

**TOWN OF GREENWICH
BOARD OF ESTIMATE AND TAXATION
HUMAN RESOURCES COMMITTEE
REGULAR MEETING MINUTES
Cone Room
Thursday, March 2, 2023 – 8:30 A.M.**

Committee

Present: William Drake, Chair; Harry Fisher, Miriam Kreuzer, Stephen Selbst

Staff: Joe Klemenz, Safety Analyst; Erica Mahoney, Assistant Director of HR; Mary Pepe, Director of HR; Peter Mynarski, Comptroller

BET: Dan Ozizmir, Chairman

Committee Chairman Drake called the meeting to order at 8:30 A.M.

1. HR Reports

- Vacant and Posted Vacant Position Listings

Ms. Pepe stated that there is a conditional offer pending for the Deputy Director of Planning and Zoning, with an intended start date of April 17.

Police Dept has 3 new hires – tentatively hired for March 11 start with two going to the academy and one is lateral from the NYPD.

- Unemployment Report

Trending favorably, with costs down to pre-pandemic levels.

- Workers Comp Report

Variation in numbers. Last year at this same time the costs were well over \$1 million and are now at about \$300k.

- OSHA Summary Review

Mr. Klemenz presented the findings from the OSHA inspection that the Town was randomly selected for. The departments which were most impacted were the Parks, Trees, and Highway divisions. Fines were able to be reduced by 50% because of the immediate remediations made by the appropriate departments and the commitment that the Town made to utilize OSHA consultants. Some of the different citations that were discussed included developing Hearing Conservation, Lockout/Tagout, and Silica programs.

2. Approval of 0.43 FTE Headcount Increase for Police Dept

Upon a motion by Mr. Selbst, seconded by Ms. Kreuzer, to change Police Department 213 TOO as follows - reduce Police Program Coordinator from 1.0 to 0.69 and change Property & Evidence Clerk from 0.43 to 0.74 FTE.

The Committee voted 4-0-0 to approve these changes.

3. New Business

The Committee took up the Management and Confidential employee salary study for discussion.

4. Approval of Minutes – February 15, 2023

Upon a motion by Mr. Fisher, seconded by Mr. Selbst to approve the minutes of the BET HR Committee held on February 15, 2023, the Committee voted 4-0-0. Motion carried.

5. Adjournment

Upon a motion by Mr. Fisher, seconded by Ms. Kreuzer, to adjourn the meeting at 9:32 A.M., the Committee voted 4-0-0. Motion carried.

Respectfully submitted,

Shira Davis, Recording Secretary

William Drake, HR Committee Chairman