

**TOWN OF GREENWICH
HAY STUDY WORKING GROUP
Josephine Evaristo Conference Room – 11:00 A.M.
Tuesday, March 27, 2012**

Present:

Working Group Members and Others:

Joseph Pellegrino, BET Budget Committee Chairman; Mary Lee Kiernan, Board of Estimate and Taxation; Peter Mynarski, Comptroller; John Crary, Town Administrator; Mary Pepe, Town Director of Human Resources; Robert Lichtenfeld, BOE Director of Human Resources; Peter Von Braun, BOE; Barbara O'Neil, BOE.

Mr. Pellegrino called the meeting to order at 11:03 AM.

The Working Group met and Mr. Pellegrino asked all of those in attendance to offer their thoughts on the Hay Study and how the group should proceed in regards to addressing the recommendations of the report.

Each member shared their views and after a lengthy discussion, the following action items were taken up and approved:

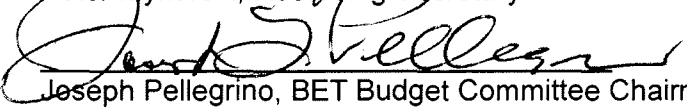
1. It was agreed to change the name of the working group from "Hay Study Working Group" to TOG/BOE HR Working Group".
2. Ms. Pepe would proceed with the engagement of a consultant to "map-out" the Town of Greenwich Human Resources Department functions.
3. Ms. Pepe would provide to Mr. Lichtenfeld and the BOE representatives a summary of the consultants' duties and scope of project, and in turn, they would seek approval from the BOE to have their HR functions mapped-out.
4. Mr. Lichtenfeld was asked to put his thoughts in writing as to the Vision, Mission, and Values of the BOE HR function.
5. Mr. Al Cava, TOG Director of Labor Relations, would be approached and asked to present to the working group an outline of union contracts and those sections that intersect with the HR functions.

It was agreed to set the next meeting contingent upon Mr. Cava's availability.

The Meeting was adjourned at 12:40 pm.

Respectfully submitted,


Peter Mynarski, Recording Secretary


Joseph Pellegrino, BET Budget Committee Chairman