



Personnel Committee - Board of Representatives

Mary Fedeli, Chair

Bobby Pavia, Vice Chair

Committee Minutes

Date: Monday, October 21, 2024

Time: 7:00 p.m.

Place: *This meeting was conducted remotely on www.zoom.com.*

The Personnel Committee met at the above date and time. In attendance were Chair Fedeli, Vice Chair Pavia and Committee Member Reps. Adams, Berns (joined at 7:40 p.m.), Goldberg, Mays (Joined at 7:25 p.m.) and Patterson. Rep. de la Cruz was excused. Also present were Reps. Matheny and Morson; Paula Russell Nisbett, Director of Human Resources; Rosemarie Frager, Human Resources; and Thomas Cassone, Legal Affairs Director.

Chair Fedeli called the meeting to order at 7:03 p.m.

Item No.	Description	Committee Action
1. P31.059	APPROVAL; Employment Agreement for Barbara Montalvo (Legislative Officer BOR) 10/9/24 – Submitted by P. Russell	HELD 6-0-0

The committee received a revised employment contract, which was sent to the members only two hours before the meeting. Clerk Cottrell and the committee raised concerns about last-minute changes and added language requiring Board of Finance approval, which was not part of previous contracts.

Rosemarie Frager clarified that the contract was recently modified by Assistant Corp Counsel and that the red-line version indicated all changes.

Clerk Cottrell will meet with Human Resources to discuss the revised language before the next committee meeting.

A motion to hold was made, seconded and approved by a unanimous vote. (Reps. Fedeli, Pavia, Adams, Figueroa, Goldberg and Patterson approved)

2. [P31.060](#) REVIEW; changes to the Retired Police and Fire Medical Advantage Plans and the effects on retirees. (*formerly P31.058) **REPORT MADE**
10/07/2024 – Submitted by Reps. Fedeli, Pavia, Cottrell and Weinberg.

Director Russell outlined the following:

- All [letters](#) sent to the retirees had the following language:
“You are receiving this letter because you are either: 1) an over-65 retiree with or without Medicare; 2) a retiree or have eligible dependent(s) that will turn age 65 prior to April 1, 2025; or 3) have an over-65 eligible dependent enrolled in one of the City of Stamford's healthcare plans **and** you or your spouse were formally represented by Local 786 I.A.F.F or Stamford Police Association.”
- Outlined the outreach to affected retirees, including informational sessions, and explained that the new Aetna plan will replace the current Cigna coverage effective January 1, 2025.
 - Comparison chart attached which compares the old coverage (Cigna) vs the New one (Aetna) for [fire](#) and [police](#)
- Clarified that the Aetna plan provides comparable coverage with no service interruptions, even for retirees residing out-of-state.
- 4 out of 6 informational (2 sessions per day 11am & 6 pm)
 - 9/24/2024
 - 10/16/2024
 - Another to be held on 10/30/2024
 - An Aetna representative attends all sessions
- Rep. Pavia and other members raised issues about possible limitations of the Aetna plan, especially regarding out-of-state provider coverage and increased out-of-pocket expenses.
- The committee acknowledged ongoing efforts to inform retirees about the plan changes but requested ongoing communication and monitoring of retiree feedback.
- Director Russell to provide the Board Office with sample communications and comparison charts to distribute to committee members. ([attached](#))
- Committee to follow up on feedback from retirees regarding any challenges with the new plan post-implementation in January 2025.

A motion to go into executive session to discuss pending lawsuit related to this matter was made, seconded and approved by a unanimous voice vote. (Reps. Fedeli, Pavia, Adams, Berns, Goldberg, Figueroa, Mays, and Patterson in favor) The following people entered executive session at 8:16 p.m.: Chair Fedeli, Vice-Chair Pavia, Adams, Berns, Goldberg, Figueroa, Matheny, Mays, Morson, Patterson and Attorney Cassone.

The Executive session ended at 8:34 p.m. Chair Fedeli announced that no votes were taken.

Chair Fedeli adjourned the meeting at 8:35 p.m.

Respectfully submitted,
Mary Fedeli, Chair

This meeting is on [video](#)