

1. BET HR Comm. Meeting Agenda 05-31-2023

Documents:

[BET HR COMM MEETING AGENDA 05-31-2023.PDF](#)

2. BET HR Comm. Meeting Packet 05-31-2023

Documents:

[BET HR COMM MEETING PACKET 05-31-2023.PDF](#)



**TOWN OF GREENWICH
BOARD OF ESTIMATE & TAXATION**

**HUMAN RESOURCES COMMITTEE
REGULAR MEETING**

**Wednesday, May 31, 2023 - 8:30 A.M.
Cone Room**

AGENDA

1. HR Reports

- Vacant and Posted Vacant Position Listings
- Workers Compensation Reports
- Unemployment Report

2. Old Business

- Human Resources Department:
 - Brief update on status of M&C Compensation review, and summary of recent changes to M&C benefits.
- Board of Education:
 - Status update on the Hiring Investigations

3. Approval of Minutes

- May 3, 2023

4. Adjournment

Next Meeting – Thursday July 6, 2023, at 8:30 AM in the Cone Room



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Town of Greenwich

Vacant Position Listing - June 2023

Department and Job Description	Grade	Vacancy Date	Comments
600 BOE - Administration			
PPS Data Specialist @ Havemeyer	G-D	3/25/2019	Grant Funded Position on Hold
Administrative Assistant - School @ GHS/Nursing	G-B	1/20/2023	Awaiting Request to Fill
Administrative Assistant - School (10 months - GHS)	G-B	6/1/2023	Awaiting Request to Fill
School Activity Fund Clerk	G-C	1/13/2023	Position under review
Administrative Staff Assistant II @ GHS	G-D	1/18/2023	Start Date 7/1/23
Financial Reporting and Analysis Specialist	L-F	N/A	Conditional Offer Pending
Public Health School Nurse @ EMS	PHN-01	6/20/2023	List to Department 5/22/23
Media Assistant (10 months) @ Parkway	G-E	6/20/2023	Transfer Posted
640 BOE - Operation of Plants			
Custodian II	T-7	11/21/2022	Start Date TBD
Building Maintenance Mechanic	T-8	12/19/2022	Start Date 6/5/23
Project Manager - Facilities	L-C	5/1/2023	Job Description under review
196 Commission on Aging			
Senior Center Administrator	L-D	2/1/2023	List to Department 3/15/23
380 Fleet			
Heavy Duty Vehicle Mechanic	T-12	5/1/2021	Re-posted
701 Greenwich Library			
Library Clerk	G-E	1/1/2023	List to Department 11/3/22
Library Clerk	G-E	5/29/2023	List to Department 11/3/22
Library Innovation Lab Specialist	L-F	9/19/2022	List to Department 5/17/23
Library Manager - Info Services	L-B	2/19/2023	List to Department 3/31/23
Librarian III	L-C	4/16/2023	Job Description Under Review
502 Human Services			
Human Services Provider I	L-F	4/24/2023	List to Department 5/8/23
134 I.T.			
Business Systems Support Specialist	L-F	4/1/2023	Conditional Offer Pending
140 Law			
Legal Assistant	G-C	2/21/2023	List to Department 3/31/23
Assistant Town Attorney	AT3	4/1/2023	List to Department 4/18/23

<u>Department and Job Description</u>	<u>Grade</u>	<u>Vacancy Date</u>	<u>Comments</u>
450 Nathaniel Witherell			
Director of Financial Operations	MC-8	1/1/2023	Posted
Medical Billing Specialist	L-F	7/29/2022	List to Department 3/24/23
Associate Director of Nursing	H-2	8/1/2022	Job Description Under Review/To be Re-Posted
Marketing Coordinator	L-D	4/24/2022	List to Department 2/6/23
Certified Nursing Assistant	TNW	10/1/2022	Re-posted
Certified Nursing Assistant	TNW	9/1/2022	Re-posted
Certified Nursing Assistant	TNW	1/13/2023	Re-posted
Certified Nursing Assistant	TNW	1/17/2023	Re-posted
Housekeeper	NT2	12/2/2022	Conditional Offer Pending
Cook	NT6	5/1/2023	Conditional Offer Pending
Cook	NT6	6/5/2023	Posted
LPN/Staff Nurse	N2F	4/1/2023	List to Department 5/19/23
Director of Utilization - Clinical Outcomes and Rehabilitative Services	H-02	5/18/2023	Awaiting Request to Fill
822 Parks & Rec - Parks			
Park Gardener I	T-4	1/27/2023	Conditional Offer Pending
Park Gardener I	T-4	2/1/2023	List to Department 3/15/23
Park Gardener I	T-4	4/1/2023	List to Department 3/15/23
Park Gardener Foreman	T-10	5/8/2023	Transfer Posted; Promotional List to Department 9/8/22
832/834 Parks & Rec - Marine			
Dockmaster	T-7	6/1/2022	List to Department 5/5/23
Marine Technician	T-12	1/1/2023	Posted (position converted from Painter)
Warehouse Expeditor - MF&O	T-08	1/1/2023	Written Exam 5/19/23
829 Parks & Rec Trees			
Tree Climber	T-11	4/24/2023	Posted
171 Planning & Zoning			
P&Z Staff Assistant	G-D	5/19/2023	Posted
212 Police - Dispatch			
Public Safety Dispatch Telecommunicator	G-D	6/13/2022	List to Department 5/8/23; Background Checks Underway
Public Safety Dispatch Telecommunicator	G-D	1/10/2023	List to Department 5/8/23; Background Checks Underway

<u>Department and Job Description</u>		<u>Grade</u>	<u>Vacancy Date</u>	<u>Comments</u>
217 Police - Patrol				
	Police Officer	P-01	1/1/2023	Conditional Offer Pending; Tentative Start Date 7/3/23
	Police Officer	P-01	4/1/2023	Conditional Offer Pending; Tentative Start Date 7/3/23
	Police Officer	P-01	5/1/2023	Conditional Offer Pending; Tentative Start Date 7/3/23
	Police Officer	P-01	5/9/2023	Conditional Offer Pending; Tentative Start Date 7/3/23
	Police Officer	P-01	6/1/2023	List to Department 2/3/23; Background Checks in Progress
302 Public Works - Engineering				
	Civil Engineer I	L-E	1/9/2023	List to Department 5/4/23
	Chief Engineer	L-A	4/1/2023	Posted (position converted from Senior Civil Engineer)
312 Public Works Streets and Bridges				
	Laborer	T-4	4/28/2023	List to Department 1/12/23
	Laborer	T-4	5/21/2023	List to Department 1/12/23
345 Public Works - BC&M				
	Carpenter	T-08	11/28/2002	List to Department 5/16/23
351 Public Works - Building Inspection				
	Plan Examiner	L-D	5/7/2023	Job Description being updated
	Building Inspection - DPW Staff Assistant	G-D	3/27/2023	List to Department 5/3/23
361 Public Works - Sewer Division				
	Sewer Plant Operator II	T-12	4/1/2019	Re-posted
	Maintenance Mechanic II - Sewer	T-08	10/23/2022	List to Department 4/21/23
	Wastewater Lab Technician	L-F	5/21/2023	Posted
135 Tax Assessor				
	Commercial Real Estate Appraiser	L-B	5/31/2023	Job Description Under Review
Total Vacancies	Job	62		

<u>Department and Job Description</u>	<u>Grade</u>	<u>Vacancy Date</u>	<u>Comments</u>
Upcoming Vacancies or Recruitments Underway			
Fire			
Fire Fighter	F-01	6/4/2023	Conditional Offer Pending
Health			
Environmental Hygienist	G-A	9/1/2023	To be Posted
Police			
Police Officer	P-01	7/1/2023	List to Department 2/3/23; Background Checks in Progress
P&R			
Head Custodian @ WGCC	T-12	7/1/2023	Transfer List to Department
Park Gardener I	T-4	7/1/2023	List to Department 3/15/23
Public Works			
Sewer Division Application Coordinator	L-F	7/1/2023	New Position - Job Description Under Review

TOWN OF GREENWICH
WORKER'S COMPENSATION ANALYSIS
FY 2022-2023 @ May 24, 2023

#	PERIOD COVERED	MONTHLY	Y-T-D	BUDGET	Y-T-D	VARIANCE
1	July 6, 2022	\$62,365.24		\$32,212.00		
2	July 13, 2022	\$33,001.91		\$32,212.00		
3	July 20, 2022	\$27,037.82		\$32,212.00		
4	July 27, 2022	\$36,394.86		\$32,212.00		
	sub-total	\$158,799.83	\$158,799.83	\$128,848.00	\$128,848.00	-\$29,951.83
5	August 3, 2022	\$37,533.10		\$32,212.00		
6	August 10, 2022	\$39,760.31		\$32,212.00		
7	August 17, 2022	\$10,921.67		\$32,212.00		
8	August 24, 2022	\$24,354.20		\$32,212.00		
9	August 31, 2022	\$30,674.28		\$32,212.00		
	sub-total	\$143,243.56	\$302,043.39	\$161,060.00	\$289,908.00	-\$12,135.39
10	September 7, 2022	\$53,201.31		\$32,212.00		
11	September 14, 2022	\$14,411.44		\$32,212.00		
12	September 21, 2022	\$20,512.19		\$32,212.00		
13	September 28, 2022	\$18,435.96		\$32,212.00		
	OPEB Transfer	-\$72,426.08				
	sub-total	\$34,134.82	\$336,178.21	\$128,848.00	\$418,756.00	\$82,577.79
14	October 5, 2022	\$15,078.86		\$32,212.00		
15	October 12, 2022	\$24,147.28		\$32,212.00		
16	October 19, 2022	\$5,031.21		\$32,212.00		
17	October 26, 2022	\$38,999.42		\$32,212.00		
	sub-total	\$83,256.77	\$419,434.98	\$128,848.00	\$547,604.00	\$128,169.02
18	November 2, 2022	\$20,555.68		\$32,212.00		
19	November 9, 2022	\$10,129.71		\$32,212.00		
20	November 16, 2022	\$4,751.05		\$32,212.00		
21	November 23, 2022	\$23,752.95		\$32,212.00		
22	November 30, 2022	\$16,845.91		\$32,212.00		
	sub-total	\$76,035.30	\$495,470.28	\$161,060.00	\$708,664.00	\$213,193.72
23	December 7, 2022	\$25,716.83		\$32,212.00		
24	December 14, 2022	\$47,284.77		\$32,212.00		
25	December 21, 2022	\$51,769.06		\$32,212.00		
26	December 28, 2022	\$90,890.81		\$32,212.00		
	OPEB Transfer	-\$61,447.88				
	sub-total	\$154,213.59	\$649,683.87	\$128,848.00	\$837,512.00	\$187,828.13
27	January 4, 2023	\$45,883.50		\$32,212.00		
28	January 11, 2023	-\$2,806.76		\$32,212.00		
29	January 18, 2023	\$35,290.75		\$32,212.00		
30	January 25, 2023	\$14,560.67		\$32,212.00		
	sub-total	\$92,928.16	\$742,612.03	\$128,848.00	\$966,360.00	\$223,747.97
31	February 1, 2023	\$37,519.39		\$32,212.00		
32	February 8, 2023	\$143,688.06		\$32,212.00		
33	February 15, 2023	\$20,814.90		\$32,212.00		
34	February 22, 2023	\$9,725.59		\$32,212.00		
	sub-total	\$211,747.94	\$954,359.97	\$128,848.00	\$1,095,208.00	\$140,848.03

TOWN OF GREENWICH
WORKER'S COMPENSATION ANALYSIS
FY 2022-2023 @ May 24, 2023

35	March 1, 2023	\$17,834.95		\$32,212.00		
36	March 8, 2023	\$21,717.66		\$32,212.00		
37	March 15, 2023	\$33,032.04		\$32,212.00		
38	March 22, 2023	\$12,124.23		\$32,212.00		
39	March 29, 2023	\$20,148.84		\$32,212.00		
	OPEB Transfer	-\$133,873.96				
	sub-total	-\$29,016.24	\$925,343.73	\$161,060.00	\$1,256,268.00	\$330,924.27
40	April 5, 2023	\$18,713.27		\$32,212.00		
41	April 12, 2023	\$21,663.68		\$32,212.00		
42	April 19, 2023	\$7,424.06		\$32,212.00		
43	April 26, 2023	\$28,332.19		\$32,212.00		
	sub-total	\$76,133.20	\$1,001,476.93	\$128,848.00	\$1,385,116.00	\$383,639.07
44	May 3, 2023	\$26,585.62		\$32,212.00		
45	May 10, 2023	\$19,812.28		\$32,212.00		
46	May 17, 2023	\$11,021.02		\$32,212.00		
47	May 24, 2023	\$49,114.59		\$32,212.00		
48	May 31, 2023	\$32,212.00		\$32,212.00		
	sub-total	\$138,745.51	\$1,140,222.44	\$161,060.00	\$1,546,176.00	\$405,953.56
49	June 7, 2023	\$32,212.00		\$32,212.00		
50	June 14, 2023	\$32,212.00		\$32,212.00		
51	June 21, 2023	\$32,212.00		\$32,212.00		
52	June 28, 2023	\$32,212.00		\$32,188.00		
	OPEB Transfer	-\$29,236.24				
	sub-total	\$99,611.76	\$1,239,834.20	\$128,824.00	\$1,675,000.00	\$435,165.80

**WORKERS' COMPENSATION CLAIM REPORT
FOR CLAIMS FILED FROM JULY 1, 2022 THROUGH MARCH 31, 2023**

July 1, 2022-March 31, 2023 Department Claim Detail

	Number of FTE Positions	Total Claims	Percent of Claims Per Department Head Count	Total Claim Cost
Board of Education	1477.62	60	4%	\$ 116,937
Fire Department *	197.00	26	13%	\$ 109,046
General Government	310.07	5	2%	\$ 4,571
Nathaniel Witherell	203.72	21	10%	\$ 25,520
Parks & Recreation	173.22	15	9%	\$ 145,970
Police Department	199.30	17	9%	\$ 142,300
Public Works	167.97	11	7%	\$ 71,502

*Fire count includes 90 Volunteer Firefighters

July 1, 2022-March 31, 2023 Projected Paid and Reserved Expenses

There are 155 reported claims with projected paid and reserved expenses that total \$615,846.

Comparison Claim Count July 1, 2022 through March 31, 2023 to July 1, 2021 through March 31, 2022

- The claim count from July 1, 2022 through March 31, 2023 is 155, as opposed to 188 claims from the prior fiscal year.
- The projected paid and reserved expenses for claims from July 1, 2022 through March 31, 2023 total \$615,846. The actual current value of paid and reserved expenses for claims reported July 1, 2021 through March 31, 2022 total \$1,354,236.

January 2023 Workers' Compensation Claims

	Repetitive Sprains & Strains	Isolated Sprains & Strains	Struck (Not by Person)	Slip and Fall	Animal Insect Bite	Exposure to	Assault	Caught Crushed	Motor Vehicle	Foreign Object in Eye	Mental Stress	Needle-stick	Heart	Other	Total
Lost Time	1	0	0	0	0	0	1	0	0	0	0	0	0	0	2
Medical	1	2	1	1	0	0	0	0	0	0	0	0	0	0	5
Incident Only	0	0	1	2	0	0	3	0	0	0	0	0	0	0	6
Total	2	2	2	3	0	0	4	0	0	0	0	0	0	0	13

January 2023 Wage Replacement Costs

Statutory Wage Replacement Benefits: \$ 16,031
 Contractual Salary Continuation Benefits: \$ 10,477

Total: \$ 26,508

February 2023 Workers' Compensation Claims

	Repetitive Sprains & Strains	Isolated Sprains & Strains	Struck (Not by Person)	Slip and Fall	Animal Insect Bite	Exposure to	Assault	Caught Crushed	Motor Vehicle	Foreign Object in Eye	Mental Stress	Needle-stick	Heart	Other	Total
Lost Time	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
Medical	0	3	1	1	0	2	0	1	0	1	0	0	0	0	9
Incident Only	0	4	0	3	0	1	4	0	0	0	0	0	0	0	12
Total	0	7	1	4	0	3	4	1	1	1	0	0	0	0	22

February 2023 Wage Replacement Costs

Statutory Wage Replacement Benefits: \$ 11,220

Contractual Salary Continuation Benefits: \$ 10,318

Total: \$ 21,538

March 2023 Workers' Compensation Claims

	Repetitive Sprains & Strains	Isolated Sprains & Strains	Struck (Not by Person)	Slip and Fall	Animal Insect Bite	Exposure to	Assault	Caught Crushed	Motor Vehicle	Foreign Object in Eye	Mental Stress	Needle-stick	Heart	Other	Total
Lost Time	0	1	0	1	0	0	0	0	1	0	0	0	0	0	3
Medical	0	2	1	0	0	0	2	0	0	0	0	0	0	0	5
Incident Only	0	1	3	1	0	0	3	0	0	0	0	0	0	1	9
Total	0	4	4	2	0	0	5	0	1	0	0	0	0	1	17

March 2023 Wage Replacement Costs

Statutory Wage Replacement Benefits: \$ 25,407

Contractual Salary Continuation Benefits: \$ 17,004

Total: \$ 42,411

Workers' Compensation Claims by Department
Fiscal Year Comparison (July 1, 2022-March 31, 2023 vs. July 1, 2021-March 31, 2022)

All Departments Fiscal Year to Date (July 1, 2022-March 31, 2023)

	Repetitive Sprains & Strains	Isolated Sprains & Strains	Struck (Not by Person)	Slip and Fall	Animal Insect Bite	Exposure to	Assault	Caught Crushed	Motor Vehicle	Foreign Object in Eye	Mental Stress	Needle-stick	Heart	Other	Total
Lost Time	1	6	1	4	0	0	4	0	2	0	0	0	0	0	18
Medical	2	22	11	19	3	7	7	2	0	3	0	0	2	2	80
Incident Only	0	14	9	16	1	2	13	1	0	0	0	0	0	1	57
Total	3	42	21	39	4	9	24	3	2	3	0	0	2	3	155

All Departments Fiscal Year to Date (July 1, 2021-March 31, 2022)

	Repetitive Sprains & Strains	Isolated Sprains & Strains	Struck (Not by Person)	Slip and Fall	Animal Insect Bite	Exposure to	Assault	Caught Crushed	Motor Vehicle	Foreign Object in Eye	Mental Stress	Needle-stick	Heart	Other	Total
Lost Time	1	20	1	11	0	1	2	2	2	0	0	0	0	0	40
Medical	1	14	11	15	3	3	17	1	2	3	1	1	2	0	74
Incident Only	1	16	10	21	0	2	15	3	2	0	0	0	0	4	74
Total	3	50	22	47	3	6	34	6	6	3	1	1	2	4	188

Board of Education Fiscal Year to Date (July 1, 2022-March 31, 2023)

	Repetitive Sprains & Strains	Isolated Sprains & Strains	Struck (Not by Person)	Slip and Fall	Animal Insect Bite	Exposure to	Assault	Caught Crushed	Motor Vehicle	Foreign Object in Eye	Mental Stress	Needle-stick	Heart	Other	Total
Lost Time	0	2	0	0	0	0	3	0	0	0	0	0	0	0	5
Medical	1	3	6	8	0	2	6	1	0	0	0	0	0	0	27
Incident Only	0	6	1	10	0	0	11	0	0	0	0	0	0	0	28
Total	1	11	7	18	0	2	20	1	0	0	0	0	0	0	60

Board of Education Fiscal Year to Date (July 1, 2021-March 31, 2022)

	Repetitive Sprains & Strains	Isolated Sprains & Strains	Struck (Not by Person)	Slip and Fall	Animal Insect Bite	Exposure to	Assault	Caught Crushed	Motor Vehicle	Foreign Object in Eye	Mental Stress	Needle-stick	Heart	Other	Total
Lost Time	0	4	0	6	0	0	1	0	2	0	0	0	0	0	13
Medical	0	3	2	10	0	0	16	1	0	0	0	0	0	0	32
Incident Only	0	3	3	11	0	0	11	2	1	0	0	0	0	2	33
Total	0	10	5	27	0	0	28	3	3	0	0	0	0	2	78

Fire Department Fiscal Year to Date (July 1, 2022-March 31, 2023)

	Repetitive Sprains & Strains	Isolated Sprains & Strains	Struck (Not by Person)	Slip and Fall	Animal Insect Bite	Exposure to	Assault	Caught Crushed	Motor Vehicle	Foreign Object in Eye	Mental Stress	Needle-stick	Heart	Other	Total
Lost Time	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Medical	0	2	1	2	1	3	0	0	0	0	0	0	2	2	13
Incident Only	0	2	4	2	0	2	0	1	0	0	0	0	0	1	12
Total	0	5	5	4	1	5	0	1	0	0	0	0	2	3	26

Fire Department Fiscal Year to Date (July 1, 2021-March 31, 2022)

	Repetitive Sprains & Strains	Isolated Sprains & Strains	Struck (Not by Person)	Slip and Fall	Animal Insect Bite	Exposure to	Assault	Caught Crushed	Motor Vehicle	Foreign Object in Eye	Mental Stress	Needle-stick	Heart	Other	Total
Lost Time	0	5	0	1	0	0	0	0	0	0	0	0	0	0	6
Medical	0	2	3	1	1	1	0	0	0	0	1	0	1	0	10
Incident Only	0	2	1	2	0	2	0	0	0	0	0	0	0	1	8
Total	0	9	4	4	1	3	0	0	0	0	1	0	1	1	24

General Government Fiscal Year to Date (July 1, 2022-March 31, 2023)

	Repetitive Sprains & Strains	Isolated Sprains & Strains	Struck (Not by Person)	Slip and Fall	Animal Insect Bite	Exposure to	Assault	Caught Crushed	Motor Vehicle	Foreign Object in Eye	Mental Stress	Needle-stick	Heart	Other	Total
Lost Time	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Medical	0	1	1	2	0	1	0	0	0	0	0	0	0	0	5
Incident Only	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	1	1	2	0	1	0	0	0	0	0	0	0	0	5

General Government Fiscal Year to Date (July 1, 2021-March 31, 2022)

	Repetitive Sprains & Strains	Isolated Sprains & Strains	Struck (Not by Person)	Slip and Fall	Animal Insect Bite	Exposure to	Assault	Caught Crushed	Motor Vehicle	Foreign Object in Eye	Mental Stress	Needle-stick	Heart	Other	Total
Lost Time	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1
Medical	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Incident Only	0	1	1	1	0	0	0	0	0	0	0	0	0	0	3
Total	0	2	1	1	0	1	0	0	0	0	0	0	0	0	5

Nathaniel Witherell Fiscal Year to Date (July 1, 2022-March 31, 2023)

	Repetitive Sprains & Strains	Isolated Sprains & Strains	Struck (Not by Person)	Slip and Fall	Animal Insect Bite	Exposure to	Assault	Caught Crushed	Motor Vehicle	Foreign Object in Eye	Mental Stress	Needle-stick	Heart	Other	Total
Lost Time	0	0	0	2	0	0	0	0	0	0	0	0	0	0	2
Medical	0	5	1	2	0	0	0	0	0	0	0	0	0	0	8
Incident Only	0	3	2	4	0	0	2	0	0	0	0	0	0	0	11
Total	0	8	3	8	0	0	2	0	0	0	0	0	0	0	21

Nathaniel Witherell Fiscal Year to Date (July 1, 2021-March 31, 2022)

	Repetitive Sprains & Strains	Isolated Sprains & Strains	Struck (Not by Person)	Slip and Fall	Animal Insect Bite	Exposure to	Assault	Caught Crushed	Motor Vehicle	Foreign Object in Eye	Mental Stress	Needle-stick	Heart	Other	Total
Lost Time	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Medical	1	1	0	2	0	1	0	0	0	0	0	1	0	0	6
Incident Only	0	8	4	2	0	0	1	1	0	0	0	0	0	0	16
Total	1	9	4	4	0	1	1	1	0	0	0	1	0	0	22

Parks & Recreation Fiscal Year to Date (July 1, 2022-March 31, 2023)

	Repetitive Sprains & Strains	Isolated Sprains & Strains	Struck (Not by Person)	Slip and Fall	Animal Insect Bite	Exposure to	Assault	Caught Crushed	Motor Vehicle	Foreign Object in Eye	Mental Stress	Needle-stick	Heart	Other	Total
Lost Time	1	0	0	1	0	0	0	0	0	0	0	0	0	0	2
Medical	1	3	2	2	1	1	0	0	0	2	0	0	0	0	12
Incident Only	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Total	2	4	2	3	1	1	0	0	0	2	0	0	0	0	15

Parks & Recreation Fiscal Year to Date (July 1, 2021-December 31,2021)

	Repetitive Sprains & Strains	Isolated Sprains & Strains	Struck (Not by Person)	Slip and Fall	Animal Insect Bite	Exposure to	Assault	Caught Crushed	Motor Vehicle	Foreign Object in Eye	Mental Stress	Needle-stick	Heart	Other	Total
Lost Time	0	7	0	3	0	0	0	2	0	0	0	0	0	0	12
Medical	0	3	3	0	0	0	0	0	0	1	0	0	0	0	7
Incident Only	0	1	1	0	0	0	1	0	0	0	0	0	0	0	3
Total	0	11	4	3	0	0	1	2	0	1	0	0	0	0	22

Police Fiscal Year to Date (July 1, 2022-March 31, 2023)

	Repetitive Sprains & Strains	Isolated Sprains & Strains	Struck (Not by Person)	Slip and Fall	Animal Insect Bite	Exposure to	Assault	Caught Crushed	Motor Vehicle	Foreign Object in Eye	Mental Stress	Needle-stick	Heart	Other	Total
Lost Time	0	1	0	1	0	0	1	0	1	0	0	0	0	0	4
Medical	0	7	0	1	0	0	1	0	0	0	0	0	0	0	9
Incident Only	0	2	1	0	1	0	0	0	0	0	0	0	0	0	4
Total	0	10	1	2	1	0	2	0	1	0	0	0	0	0	17

Police Fiscal Year to Date (July 1, 2021-June 30, 2021)

	Repetitive Sprains & Strains	Isolated Sprains & Strains	Struck (Not by Person)	Slip and Fall	Animal Insect Bite	Exposure to	Assault	Caught Crushed	Motor Vehicle	Foreign Object in Eye	Mental Stress	Needle-stick	Heart	Other	Total
Lost Time	1	1	1	0	0	0	1	0	0	0	0	0	0	0	4
Medical	0	2	1	1	1	0	1	0	2	1	0	0	1	0	10
Incident Only	1	0	0	3	0	0	2	0	1	0	0	0	0	1	8
Total	2	3	2	4	1	0	4	0	3	1	0	0	1	1	22

Public Works Fiscal Year to Date (July 1, 2022-June 30, 2022)

	Repetitive Sprains & Strains	Isolated Sprains & Strains	Struck (Not by Person)	Slip and Fall	Animal Insect Bite	Exposure to	Assault	Caught Crushed	Motor Vehicle	Foreign Object in Eye	Mental Stress	Needle-stick	Heart	Other	Total
Lost Time	0	2	1	0	0	0	0	0	1	0	0	0	0	0	4
Medical	0	1	0	2	1	0	0	1	0	1	0	0	0	0	6
Incident Only	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Total	0	3	2	2	1	0	0	1	1	1	0	0	0	0	11

Public Works Fiscal Year to Date (July 1, 2021-June 30, 2021)

	Repetitive Sprains & Strains	Isolated Sprains & Strains	Struck (Not by Person)	Slip and Fall	Animal Insect Bite	Exposure to	Assault	Caught Crushed	Motor Vehicle	Foreign Object in Eye	Mental Stress	Needle-stick	Heart	Other	Total
Lost Time	0	3	0	1	0	0	0	0	0	0	0	0	0	0	4
Medical	0	2	2	1	1	1	0	0	0	1	0	0	0	0	8
Incident Only	0	1	0	2	0	0	0	0	0	0	0	0	0	0	3
Total	0	6	2	4	1	1	0	0	0	1	0	0	0	0	15

Unemployment Charges by Department
Fiscal Year 22-23 vs 21-22
As of March 2023

BOE

	<u>July/Aug/Sep</u>	<u>Oct/Nov/Dec</u>	<u>Jan/Feb/Mar</u>	<u>Apr/May/June</u>	<u>YTD</u>
Fiscal Year 22-23	\$24,804	\$27,583	\$18,352		\$70,739
Fiscal Year 21-22	\$74,667	\$48,757	\$23,878		\$147,302
Increase/(Decrease)	(\$49,863)	(\$21,174)	(\$5,526)	\$0	(\$76,563)

Administrative Services

	<u>July/Aug/Sep</u>	<u>Oct/Nov/Dec</u>	<u>Jan/Feb/Mar</u>	<u>Apr/May/June</u>	<u>YTD</u>
Fiscal Year 22-23	\$0	\$0	\$0		\$0
Fiscal Year 21-22	\$0	\$0	\$0		\$0
Increase/(Decrease)	\$0	\$0	\$0	\$0	\$0

Commission on Aging

	<u>July/Aug/Sep</u>	<u>Oct/Nov/Dec</u>	<u>Jan/Feb/Mar</u>	<u>Apr/May/June</u>	<u>YTD</u>
Fiscal Year 22-23	\$0	\$0	\$0		\$0
Fiscal Year 21-22	\$0	\$0	\$0		\$0
Increase/(Decrease)	\$0	\$0	\$0	\$0	\$0

Finance-BET

	<u>July/Aug/Sep</u>	<u>Oct/Nov/Dec</u>	<u>Jan/Feb/Mar</u>	<u>Apr/May/June</u>	<u>YTD</u>
Fiscal Year 22-23	\$0	\$0	\$0		\$0
Fiscal Year 21-22	\$0	\$0	\$0		\$0
Increase/(Decrease)	\$0	\$0	\$0	\$0	\$0

Fire

	<u>July/Aug/Sep</u>	<u>Oct/Nov/Dec</u>	<u>Jan/Feb/Mar</u>	<u>Apr/May/June</u>	<u>YTD</u>
Fiscal Year 22-23	\$0	\$0	\$0		\$0
Fiscal Year 21-22	\$71	\$69	\$8,907		\$9,047
Increase/(Decrease)	(\$71)	(\$69)	(\$8,907)	\$0	(\$9,047)

First Selectman's Office

	<u>July/Aug/Sep</u>	<u>Oct/Nov/Dec</u>	<u>Jan/Feb/Mar</u>	<u>Apr/May/June</u>	<u>YTD</u>
Fiscal Year 22-23	\$0	\$0	\$0		\$0
Fiscal Year 21-22	\$0	\$0	\$0		\$0
Increase/(Decrease)	\$0	\$0	\$0	\$0	\$0

Fleet Department

	<u>July/Aug/Sep</u>	<u>Oct/Nov/Dec</u>	<u>Jan/Feb/Mar</u>	<u>Apr/May/June</u>	<u>YTD</u>
Fiscal Year 22-23	\$0	\$0	\$0		\$0
Fiscal Year 21-22	\$0	\$0	\$0		\$0
Increase/(Decrease)	\$0	\$0	\$0	\$0	\$0

Greenwich Library

	<u>July/Aug/Sep</u>	<u>Oct/Nov/Dec</u>	<u>Jan/Feb/Mar</u>	<u>Apr/May/June</u>	<u>YTD</u>
Fiscal Year 22-23	\$0	\$0	\$0		\$0
Fiscal Year 21-22	\$2,844	\$0	\$0		\$2,844
Increase/(Decrease)	(\$2,844)	\$0	\$0	\$0	(\$2,844)

Health Department

	<u>July/Aug/Sep</u>	<u>Oct/Nov/Dec</u>	<u>Jan/Feb/Mar</u>	<u>Apr/May/June</u>	<u>YTD</u>
Fiscal Year 22-23	\$0	\$0	\$0		\$0
Fiscal Year 21-22	\$0	\$0	\$0		\$0
Increase/(Decrease)	\$0	\$0	\$0	\$0	\$0

Human Resources

	<u>July/Aug/Sep</u>	<u>Oct/Nov/Dec</u>	<u>Jan/Feb/Mar</u>	<u>Apr/May/June</u>	<u>YTD</u>
Fiscal Year 22-23	\$1,060	\$0	\$210		\$1,270
Fiscal Year 21-22	\$0	\$0	\$0		\$0
Increase/(Decrease)	\$1,060	\$0	\$210	\$0	\$1,270

Human Services

	<u>July/Aug/Sep</u>	<u>Oct/Nov/Dec</u>	<u>Jan/Feb/Mar</u>	<u>Apr/May/June</u>	<u>YTD</u>
Fiscal Year 22-23	\$0	\$0	\$712		\$712
Fiscal Year 21-22	\$2,848	\$1,068	\$0		\$3,916
Increase/(Decrease)	(\$2,848)	(\$1,068)	\$712	\$0	(\$3,204)

Information Technology

	<u>July/Aug/Sep</u>	<u>Oct/Nov/Dec</u>	<u>Jan/Feb/Mar</u>	<u>Apr/May/June</u>	<u>YTD</u>
Fiscal Year 22-23	\$0	\$0	\$0		\$0
Fiscal Year 21-22	\$0	\$0	\$0		\$0
Increase/(Decrease)	\$0	\$0	\$0	\$0	\$0

Law Department

	<u>July/Aug/Sep</u>	<u>Oct/Nov/Dec</u>	<u>Jan/Feb/Mar</u>	<u>Apr/May/June</u>	<u>YTD</u>
Fiscal Year 22-23	\$0	\$0	\$0		\$0
Fiscal Year 21-22	\$0	\$0	\$0		\$0
Increase/(Decrease)	\$0	\$0	\$0	\$0	\$0

Nathaniel Witherell

	<u>July/Aug/Sep</u>	<u>Oct/Nov/Dec</u>	<u>Jan/Feb/Mar</u>	<u>Apr/May/June</u>	<u>YTD</u>
Fiscal Year 22-23	\$10,918	\$6,300	\$791		\$18,009
Fiscal Year 21-22	\$28,096	\$19,224	\$14,044		\$61,364
Increase/(Decrease)	(\$17,178)	(\$12,924)	(\$13,253)	\$0	(\$43,355)

Parking Services

	<u>July/Aug/Sep</u>	<u>Oct/Nov/Dec</u>	<u>Jan/Feb/Mar</u>	<u>Apr/May/June</u>	<u>YTD</u>
Fiscal Year 22-23	\$0	\$0	\$0		\$0
Fiscal Year 21-22	\$0	\$0	\$0		\$0
Increase/(Decrease)	\$0	\$0	\$0	\$0	\$0

Parks & Recreation

	<u>July/Aug/Sep</u>	<u>Oct/Nov/Dec</u>	<u>Jan/Feb/Mar</u>	<u>Apr/May/June</u>	<u>YTD</u>
Fiscal Year 22-23	\$11,446	\$14,388	\$25,401		\$51,235
Fiscal Year 21-22	\$12,579	\$15,604	\$24,454		\$52,637
Increase/(Decrease)	(\$1,133)	(\$1,216)	\$947	\$0	(\$1,402)

Perrot Library

	<u>July/Aug/Sep</u>	<u>Oct/Nov/Dec</u>	<u>Jan/Feb/Mar</u>	<u>Apr/May/June</u>	<u>YTD</u>
Fiscal Year 22-23	\$0	\$0	\$0		\$0
Fiscal Year 21-22	\$897	\$276	\$0		\$1,173
Increase/(Decrease)	(\$897)	(\$276)	\$0	\$0	(\$1,173)

Planning and Zoning

	<u>July/Aug/Sep</u>	<u>Oct/Nov/Dec</u>	<u>Jan/Feb/Mar</u>	<u>Apr/May/June</u>	<u>YTD</u>
Fiscal Year 22-23	\$0	\$0	\$0		\$0
Fiscal Year 21-22	\$0	\$0	\$0		\$0
Increase/(Decrease)	\$0	\$0	\$0	\$0	\$0

Police Department

	<u>July/Aug/Sep</u>	<u>Oct/Nov/Dec</u>	<u>Jan/Feb/Mar</u>	<u>Apr/May/June</u>	<u>YTD</u>
Fiscal Year 22-23	\$3,647	\$0	\$1,820		\$5,467
Fiscal Year 21-22	\$7,254	\$426	\$668		\$8,348
Increase/(Decrease)	(\$3,607)	(\$426)	\$1,152	\$0	(\$2,881)

Public Works

	<u>July/Aug/Sep</u>	<u>Oct/Nov/Dec</u>	<u>Jan/Feb/Mar</u>	<u>Apr/May/June</u>	<u>YTD</u>
Fiscal Year 22-23	\$3,654	\$0	\$0		\$3,654
Fiscal Year 21-22	\$0	\$27	\$4,146		\$4,173
Increase/(Decrease)	\$3,654	(\$27)	(\$4,146)	\$0	(\$519)

Registrars Office

	<u>July/Aug/Sep</u>	<u>Oct/Nov/Dec</u>	<u>Jan/Feb/Mar</u>	<u>Apr/May/June</u>	<u>YTD</u>
Fiscal Year 22-23	\$0	\$0	\$0		\$0
Fiscal Year 21-22	\$0	\$0	\$0		\$0
Increase/(Decrease)	\$0	\$0	\$0	\$0	\$0

Tax Assessor

	<u>July/Aug/Sep</u>	<u>Oct/Nov/Dec</u>	<u>Jan/Feb/Mar</u>	<u>Apr/May/June</u>	<u>YTD</u>
Fiscal Year 22-23	\$0	\$0	\$0		\$0
Fiscal Year 21-22	\$1,710	\$3,990	\$0		\$5,700
Increase/(Decrease)	(\$1,710)	(\$3,990)	\$0	\$0	(\$5,700)

Town Clerk

	<u>July/Aug/Sep</u>	<u>Oct/Nov/Dec</u>	<u>Jan/Feb/Mar</u>	<u>Apr/May/June</u>	<u>YTD</u>
Fiscal Year 22-23	\$0	\$0	\$0		\$0
Fiscal Year 21-22	\$0	\$0	\$0		\$0
Increase/(Decrease)	\$0	\$0	\$0	\$0	\$0

Total - Town of Greenwich

	<u>July/Aug/Sep</u>	<u>Oct/Nov/Dec</u>	<u>Jan/Feb/Mar</u>	<u>Apr/May/June</u>	<u>YTD</u>
Fiscal Year 22-23	\$55,529	\$48,271	\$47,286		\$151,086
Fiscal Year 21-22	\$130,966	\$89,441	\$76,097		\$296,504
Increase/(Decrease)	(\$75,437)	(\$41,170)	(\$28,811)	\$0	(\$145,418)

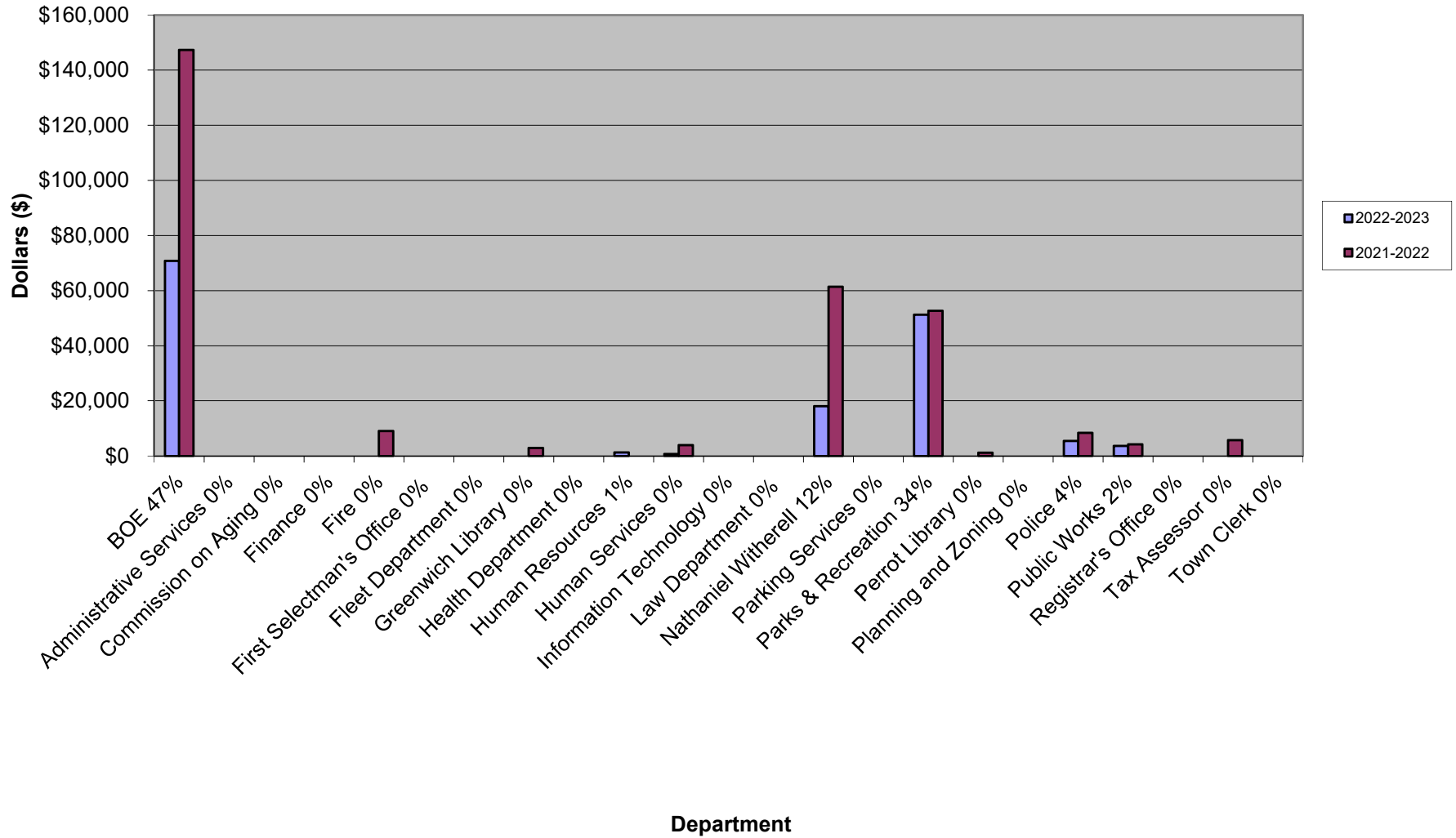
**Town of Greenwich
Gross Unemployment Expense by Category**

July 1, 2022 to March 31, 2023						
Total Costs To Date						Grand Total
Location	# of claimants	Full-Time	Part -Time	Substitutes	Seasonal/ Temporary	(9 months' cost)
Board of Education	18	\$ 39,142.00	\$ 698.00	\$ 25,753.00	\$ 5,146.00	\$ 70,739.00
Town	31	\$ 22,130.00	\$ 6,982.00		\$ 51,235.00	\$ 80,347.00
Total	49	\$ 61,272.00	\$ 7,680.00	\$ 25,753.00	\$ 56,381.00	\$ 151,086.00

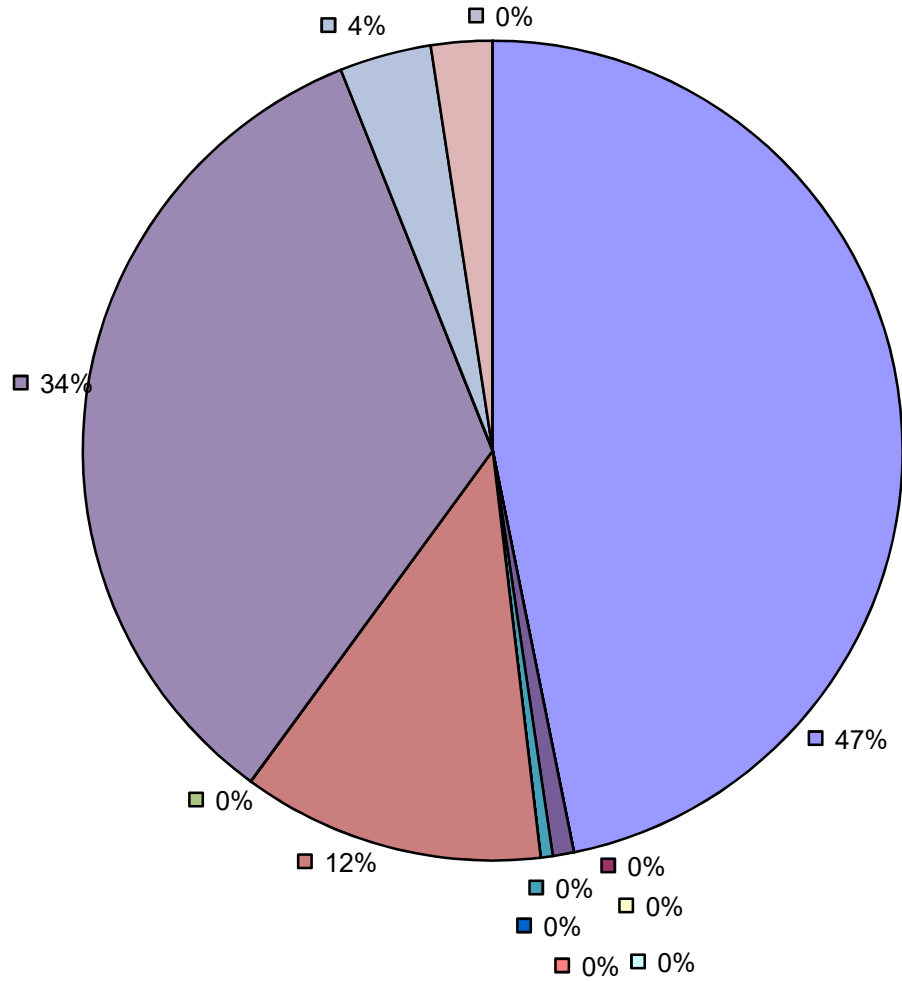
July 1, 2021 to March 31, 2022						
Total Costs To Date						Grand Total
Location	# of claimants	Full-Time	Part -Time	Substitutes	Seasonal/ Temporary	(9 months' cost)
Board of Education	50	\$ 81,023.00	\$ 26,680.00	\$ 28,168.00	\$ 11,431.00	\$ 147,302.00
Town	66	\$ 56,206.00	\$ 42,235.00		\$ 50,761.00	\$ 149,202.00
Total	116	\$ 137,229.00	\$ 68,915.00	\$ 28,168.00	\$ 62,192.00	\$ 296,504.00

July 1, 2021 to June 30, 2022						
Total Costs To Date						Grand Total
Location	# of claimants	Full-Time	Part -Time	Substitutes	Seasonal/ Temporary	(12 months' cost)
Board of Education	54	\$ 89,928.00	\$ 27,371.00	\$ 32,116.00	\$ 14,754.00	\$ 164,169.00
Town	67	\$ 72,035.00	\$ 43,759.00		\$ 55,607.00	\$ 171,401.00
Total	121	\$ 161,963.00	\$ 71,130.00	\$ 32,116.00	\$ 70,361.00	\$ 335,570.00

Unemployment Comparison - 7/1/2022- 3/31/2023 through 7/1/2021-3/31/2022



Unemployment Fiscal Year to Date through March 2023



- BOE 47%
- Commission on Aging 0%
- Fire 0%
- Fleet Department 0%
- Health Department 0%
- Human Services 0%
- Law Department 0%
- Parking Services 0%
- Perrot Library 0%
- Police 4%
- Registrar's Office 0%
- Town Clerk 0%
- Administrative Services 0%
- Finance 0%
- First Selectman's Office 0%
- Greenwich Library 0%
- Human Resources 1%
- Information Technology 0%
- Nathaniel Witherell 12%
- Parks & Recreation 34%
- Planning and Zoning 0%
- Public Works 2%
- Tax Assessor 0%

**TOWN OF GREENWICH
BOARD OF ESTIMATE AND TAXATION
HUMAN RESOURCES COMMITTEE
REGULAR MEETING MINUTES
Cone Room
Thursday, May 3, 2023 – 8:30 A.M.**

Committee

Present: William Drake, Chair (arrived late); Harry Fisher, Miriam Kreuzer, Stephen Selbst

Staff: Erica Mahoney, Assistant Director of HR; Mary Pepe, Director of HR; Peter Mynarski, Comptroller; Michael Mason, Director of Labor Relations; Dr. Jonathan Budd, Chief Human Resources Officer, Greenwich Public Schools

BET: Leslie Tarkington

Committee member Mr. Fisher called the meeting to order at 8:35 A.M.

1. HR Reports

- **Vacant and Posted Vacant Position Listings**

Ms. Pepe and Ms. Mahoney told the Committee that they have two Sergeant vacancies in the Police Dept due to the Deputy Chief leaving and a Captain being promoted into the Deputy Chief position then opened the Captain position.

The new Assistant Fire Chief started in April. Officer Geary moved into the Sergeant position. Three food service positions at the Nathaniel Witherell are not yet filled.

- **Workers Compensation Expense Report**

Mr. Mynarski gave the Workers Compensation Expense Report update. He reported that there is a \$383k surplus through April. Claims are trending on budget.

2. Update on Greenwich Public Schools staffing for current and upcoming budget year

Dr. Budd presented to the Committee the current and upcoming vacancies. There are several positions currently being recruited for. A Principal opening at New Lebanon, replacing someone at retirement at Western Middle School, vacancy for Cos Cob Assistant Principal position, and another at Eastern Middle School. Estimating about 18 retirements or resignations in the Greenwich Public Schools by end of year. In Greenwich High School, there is 1.7 person retiring in the English Dept. Reducing this by 1.3 by having attrition and moving another person into the English Dept to fill the 0.4 by teaching in two departments.

3. M&C Compensation Review Project Update

Ms. Pepe stated that September 15th is the approximate date when work on the review will conclude. The data results will be compared against other towns in Fairfield County, Westchester County and possibly other comparable towns in the country.

4. Approval of the April 6, 2023 Minutes

Upon a motion by Mr. Fisher, seconded by Mr. Drake, to approve the April 6, 2023 BET HR Committee Meeting Minutes. The Committee voted 3-0-1 (Mr. Selbst abstained). The minutes were approved and accepted as amended. Motion carried.

5. Adjournment

Upon a motion by Mr. Fisher, seconded by Mr. Selbst, the Committee voted 4-0-0 to adjourn the meeting at 9:41 AM.

Respectfully submitted,

Shira Davis, Recording Secretary

William Drake, HR Committee Chairman