



**TOWN OF GREENWICH  
BOARD OF ESTIMATE & TAXATION  
HUMAN RESOURCES COMMITTEE  
REGULAR MEETING**

**Wednesday, September 6, 2023 - 8:30 A.M.  
Cone Room**

**AGENDA**

1. Update on the Management and Confidential (MC) Compensation Study
2. HR Reports
  - Vacant and Posted Vacant Position Listings
  - Workers Compensation Expense Report
  - Unemployment Report
3. New Business:
  - None
4. Approval of Minutes
  - July 6, 2023
5. Adjournment

Next Meeting – Wednesday, October 4, 2023, at 8:30 AM in the Cone Room.

<b>Town of Greenwich</b>				
<b>Vacant Position Listing - September 2023</b>				
<b>Department and Job Description</b>		<b>Grade</b>	<b>Vacancy Date</b>	<b>Comments</b>
<b>600 BOE - Administration</b>				
	Administrative Staff Assistant II (10 months - GHS Bella House)	G-D	9/5/2023	To be Transfer Posted
	Administrative Staff Assistant II (10 months - CMS)	G-D	9/5/2023	To be Transfer Posted
	Media Assistant (10 months) @ Cos Cob School	G-E	8/13/2023	Performance Exam 9/7/23
	Pupil Personnel Services Assistant	G-B	9/1/2023	List to Department 8/25/23
	Public Health School Nurse I (10 months) @ WMS	PHN I	8/13/2023	Posted
	BOE Budget Management Director	M&C 7	N/A	Posted (Converted from vacant Financial Reporting and Analysis Specialist position)
<b>640 BOE - Operation of Plants</b>				
	Assistant Director of Facilities	L-B	5/1/2023	List to Department 7/12/23; Department Interviewing
	Lead Custodian @ WMS	T-10	7/1/2023	Start Date 9/11/23
	Building Maintenance Mechanic	T-8	8/13/2023	Job Description Under Review
	Warehouse Worker	T-07	8/1/2023	Posted
<b>196 Commission on Aging</b>				
	Senior Center Program Specialist	L-F	8/11/2023	List to Department 8/28/23
<b>380 Fleet</b>				
	Heavy Duty Vehicle Mechanic	T-12	5/1/2021	Posted as Automotive Mechanic T-10; Performance Exam 9/7/23
<b>135 Tax Assessor</b>				
	Commercial Real Estate Appraiser	L-B	5/31/2023	Posted
	Assessment Technician	G-B	7/31/2023	Posted
<b>701 Greenwich Library</b>				
	Library Clerk	G-E	7/30/2023	List to Department 11/3/22
	Librarian III	L-C	4/16/2023	Posted
	Branch Librarian @ Cos Cos Library	L-C	6/21/2023	List to Department 7/12/23
	Head of Children's Library Services	L-C	7/16/2023	Posted
	Library Technical Assistant - Admin.	G-C	7/11/2023	Posted
	Librarian I/II (Local History Librarian)	L-F/E	8/6/2023	Offer Pending
<b>502 Human Services</b>				
	Human Services Provider I	L-F	4/24/2023	To be re-posted
<b>140 Law</b>				
	Assistant Town Attorney	AT3	4/1/2023	Start Date 9/5/23

<u>Department and Job Description</u>	<u>Grade</u>	<u>Vacancy Date</u>	<u>Comments</u>
<b>130 Finance</b>			
Assistant to the Treasurer	L-D	7/17/2023	Conditional Offer Pending
<b>450 Nathaniel Witherell</b>			
Admissions Representative	L-F	4/24/2022	Job Description Under Review (Formerly Marketing Coordinator)
Medical Billing Specialist	L-F	7/29/2022	Re-Posted
Associate Director of Nursing	H-2	8/1/2022	Job Description Under Review/To be Re-Posted
Certified Nursing Assistant	TNW	1/13/2023	To be re-posted
Certified Nursing Assistant	TNW	1/17/2023	To be re-posted
Certified Nursing Assistant	TNW	9/1/2023	To be re-posted
LPN/Staff Nurse	N2F	4/1/2023	List to Department 5/19/23
MDS Supervisor	H-02	5/18/2023	To be Posted (formerly titled Director of Utilization - Clinical Outcomes and Rehabilitative Services)
<b>817 Parks &amp; Rec - Recreation</b>			
Custodian II @ WGCC	T-7	8/7/2023	Transfer List to Department 8/11/23
<b>822 Parks &amp; Rec - Parks</b>			
Park Gardener I	T-4	7/1/2023	Conditional Offer Pending
Park Gardener I	T-4	7/10/2023	List to Department 3/15/23
Park Gardener I	T-4	7/10/2023	List to Department 3/15/23
Park Gardener I	T-4	9/1/2023	List to Department 3/15/23
<b>832/834 Parks &amp; Rec - Marine</b>			
Marine Technician	T-12	1/1/2023	Posted (position converted from Painter)
<b>829 Parks &amp; Rec Trees</b>			
Tree Climber	T-11	4/24/2023	Posted
<b>212 Police - Dispatch</b>			
Public Safety Dispatch Telecommunicator	G-D	8/21/2023	Posted
<b>217 Police - Patrol</b>			
Police Officer	P-01	5/1/2023	Conditional Offer Pending
Police Officer	P-01	5/9/2023	Conditional Offer Pending
Police Officer	P-01	6/1/2023	Conditional Offer Pending
Police Officer	P-01	7/1/2023	Conditional Offer Pending
Police Officer	P-01	8/11/2023	Conditional Offer Pending
Police Officer	P-01	8/21/2023	List to Department 6/29/23
Police Officer	P-01	8/29/2023	List to Department 6/29/23

<u>Department and Job Description</u>	<u>Grade</u>	<u>Vacancy Date</u>	<u>Comments</u>
<b>302 Public Works - Engineering</b>			
Senior Civil Engineer	L-B	7/16/2023	To be posted
<b>312 Public Works Streets and Bridges</b>			
Laborer	T-4	5/21/2023	Conditional Offer Pending
<b>318 Public Works Highway Traffic Operation</b>			
Civil Engineer I	L-E	1/9/2023	List to Department 8/3/2023
<b>351 Public Works - Building Inspection</b>			
Permit Coordinator	L-F	6/19/2023	Offer Pending
<b>361 Public Works - Sewer Division</b>			
Sewer Plant Operator II	T-12	4/1/2019	Re-posted
Wastewater Lab Technician	L-F	5/21/2023	Start Date 9/5/23
Sewer Applications Coordinator	L-F	7/1/2023	Posted
<b>405 Health</b>			
Environmental Hygienist	G-A	9/1/2023	List to Department 8/1/23
<b>410 Health Special Clinical Services</b>			
Public Health Dental Hygienist	G-B	8/27/2023	List with the Department
<b>Total Vacant Positions</b>		<b>55</b>	
<b>Upcoming Vacancies or Recruitments Underway</b>			
<b>Finance</b>			
Executive Assistant to the Comptroller	MC-5	9/13/2023	Posted
<b>Planning and Zoning</b>			
Zoning Enforcement Officer	L-B	9/8/2023	List to Department 8/28/23; Department Interviewing

**WORKERS' COMPENSATION CLAIM REPORT  
FOR CLAIMS FILED FROM JULY 1, 2022 THROUGH June 30, 2023**

**July 1, 2022-June 30, 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	87	6%	\$ 176,203
Fire Department *	197.00	36	18%	\$ 199,358
General Government	310.07	9	3%	\$ 11,566
Nathaniel Witherell	203.72	27	13%	\$ 124,686
Parks & Recreation	173.22	16	9%	\$ 145,061
Police Department	199.30	32	16%	\$ 287,591
Public Works	167.97	20	13%	\$ 236,155

\*Fire count includes 90 Volunteer Firefighters

**July 1, 2022-June 30, 2023 Projected Paid and Reserved Expenses**

There are 227 reported claims with projected paid and reserved expenses that total \$1,180,620.

**Comparison Claim Count July 1, 2022 through June 30, 2023 to July 1, 2021 through June 30, 2022**

- The claim count from July 1, 2022 through June 30, 2023 is 227, as opposed to 243 claims from the prior fiscal year.
- The projected paid and reserved expenses for claims from July 1, 2022 through June 30, 2023 total \$1,180,620. The actual current value of paid and reserved expenses for claims reported from July 1, 2021 through March 31, 2023 total \$2,067,970.

**April 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	1	1	0	0	0	2	0	0	0	0	0	0	0	5
Medical	0	3	3	0	0	0	2	0	0	0	0	0	0	1	9
Incident Only	0	2	1	0	0	0	0	0	0	0	0	0	0	0	3
<b>Total</b>	<b>1</b>	<b>6</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>17</b>

**April 2023 Wage Replacement Costs**

Statutory Wage Replacement Benefits: \$ 18,682

Contractual Salary Continuation Benefits: \$ 7,901

Total: \$ 26,583

**May 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	2	0	1	0	0	0	0	0	0	0	0	0	1	4
Medical	1	5	1	2	1	9	1	0	0	0	0	0	0	0	20
Incident Only	0	3	2	0	1	0	1	0	1	0	0	0	0	0	8
<b>Total</b>	<b>1</b>	<b>10</b>	<b>3</b>	<b>3</b>	<b>2</b>	<b>9</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>32</b>

**May 2023 Wage Replacement Costs**

Statutory Wage Replacement Benefits: \$ 20,683

Contractual Salary Continuation Benefits: \$ 8,991

Total: \$ 29,674

**June 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
<b>Total</b>	<b>0</b>	<b>4</b>	<b>4</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>17</b>

**June 2023 Wage Replacement Costs**

Statutory Wage Replacement Benefits:	\$ 20,246
Contractual Salary Continuation Benefits:	<u>\$ 15,011</u>
<b>Total:</b>	<b>\$ 35,257</b>



**Workers' Compensation Claims by Department**  
**Fiscal Year Comparison (July 1, 2022-June 30, 2023 vs. July 1, 2021-June 30, 2022)**

**All Departments Fiscal Year to Date (July 1, 2022-June 30, 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	2	9	2	5	0	0	8	0	2	0	0	0	1	0	29
Medical	3	35	18	22	4	17	11	3	0	3	0	0	2	3	121
Incident Only	0	20	12	17	3	4	17	1	1	0	0	0	0	2	77
<b>Total</b>	<b>5</b>	<b>64</b>	<b>32</b>	<b>44</b>	<b>7</b>	<b>21</b>	<b>36</b>	<b>4</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>5</b>	<b>227</b>

**All Departments Fiscal Year to Date (July 1, 2021-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	2	28	1	14	0	2	2	2	5	0	0	0	1	0	57
Medical	1	19	16	21	3	5	20	1	3	3	1	1	3	0	97
Incident Only	1	23	11	24	0	4	17	3	2	0	0	0	0	4	89
<b>Total</b>	<b>4</b>	<b>70</b>	<b>28</b>	<b>59</b>	<b>3</b>	<b>11</b>	<b>39</b>	<b>6</b>	<b>10</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>4</b>	<b>243</b>

**Board of Education Fiscal Year to Date (July 1, 2022-June 30, 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	1	0	0	7	0	0	0	0	0	0	0	10
Medical	1	6	9	10	1	2	10	1	0	0	0	0	0	0	40
Incident Only	0	7	3	11	1	1	14	0	0	0	0	0	0	0	37
Total	1	15	12	22	2	3	31	1	0	0	0	0	0	0	87

**Board of Education Fiscal Year to Date (July 1, 2021-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	7	0	9	0	1	1	0	3	0	0	0	0	0	21
Medical	0	3	5	14	0	1	18	1	0	0	0	0	0	0	42
Incident Only	0	3	4	11	0	1	13	2	1	0	0	0	0	2	37
Total	0	13	9	34	0	3	32	3	4	0	0	0	0	2	100

**Fire Department Fiscal Year to Date (July 1, 2022-June 30, 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	3	0	0	0	0	0	0	0	0	0	0	1	0	4
Medical	0	4	2	2	1	3	0	0	0	0	0	0	2	2	16
Incident Only	0	2	5	2	1	2	0	1	1	0	0	0	0	2	16
Total	0	9	7	4	2	5	0	1	1	0	0	0	3	4	36

**Fire Department Fiscal Year to Date (July 1, 2021-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	5	0	1	0	0	0	0	0	0	0	0	1	0	7
Medical	0	5	3	2	1	2	0	0	0	0	1	0	1	0	15
Incident Only	0	2	1	2	0	2	0	0	0	0	0	0	0	1	8
Total	0	12	4	5	1	4	0	0	0	0	1	0	2	1	30

**General Government Fiscal Year to Date (July 1, 2022-June 30, 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	2	3	2	0	1	0	1	0	0	0	0	0	0	9
Incident Only	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	2	3	2	0	1	0	1	0	0	0	0	0	0	9

**General Government Fiscal Year to Date (July 1, 2021-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	0	0	0	0	1	0	0	0	0	0	0	0	0	1
Medical	0	1	0	0	0	0	1	0	0	0	0	0	0	0	2
Incident Only	0	1	1	1	0	0	0	0	0	0	0	0	0	0	3
Total	0	2	1	1	0	1	1	0	0	0	0	0	0	0	6

**Nathaniel Witherell Fiscal Year to Date (July 1, 2022-June 30, 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	1	2	0	0	0	0	0	0	0	0	0	0	3
Medical	0	5	1	2	0	0	0	0	0	0	0	0	0	0	8
Incident Only	0	6	2	4	0	1	3	0	0	0	0	0	0	0	16
Total	0	11	4	8	0	1	3	0	0	0	0	0	0	0	27

**Nathaniel Witherell Fiscal Year to Date (July 1, 2021-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	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Medical	1	2	0	2	0	1	0	0	0	0	0	1	0	0	7
Incident Only	0	12	4	5	0	0	1	1	0	0	0	0	0	0	23
Total	1	15	4	7	0	1	1	1	0	0	0	1	0	0	31

**Parks & Recreation Fiscal Year to Date (July 1, 2022-June 30, 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	2	3	2	2	1	1	0	0	0	2	0	0	0	0	13
Incident Only	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Total	3	4	2	3	1	1	0	0	0	2	0	0	0	0	16

**Parks & Recreation Fiscal Year to Date (July 1, 2021-December 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	7	0	3	0	0	0	2	0	0	0	0	0	0	12
Medical	0	3	5	0	0	0	0	0	0	1	0	0	0	0	9
Incident Only	0	2	1	0	0	0	1	0	0	0	0	0	0	0	4
Total	0	12	6	3	0	0	1	2	0	1	0	0	0	0	25

**Police Fiscal Year to Date (July 1, 2022-June 30, 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	1	0	0	1	0	1	0	0	0	0	0	5
Medical	0	10	0	1	0	9	1	0	0	0	0	0	0	1	22
Incident Only	0	3	1	0	1	0	0	0	0	0	0	0	0	0	5
Total	0	15	1	2	1	9	2	0	1	0	0	0	0	1	32

**Police Fiscal Year to Date (July 1, 2021-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	2	3	1	0	0	0	1	0	2	0	0	0	0	0	9
Medical	0	3	1	2	1	0	1	0	3	1	0	0	2	0	14
Incident Only	1	1	0	3	0	1	2	0	1	0	0	0	0	1	10
Total	3	7	2	5	1	1	4	0	6	1	0	0	2	1	33

**Public Works Fiscal Year to Date (July 1, 2022-June 30, 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	2	1	0	0	0	0	0	1	0	0	0	0	0	5
Medical	0	5	1	3	1	1	0	1	0	1	0	0	0	0	13
Incident Only	0	1	1	0	0	0	0	0	0	0	0	0	0	0	2
<b>Total</b>	<b>1</b>	<b>8</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>20</b>

**Public Works Fiscal Year to Date (July 1, 2021-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	5	0	1	0	0	0	0	0	0	0	0	0	0	6
Medical	0	2	2	1	1	1	0	0	0	1	0	0	0	0	8
Incident Only	0	2	0	2	0	0	0	0	0	0	0	0	0	0	4
<b>Total</b>	<b>0</b>	<b>9</b>	<b>2</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>18</b>



**TOWN OF GREENWICH**  
**WORKER'S COMPENSATION ANALYSIS**  
**FY 2023-2024 @ September 1, 2023**

#	PERIOD COVERED	MONTHLY	Y-T-D	BUDGET	Y-T-D	VARIANCE
1	07/05/0023	\$24,899.44		\$32,212.00		
2	July 12, 2023	\$16,224.72		\$32,212.00		
3	July 19, 2023	\$38,003.37		\$32,212.00		
4	July 26, 2023	\$61,852.07		\$32,212.00		
	sub-total	\$140,979.60	\$140,979.60	\$128,848.00	\$128,848.00	-\$12,131.60
5	August 2, 2023	\$27,377.16		\$32,212.00		
6	August 9, 2023	\$27,525.31		\$32,212.00		
7	August 16, 2023	\$100,039.52		\$32,212.00		
8	August 23, 2023	\$33,978.30		\$32,212.00		
9	August 30, 2023	\$40,657.65		\$32,212.00		
	sub-total	\$229,577.94	\$370,557.54	\$161,060.00	\$289,908.00	-\$80,649.54
10	September 6, 2023	\$32,212.00		\$32,212.00		
11	September 13, 2023	\$32,212.00		\$32,212.00		
12	September 20, 2023	\$32,212.00		\$32,212.00		
13	September 27, 2023	\$32,212.00		\$32,212.00		
	OPEB Transfer	-\$58,857.03				
	sub-total	\$69,990.97	\$440,548.51	\$128,848.00	\$418,756.00	-\$21,792.51

**Unemployment Charges by Department  
Fiscal Year 22-23 vs 21-22  
As of June 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	\$12,748	\$83,487
Fiscal Year 21-22	\$74,667	\$48,757	\$23,878	\$16,867	\$164,169
Increase/(Decrease)	(\$49,863)	(\$21,174)	(\$5,526)	(\$4,119)	(\$80,682)

**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	\$0
Fiscal Year 21-22	\$0	\$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	\$0
Fiscal Year 21-22	\$0	\$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	\$0
Fiscal Year 21-22	\$0	\$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	\$0
Fiscal Year 21-22	\$71	\$69	\$8,907	\$4,795	\$13,842
Increase/(Decrease)	(\$71)	(\$69)	(\$8,907)	(\$4,795)	(\$13,842)

**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	\$372	\$372
Fiscal Year 21-22	\$0	\$0	\$0	\$0	\$0
Increase/(Decrease)	\$0	\$0	\$0	\$372	\$372

**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	\$0
Fiscal Year 21-22	\$0	\$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	\$0
Fiscal Year 21-22	\$2,844	\$0	\$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	\$0
Fiscal Year 21-22	\$0	\$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	\$1,852	\$3,122
Fiscal Year 21-22	\$0	\$0	\$0	\$0	\$0
Increase/(Decrease)	\$1,060	\$0	\$210	\$1,852	\$3,122

**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	\$0	\$712
Fiscal Year 21-22	\$2,848	\$1,068	\$0	\$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	\$0
Fiscal Year 21-22	\$0	\$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	\$0
Fiscal Year 21-22	\$0	\$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	\$6,188	\$24,197
Fiscal Year 21-22	\$28,096	\$19,224	\$14,044	\$4,320	\$65,684
Increase/(Decrease)	(\$17,178)	(\$12,924)	(\$13,253)	\$1,868	(\$41,487)

**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	\$0
Fiscal Year 21-22	\$0	\$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	\$12,436	\$63,671
Fiscal Year 21-22	\$12,579	\$15,604	\$24,454	\$6,250	\$58,887
Increase/(Decrease)	(\$1,133)	(\$1,216)	\$947	\$6,186	\$4,784

**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	\$0
Fiscal Year 21-22	\$897	\$276	\$0	\$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	\$0
Fiscal Year 21-22	\$0	\$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	\$1,820	\$7,287
Fiscal Year 21-22	\$7,254	\$426	\$668	\$570	\$8,918
Increase/(Decrease)	(\$3,607)	(\$426)	\$1,152	\$1,250	(\$1,631)

**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	\$0	\$3,654
Fiscal Year 21-22	\$0	\$27	\$4,146	\$6,264	\$10,437
Increase/(Decrease)	\$3,654	(\$27)	(\$4,146)	(\$6,264)	(\$6,783)

**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	\$0
Fiscal Year 21-22	\$0	\$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	\$0
Fiscal Year 21-22	\$1,710	\$3,990	\$0	\$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	\$0
Fiscal Year 21-22	\$0	\$0	\$0	\$0	\$0
Increase/(Decrease)	\$0	\$0	\$0	\$0	\$0

**Total - Town of Greenwich**

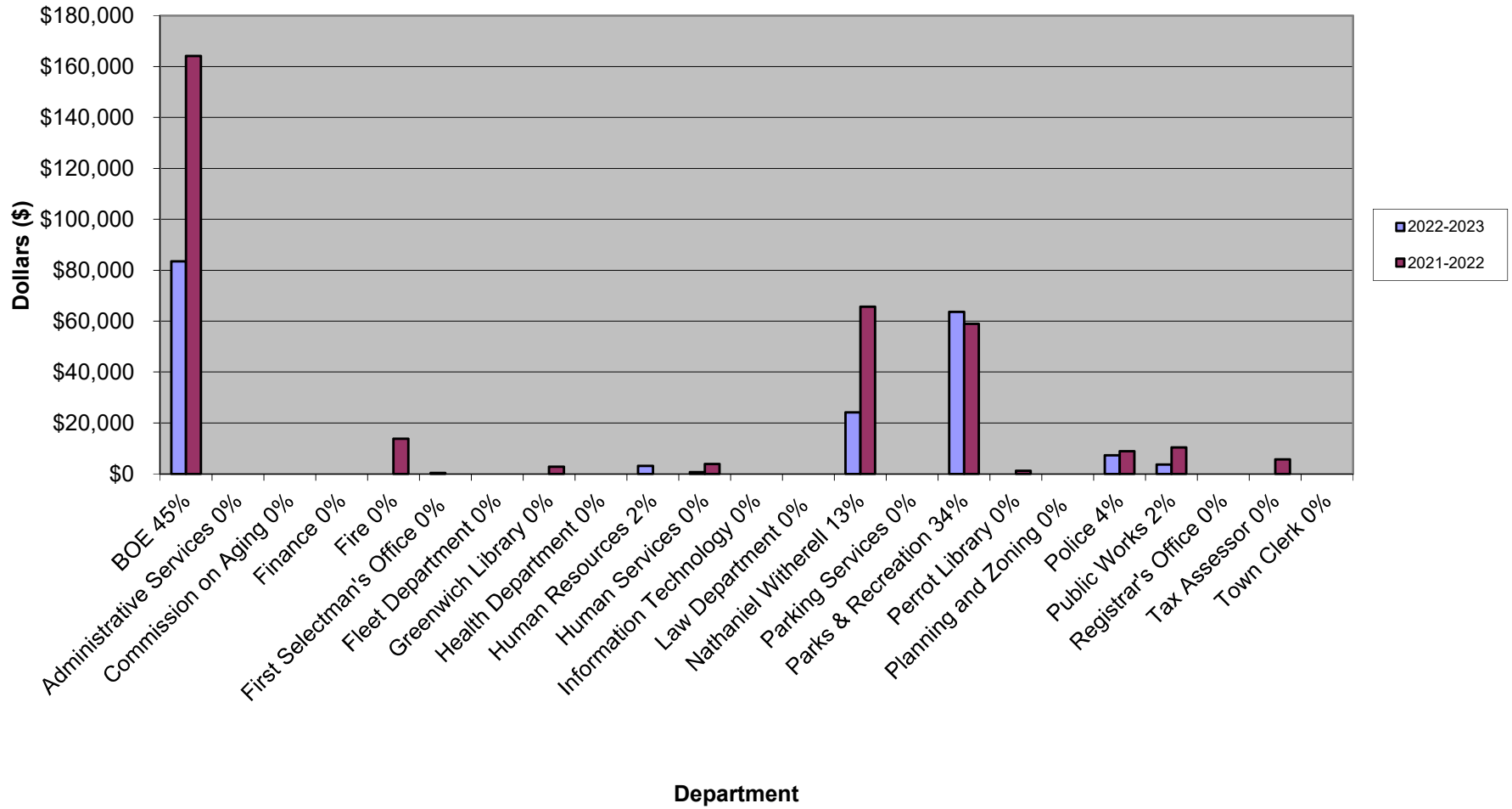
	<u>July/Aug/Sep</u>	<u>Oct/Nov/Dec</u>	<u>Jan/Feb/Mar</u>	<u>Apr/May/June</u>	<u>YTD</u>
Fiscal Year 22-23	\$55,529	\$48,271	\$47,286	\$35,416	\$186,502
Fiscal Year 21-22	\$130,966	\$89,441	\$76,097	\$39,066	\$335,570
Increase/(Decrease)	(\$75,437)	(\$41,170)	(\$28,811)	(\$3,650)	(\$149,068)

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

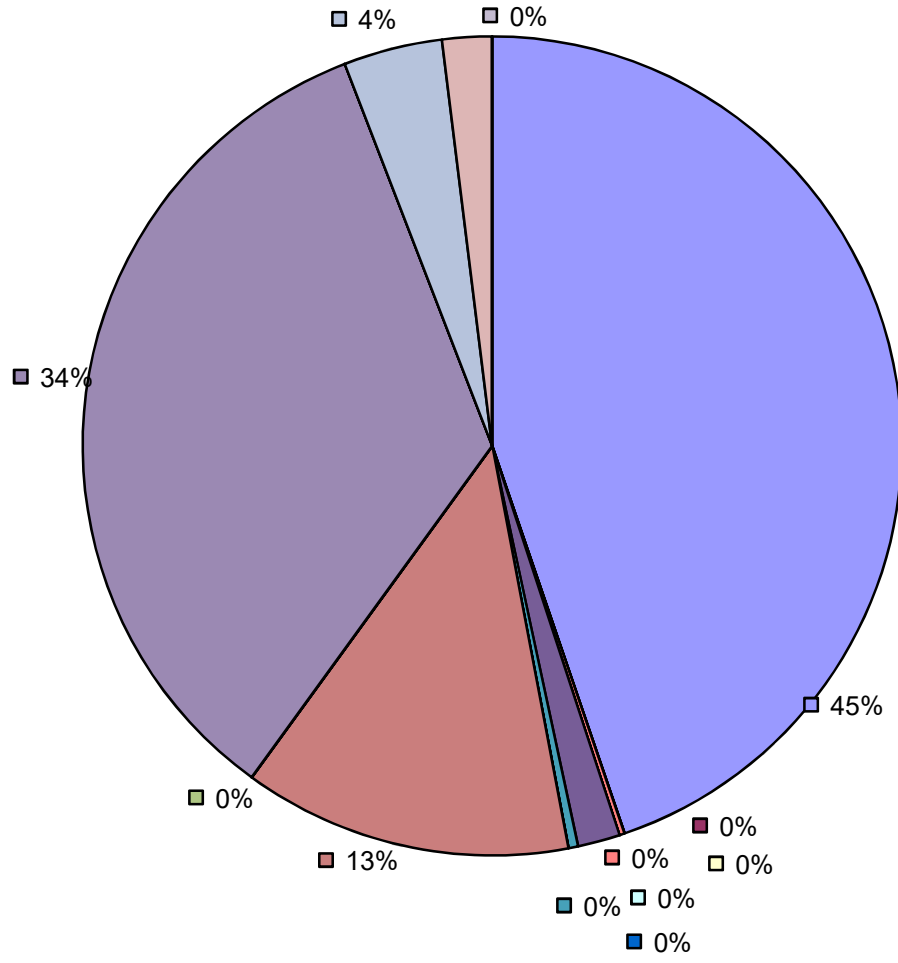
<b>July 1, 2022 to June 31, 2023</b>						
<b>Total Costs To Date</b>						<b>Grand Total</b>
Location	# of claimants	Full-Time	Part -Time	Substitutes	Seasonal/ Temporary	(12 months' cost)
Board of Education	21	\$ 46,348.00	\$ 1,230.00	\$ 27,861.00	\$ 8,048.00	\$ 83,487.00
Town	32	\$ 29,478.00	\$ 9,866.00		\$ 63,671.00	\$ 103,015.00
<b>Total</b>	<b>53</b>	<b>\$ 75,826.00</b>	<b>\$ 11,096.00</b>	<b>\$ 27,861.00</b>	<b>\$ 71,719.00</b>	<b>\$ 186,502.00</b>

<b>July 1, 2021 to June 30, 2022</b>						
<b>Total Costs To Date</b>						<b>Grand Total</b>
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
<b>Total</b>	<b>121</b>	<b>\$ 161,963.00</b>	<b>\$ 71,130.00</b>	<b>\$ 32,116.00</b>	<b>\$ 70,361.00</b>	<b>\$ 335,570.00</b>

## Unemployment Comparison - 7/1/2022- 6/31/2023 through 7/1/2021-6/31/2022



### Unemployment Fiscal Year to Date through June 2023



- BOE 45%
- Commission on Aging 0%
- Fire 0%
- Fleet Department 0%
- Health Department 0%
- Human Services 0%
- Law Department 0%
- Parking Services 0%
- Perrot Library 0%
- Registrar's Office 0%
- Town Clerk 0%
- Administrative Services 0%
- Finance 0%
- First Selectman's Office 0%
- Greenwich Library 0%
- Human Resources 2%
- Information Technology 0%
- Nathaniel Witherell 13%
- 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, July 6, 2023

Committee

Present: William Drake, Committee Chair (via telephone); Harry Fisher, Miriam Kreuzer, Stephen Selbst

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

BET: Dan Ozizmir, BET Chair

Committee member Fisher called the meeting to order at 8:32 A.M.

**1. HR Reports**

- **Vacancy and Posted Vacant Position Listings**

Ms. Mahoney presented the Vacancy Position Listings and commented that the Director of Financial Operations position at The Nathaniel Witherell has been filled. She also reported that the written test for the Police Department hiring is being administered by Town Human Resources Department. Mr. Mynarski stated that the Finance Department has requested approvals from Town Administrator, Ben Branyan to fill the vacant position of Assistant to the Treasurer.

Ms. Pepe mentioned there are no delays with hiring at The Nathaniel Witherell but reported that there is state mandated fingerprinting requirement for all new hires that now must get done in Bridgeport by the State Police. The Finance Manager position at the Greenwich Public Schools, Board of Education has a candidate list that's been sent to leadership and interviews are underway.

- **Workers Compensation Expense Report**

Mr. Mynarski presented the Workers' Compensation Expense Report and stated the claims show a sharp decline. The final surplus is \$570,724 on a \$1,675,000 budget for the fiscal year ending June 30, 2023.

**2. Approval of Minutes**

- **May 31, 2023 Minutes**

Upon a motion by Mr. Drake, seconded by Mr. Fisher, the Committee voted 3-0-1 (Mr. Selbst abstained) to approve the May 31, 2023 BET HR Committee Regular Meeting minutes.



3. **Old Business** - None discussed.

4. **Adjournment**

Upon a unanimous motion, the Committee adjourned the meeting at 8:57 A.M. Motion carried.

Respectfully submitted,

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Shira Davis, Recording Secretary

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William Drake, HR Committee Chairman

SUBJECT TO APPROVAL