



**TOWN OF GREENWICH  
BOARD OF ESTIMATE AND TAXATION  
HUMAN RESOURCES COMMITTEE  
REGULAR MEETING MINUTES  
Mazza Room  
Thursday, January 12, 2023 – 12:00 P.M.**

Committee

Present: William Drake, Chair; Miriam Kreuzer, Dan Ozizmir, Stephen Selbst

Staff: Alison Graham, Employee Benefits Manager; Erica Mahoney, Assistant Human Resources Director; Michael Mason, Head of Labor Relations; Mary Pepe, Human Resources Director

BOE: Dr. Jonathan Budd, Greenwich Public Schools Chief Human Resources Officer

BET: Laura Erickson, Harry Fisher, Leslie Moriarty

Committee Chairman Drake called the meeting to order at 12:00 P.M.

**1. Review of the Responsibilities of this Committee in Relation to HR Matters in Public Schools, including TOO and Cabinet Positions**

Dr. Budd shared a handout with the Committee which showed more detail of the GEA positions and which positions are federal and state grant funded. He stated that 908.55 positions are FTE, while 806.85 are in their Operating budget. The original number would have been 806.95 so it is slightly lower than expected.

**2. Request for Proposal for review of M&C salary and benefits**

Ms. Pepe stated that she received one response to our RFP.

**3. Upcoming BET HR Committee Budget Deliberations**

Chairman Drake was asked to clarify the BET HR Committee's February meeting dates for BET HR Committee FY23-24 Budget Discussions and votes. Ms. Kreuzer confirmed the two BET HR Committee meetings in February are on February 6<sup>th</sup> at 8:30 A.M. and February 15<sup>th</sup> at 9:00 A.M. in the Cone Room. The February 6<sup>th</sup> meeting will be to discuss agenda items and the February 15<sup>th</sup> meeting will wrap up items from February 6<sup>th</sup> to be voted on.

**4. Update from Public Schools on Hiring Practices Investigations**

Dr. Budd updated the Committee on two investigations currently in progress. One with the State of CT Attorney General's Office and the second with the Town. The State of CT Attorney General's Office requested extensive amounts of electronic documentation which

the Board of Education will need more time to produce. The Town finalized retainer with a firm that will conduct the Town's investigation. There will be more updates given at the February 6<sup>th</sup> meeting.

## 5. HR Reports

- **Unemployment Report**

Ms. Pepe stated that being one quarter into the fiscal year for reporting, we've seen unemployment trending down compared to the previous year.

- **Vacancy and Posted Vacant Position Listings**

Recruitments under way for several roles including a second interview for the Assistant Fire Chief and interviewing for the Assistant to the Fire Chief position. The three previously vacant Department Head positions have been filled. Promotional exams for the Police Department are also being held.

- **Workers Compensation Expense Report**

Worker's Compensation claims are trending favorably. Ms. Pepe stated that OSHA was recently visiting various Town facilities over a one-month period. OSHA officials met with Human Resources to discuss their findings which presented some that will require the Town to pay fines in the range of \$25-30k. Human Resources is contesting some of the fines to either be cleared or fined amount be reduced. The HR Department will meet with OSHA again on January 24 with the final findings report. After this meeting, a final report of findings will be provided by Ms. Pepe to the BET and Comptroller.

## 6. Approval of Minutes December 5, 2022 and November 9, 2022

Upon a motion by Ms. Kreuzer, seconded by Mr. Drake, the Committee voted 2-0 to approve the December 5, 2022 BET HR Committee Regular Meeting minutes (Selbst and Ozizmir abstained).

Upon a motion by Mr. Ozizmir, seconded by Mr. Selbst, the Committee voted 3-0 to approve the November 9, 2022 BET HR Committee Regular Meeting minutes (Kreuzer abstained).

## 7. Adjournment

Upon a motion by Ms. Kreuzer, seconded by Mr. Ozizmir, to adjourn the meeting at 12:50 P.M., the Committee voted 4-0-0. Motion carried.

Respectfully submitted,



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Shira Davis, Recording Secretary

*William Drake*

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William Drake, HR Committee Chairman