

TOWN OF GREENWICH
BOARD OF ESTIMATE AND TAXATION
HUMAN RESOURCES COMMITTEE
REGULAR MEETING MINUTES

Tuesday, February 5, 2019

Committee

Present: Anthony Turner, Chairman; William Drake; Karen Fassuliotis; Elizabeth K. Krumeich

Staff: Cicile Brown, Performance and Compensation Manager, Human Resources Department; Roland Gieger, Budget Director, Finance Department; Erica Mahoney, Assistant Director, Human Resources Department; Peter Mynarski, Comptroller; Mary Pepe, Director, Human Resources Department

Board: Jill Oberlander, Chair; Leslie Tarkington

BOE: Robert Stacy, Director, Human Resources Department, Greenwich Public Schools System

Mr. Turner called the meeting to order at 3:03 P.M. and welcomed the HR Committee and attendees.

1. Old Business

• **Request for Additional Full-Time Retirement Board Administrative Position**

Chairman Turner advised the Committee that the Retirement Board is awaiting an opinion from the Law Department on an interpretation of the Town Charter's regarding the Retirement Board's authority to hire full-time staff. In the absence of a legal opinion, the item is postponed until the next Regular Meeting of the Committee.

Mr. Turner, upon hearing no objection from members of the Committee, postponed the item.

2. New Business

• **Discussion and vote on M&C salary increase recommendation for FY2019 – 2020**

The Chairman opened the discussion of the recommendation by the Committee to the full BET for consideration of a salary increase for management and confidential (M&C) employees. The Chairman proposed an increase of 1.5% with the possibility of an additional 0.5% awarded for high performance at the discretion of the employee's manager, to the full BET for consideration.

The Committee discussed the pressures on the Town's budget given the financial constraints at the State level and elimination of State funding to the Town, the recent changes in Federal tax laws, the regional cost-of-living index, the Town's proposed budget in the coming year, and the impact of changes from a raise in salary on an employee's total compensation package. Some Committee members suggested they preferred the 4-tiered

approach to compensation voted on by this Committee for the FY 2018-2019 Budget because employees were given greater incentive to performance at a higher level.

Upon a motion by Mr. Turner, seconded by Mr. Drake, the Committee voted 4-0-0 to recommend to the full BET for consideration an M&C salary increase of 1.5% with the possibility of an additional 0.5% awarded for high performance at the discretion of the employee's manager. Motion carried.

- **Department presentations to review proposed new positions, changes to the table of organization and reclassifications for the FY2020 budget**

Human Services: Dr. Barry described the Human Services Department staffing and explained that it currently was not meeting the needs of clients. Two (2) unfilled full time and two (2) unfilled part time case manager positions were causing assistance delays and client frustration. Recruiting part time bi-lingual employees has been challenging, so the Department was requesting the elimination of the two (2) part time positions in exchange for one (1) bi-lingual full time Case Manager position as cost-effective. Committee members asked for more information about salary, hiring timetable and fulfillment of client services with a full-time versus two part-time case managers. The decision on this request would be made at the Committee's next Regular Meeting.

The BET HR Committee Agenda for February 19, 2019 will reflect votes to be taken on all positions under consideration and may include a discussion and vote on the salaries of elected officials.

5. Adjournment

Upon a motion by Mr. Drake, seconded by Ms. Krumeich, the Committee voted unanimously to adjourn the meeting at 3:33 P.M. Motion carried.

The next Regular Meeting of the BET Human Resources Committee is scheduled for Tuesday, February 19, 2019, at 3:00 P.M. in the Cone Room.

Respectfully submitted,



Catherine Sidor, Recording Secretary



Anthony Turner, Chairman, HR Committee