

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

REGULAR MEETING MINUTES

Tuesday, May 14, 2019

Committee

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

Staff: Erica Mahoney, Assistant Director, Human Resources Department; Peter Mynarski, Comptroller

Board: Andreas Duus, Michael Mason, Leslie Moriarty, Jeffrey Ramer, Leslie Tarkington

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

The Chairman called the meeting to order at 3:02 P.M. and welcomed the Human Resources Committee members and attendees.

1. Approval of Minutes of the Meetings of the Human Resources Committee

Upon a motion by Ms. Krumeich, seconded by Mr. Drake, the Committee voted 4-0-0 to approve the Minutes of the Regular Meeting of the BET Human Resources Committee on April 9, 2019. Motion carried.

2. Human Resources Reports

• **Vacancy Report**

The Chairman asked Ms. Mahoney if any of the unfilled positions should be of concern to the Committee. Ms. Mahoney responded that job descriptions for several positions were being revised to reflect actual areas of responsibilities (which vary in each department), but that the level of vacancies was normal. The Committee noted that multiple Administrative positions in the Greenwich Public Schools were posted. Mr. Stacy advised that they were lower-level positions and turnover in these positions was not unusual. With regard to the position of Process Control Manager in the Sewer Division, Ms. Mahoney reported that although the position could not be filled during arbitration, a "work-around" had been instituted.

• **Workers' Compensation Report**

The Comptroller reported that the Workers' Compensation report was continuing to trend favorably with a positive variance of approximately \$750,000 at the end of the tenth month of the fiscal year. Mr. Mynarski commented that claims year-to-date and the number of claim settlements or transfers to Other Post-Employment Benefits (OPEB) through the assistance of Certification of Risk Management Assurance

(CRMA) and the Town Law Department, could be credited for the favorable balance. He mentioned that there might be risk if the amount allocated in the upcoming FY2020 Budget were reduced.

3. Old Business

- **Executive Session to discuss Security**

Upon a motion by Ms. Krumeich, seconded by Mr. Drake, the Committee voted 4-0-0 to enter Executive Session to discuss security at 3:12 P.M.

Upon a motion by Mr. Turner, seconded by Mr. Drake, the Committee voted 4-0-0 to exit Executive Session at 3:47 P.M.

The Committee exited Executive Session at 3:47 P.M.

4. New Business

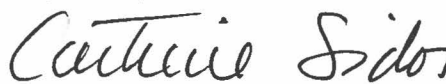
- **M&C Compensation:** The Committee discussed the significance of the votes taken regarding the Management & Confidential Employee (M&C) Compensation Pool by the full BET (to increase the top tier from 2.0% to 2.5%) despite the recommendation of this Committee to have a top tier of 2.0%, and the vote of the Representative Town Meeting (RTM) during its May 13, 2019, budget decision meeting to reduce the percentage from 2.5% to 2.0%. The rationale was discussed that the reduction of the top tier from 2.5% to 2.0% could be construed either as an equity issue for the M&C staff or as having an impact on the up-coming collective bargaining agreement negotiations with the unions.

5. Adjournment

The Committee unanimously voted to adjourn the meeting at 3:55 P.M.
Motion carried.

The next Regular Meeting of the BET Human Resources Committee is scheduled for Tuesday, June 18, 2019, at 3:00 P.M. in the Cone Room.

Respectfully submitted,



Catherine Sidor, Recording Secretary



Anthony Turner, Chairman, HR Committee