allowance and the 401(a) match increase, which was calculated to cover if all union members participated in the deferred compensation plan]
- Clarification of if there are additional appropriations for this contract and if so what they are for [there are two (2): one for \$336,365 for the fund balance amount and one for \$742,888 for the contingency amount]
- Clarification of the process for setting funds in reserve for the contingency and how it impacts the budgeting and auditing processes

Chair Fedeli stated for the record that she confirmed with the Chair of the Board of Finance that they did not issue a written opinion but instead noted the positive advisory opinion on this tentative agreement in their meeting minutes. A motion to reject Item No. 1 [P31.078] was made, seconded and failed by a vote of 0-8-0 (Reps. Fedeli, Pavia, Adams, Berns, Cottrell, Figueroa, Goldberg and Williams opposed).

The Meeting was adjourned at 7:16 p.m.

Respectfully Submitted by,

Chair Mary Fedeli,  
Personnel Committee

**This Meeting is on [video](#)**