

**TOWN OF GREENWICH  
BOARD OF ESTIMATE AND TAXATION  
HUMAN RESOURCES COMMITTEE  
REGULAR MEETING MINUTES  
Cone Room  
Wednesday, September 6, 2023 – 8:30 A.M.**

Committee

- Present: William Drake (via telephonic call-in), Harry Fisher Acting Chairman, Miriam Kreuzer (via telephonic call-in), Stephen Selbst
- Staff: Erica Mahoney, Assistant Human Resources Director; Peter Mynarski, Comptroller, Mary Pepe, Human Resources Director
- BOE: Dr. Jonathan Budd, Board of Education (BOE) Chief Human Resources Officer
- BET: Leslie Moriarty, Dan Ozizmir, Leslie Tarkington

Harry Fisher filled in as Acting Chairman and called the meeting to order at 8:40 A.M.

**1. Update on the Management and Confidential (M&C) Compensation Study**

Ms. Pepe told the Committee that the M&C Compensation Study was almost complete. She expected it to be completed in a week to 10 days. At that point, the draft report would be reviewed by Town Administrator Ben Branyan, Comptroller Peter Mynarski, HR Committee Members Harry Fisher and Miriam Kreuzer, and herself. It was reported that the consultant is in receipt of all updated job descriptions.

Dr. Budd informed the Committee that the BOE would now like to participate in the study. He reported that initial delays were related to adjustments to the seven-member BOE Cabinet. This prompted a discussion about potential increased costs to complete the study. It was decided to proceed with the consultant sticking to the original scope, that included discussions with the BOE Cabinet.

One of the substantive changes at the BOE was the conversion of a Financial Reporting and Analysis Specialist to an M&C position; BOE Budget Management Director. An extended discussion ensued about whether this organizational change needed to come to the HR Committee at a future date for approvals. It was decided that the proper documentation required for organizational changes, in this case, would be prepared and forwarded to the HR Committee.

**2. HR Reports**

**• Vacant and Posted Vacant Position Listings**

- Ms. Pepe and Ms. Mahoney updated the Committee on current vacancies and posted positions. Dr. Budd told the Committee that there is only 1 and ½ vacancies to date in the teacher hiring process for the new school year. Mr. Mynarski gave an update on the status of the vacant Assistant to the Treasurer position, stating it is expected that the position will be filled on September 25, 2023.

- **Workers Compensation Expense Report**

- Mr. Mynarski gave an update on workers compensation claims to date. He stated that we are at breakeven through August and pointed out that the Town was at the same point last year and ended the year with a \$500 thousand plus surplus. Ms. Pepe added that lost time from workers compensation claims is down substantially to date.

- **Unemployment Report**

- Ms. Pepe gave the Committee an update on Unemployment Claims to date and stated we are down about \$150,000 in the cost of claims, compared to last year at this time.

### 3. **New Business**

Ms. Pepe told the Committee that OneDigital, the Healthcare Consultant, will be coming to the HR Committee next month for their annual healthcare update and presentation.

### 4. **Approval of Minutes**

- **July 6, 2023 Minutes**

Upon a motion by Mr. Selbst, seconded by Mr. Fisher, the Committee voted 4-0-0 to approve the July 6, 2023 BET HR Committee Regular Meeting minutes.

### 5. **Adjournment**

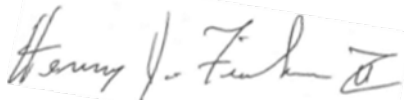
Upon a motion by Mr. Selbst, seconded by Mr. Fisher, to adjourn the meeting at 9:29 A.M., the Committee voted 4-0-0. Motion carried.

Respectfully submitted,



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Peter Mynarski, Recording Secretary



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Harry Fisher, HR Acting Committee Chairman