



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

Webinar
Monday, February 14, 2022

Committee

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

Staff: Fred DeCaro, Voter Registrar-R; Katie DeLuca, Director, Planning & Zoning Department; Lauren Elliott, Assessor; Mary Hegarty, Voter Registrar-D; Brian Koczak, Assistant Chief Operations, Fire Department; Charles Lubowicki, Assistant Chief Administration, Fire Department; Erica Mahoney, Ass't Director, Human Resources (HR Dept); Michael Mason, Consultant, Labor Relations; Peter Mynarski, Comptroller; HR Dept; Mary Pepe, Director, HR Dept.

BET: Laura Erickson, Leslie Moriarty

BOE/GPS: Maryann Castoro, Assistant Director, BOE Human Resources Department; Dr. Toni Jones, Superintendent, GPS;

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

Discussion and vote on Registrar of Voters salary increases for FY2023 and FY2024

Mr. DeCaro provided historical context for the Registrars of Voters salaries. He compared the Office to that of other elected officials and pointed out that the compensation was not commensurate with the job responsibilities. In a secondary point, he noted that the two Registrars PT salaries were not equivalent to one FT employee's salary. He reminded the Committee that two years previous, that they had voted to approve a salary increase, however the full BET voted to oppose the recommended salary increase. Comparison with comparable towns' Registrar of Voters salaries, Customer Service experience survey response and fiscal responsibilities did not reflect parity with comparably sized communities' of voters. Ms. Hegarty added that that the skill set and legal knowledge for qualifying for the position were high standards and few future applicants would accept the low salary and lack of benefits.

The Committee members deferred a vote until the next meeting and requested that additional detailed information be provided.

Chairman Drake asked the Committee if there was any objection to changing the Order of Business; hearing no objection, the next topic to be taken up was discussion and vote on

headcount changes.

Discussion and vote on headcount changes in the Salary Schedules of the Budget Book

- **Planning and Zoning Board of Appeals – Zoning Enforcement Staff Assistant**
Omitted
- **Planning and Zoning staff** – Ms. DeLuca requested that one full time and two part time positions be converted to two FT and one PT positions. Using a template developed by Ms. Kreuzer, Ms. DeLuca demonstrated how this would increase efficiency and provide support to more digitally-oriented work for a potential expense change of \$7,000 for the year. The request was categorized as urgent to complete the FY2022 year.

Chairman Drake requested a rollcall vote and the Committee voted 3-1-0 to approve the conversion of a FT position to two PT positions for the FY2022 Budget. (Opposed: Ozizmir) Motion carried.

- **Assessor’s Office** – Ms. Elliott requested that a staff position for a Residential Appraiser be reinstated to the Department’s Table of Organization (TOO) based on restoring a position eliminated during COVID-19. A second reason was that the cost of the outsourced ReValuation field team had cost \$200 thousand less as a result of preliminary research work accomplished by staff.

Chairman Drake requested a rollcall vote to reinstate a Residential Appraiser position to the Assessor’s Office TOO, and the Committee voted 2-2-0. (Opposed: Drake, Ozizmir) Motion failed.

- **Fire Department** – Assistant Chiefs Koczak and Lubowicki made a request for four new firefighters to build professional staff. The Committee cited shortcomings noted in the Matrix Study related to Dispatch and Turnout Time to be prioritized before adding additional staff.

Chairman Drake requested a rollcall vote to eliminate the four new positions and the Committee voted 2-2-0. (Opposed: Drake, Ozizmir) Motion failed.

- **The Nathaniel Witherell** – Request for additional staff was withdrawn.
- **Board of Education** – Superintendent Jones requested the addition of 16.5 COVID grant-funded positions and 5.9 regular staffing positions. The new grant-funded staffing would support “learning loss” due to COVID; “Math Intervention” teachers; Special Education teachers recommended by the PCG Study to offset reduce out-of-District placements; and 2 Custodians to reduce overtime costs. The Committee took no vote on this matter.

Discussion and vote on Management and Confidential pay increases for FY2023 including base increase, additional percentage for high performance and healthcare contribution

Ms. Pepe asked for clarification of authority for determining salary increases and benefits in the case of non-union represented staff such as M&C employees. She suggested that the Town

Attorney might be asked for clarification. Reviewing the recent history of M&C compensation compared to recent Union contractual settlements, the Committee decided to use a recent settlement as a model.

Chairman Drake requested a rollcall vote on increasing M&C salaries by 3% annually and increasing M&C healthcare contribution to 12.5%. The Committee voted 3-1-0 (Opposed: Ozizmir). Motion carried.

Approval of Minutes

Vote to approve the Minutes of the regular Meeting of the Human Resources Committee held on January 12, 2022 was deferred to the next meeting.

Adjournment

Upon a motion by Ms. Kreuzer, seconded by Mr. Ozizmir, to adjourn the meeting at 11:05 A.M, the Committee voted 4-0-0. Motion carried.

Respectfully submitted,



Catherine Sidor, Recording Secretary



William Drake, HR Committee Chairman

Next Meeting – Tuesday, February 22, 2022 at 10:00 A.M. which will be either a virtual meeting, hybrid or in-person in the meeting in the Cone Meeting Room depending on the status of COVID-19 and any COVID-19 instructions.