



**TOWN OF GREENWICH
BOARD OF ESTIMATE AND TAXATION
HUMAN RESOURCES COMMITTEE
REGULAR MEETING MINUTES
Cone Room
Wednesday, May 31, 2023 – 8:30 A.M.**

Committee

Present: William Drake, Chair; Harry Fisher, Miriam Kreuzer

Staff: Alison Graham, Employee Benefits Manager; Erica Mahoney, Assistant Director of HR; Mary Pepe, Director of HR; Peter Mynarski, Comptroller; Michael Mason, Director of Labor Relations; Dr. Jonathan Budd, Chief Human Resources Officer, Greenwich Public Schools

BET: Leslie Moriarty, Dan Ozizmir, Leslie Tarkington

Committee Chair Mr. Drake called the meeting to order at 8:32 A.M.

1. HR Reports

- **Vacant and Posted Vacant Position Listings**

Ms. Pepe told the Committee that they have a couple of applicants for the Chief Financial Officer position at The Nathaniel Witherell (“TNW”) but they do not possess healthcare or nursing home backgrounds, which is difficult to find a candidate with. There will be two interviews, one with Mr. Mastronardi, Executive Director, and Louise Comeau, Assistant Director of Nursing.

There are four conditional offers pending for Police Officer positions and one conditional offer pending for Fire Department. The background checks on candidates for the dispatch positions are underway.

- **Workers Compensation Expense Report**

Mr. Mynarski gave the Workers Compensation Expense Report update. He reported that there is a \$435k surplus through May, with five weeks remaining in the current fiscal year.

- **Unemployment Report**

Mr. Mynarski presented this report, with overall positive trends and not much change.

2. Old Business

- **Human Resources Dept – Update on M&C Compensation Review and Benefits**

The M&C Benefits review kickoff meeting took place on May 23 for all M&C staff. The staff were asked to review their specific job description and send to HR with any changes made by the employee for review by HR. Ms. Pepe stated she expects the project to wrap up in September 2023. Meetings with the consultant are upon request by the employee if they deem it necessary. Ms. Graham presented the enhancements to M&C staff benefits, effective July 1, 2023. The enhancements include an increase from 1 personal day to 3 personal days per fiscal year, an additional 5 vacation days accrued on a prorated basis, and eyeglass and contact lenses reimbursement up to \$500 each fiscal year. The project to implement these enhancements was led by Mr. Branyan, Mr. Mynarski, Ms. Pepe and Mr. Gieger, whom which the M&C staff are grateful to for these enhancements.

- **Board of Education – Status update on the hiring investigations**

Presented to the Committee by Dr. Budd, a brief update on each of the investigations into hiring practices. The CHRO interviewed 9 current or retired personnel. The outside law firm Day Pitney, hired by the Town, conducted interviews of 40 current staff members, no retirees, at the Board of Education, regarding teacher hiring across the board. Additional documents may be requested in the coming weeks by the Attorney General's office.

3. Approval of the May 2, 2023 Minutes

Upon a motion by Mr. Fisher, seconded by Mr. Drake, to approve the May 2, 2023 BET HR Committee Meeting Minutes. The Committee voted 3-0 (Mr. Selbst absent). Motion carried.

4. Adjournment

Upon a motion by Mr. Drake, seconded by Mr. Fisher, the Committee voted 3-0 to adjourn the meeting at 9:28 A.M.

Respectfully submitted,



Shira Davis, Recording Secretary



William Drake, HR Committee Chairman