



**TOWN OF GREENWICH
BOARD OF ESTIMATE AND TAXATION**

**HUMAN RESOURCES COMMITTEE
REGULAR MEETING MINUTES**

Mazza Room

Wednesday, September 14, 2022 – 10:30 A.M.

Committee

Present: William Drake, Committee Chair (via telephone); Miriam Kreuzer, Dan Ozizmir, Stephen Selbst

Staff: Roland Gieger, Director, Budget and Systems Management, Finance Department; Alison Graham, Employee Benefits Manager; Erica Mahoney, Assistant Human Resources Director; Peter Mynarski, Comptroller; Mary Pepe, Human Resources Director

BOE: Dr. Jonathan Budd, Greenwich Public Schools Chief Human Resources Officer;

BET: Harry Fisher, Leslie Moriarty, David Weisbrod

RTM: Laura Kostin, RTM District 8

Guests: Kelly DiStassio, Sr. Account Manager, OneDigital; Karen Hirsh; Kate LaVoie, Public Sector Practice Leader, OneDigital; Darcy Smith, Financial Benefits Consultant, OneDigital

Committee Chairman Drake called the meeting to order at 10:30 A.M.

HR Reports

1. Presentation by One Digital on Health Benefit Costs

Kate LaVoie from OneDigital presented an update on the Town benefits under the State Partnership Plan (SPP). The Consultant has seen costs increase across individual and healthcare exchange markets. The plan premiums are higher due to the cost of care at our local facilities and providers, with claims costs exceeding the premiums each year, with 2022 being the largest loss. Mr. Ozizmir asked what the typical loss ratio is for private sector, to which Ms. LaVoie replied a range of 80-85% being the average. Also mentioned was that the absence of language in bargaining contracts allowing for unilateral rights to switch healthcare vendors makes changing providers more complicated. The Town has had high-cost claims/catastrophic claims over the last 5 years (2018 to present) with a range of 10 – 22 individuals with claims over \$250,000, which factors into our high premium costs. OneDigital

projected a 10-12% premium increase for the SPP for FY24. The Consultant also informed the Committee that they periodically ask for bids from other providers to assess the attractiveness of the Town's current plan provider. Their strong recommendation was to continue with SPP given the continued comparative cost savings SPP provides the Town.

2. Review of Management and Confidential Salaries and Benefits

Ms. Pepe stated that there is currently no procedure in place for review of the M&C salaries and benefits, and that there should be. One main concern regarding this is whether the Town is remaining competitive with the market rate for these M&C positions' salaries, as well as attracting and retaining top talent. Ms. Kreuzer proposed the hiring of an outside consultant to evaluate our benchmarks and provide guidance on where changes should be made. A similar study of our benchmarks was previously done in 2013 by the Hay Group. Mr. Ozizmir stated that now we are approaching 10 years since that last study and it would be beneficial to have a consultant re-evaluate. Mr. Drake asked the Committee if they can gather information and other pertinent data prior to the next meeting for discussion. The Committee agreed to move forward with hiring an outside consultant to perform the study, while Ms. Pepe detailed the high cost of said study from firms such as Mercer, Buck and Korn Ferry, of which the costs ranged from \$44,500 up to \$80,000. Mr. Selbst suggested a special meeting of the HR Committee be held to discuss this item further. A scope of the study needs to be put together and reviewed with our Town HR Department and draft an RFP for a consulting firm to review M&C positions' salaries. Mr. Mynarski brought to the Committee's attention the disparity between non-wage related benefits of M&C staff with unionized staff, and a strong need for leadership to represent M&C staff on complaints, along with other issues as they arise. The M&C staff have never had representation the way they should and that is an issue to address now.

3. Review of the Responsibilities of this Committee in Relation to HR Matters in Public Schools

Mr. Selbst stated that this was discussed during the BET Law Committee meeting and that Assistant Town Attorney Aamina Ahmad is working on this and should be done soon. Comparison between the Town and Board of Education was not ready for discussion at today's meeting.

4. Update from Public Schools on Hiring Practices Investigation

Dr. Budd provided a general update to the Committee, which due to being an active and ongoing investigation, he could not disclose details for confidentiality reasons. Dr. Budd, Dr. Toni Jones, Superintendent of Schools, BOE Attorney Tom Mooney, and Town Attorney Abby Wadler have met with two members of the State of Connecticut Attorney General's office to discuss the matter. Further updates will be shared once permitted.

5. HR Reports

- **Vacancy and Posted Vacant Position Listings**

Ms. Pepe stated there are currently three Department Dead positions that are filled until end of this year, and two Assistant Department Head positions currently vacant.

- **Workers Compensation Expense**
Mr. Mynarski stated that it is only ten weeks in, and too early to tell the amounts. Trending at a negative five thousand dollars (\$5,000) which is a breakeven right now. Budget is \$1.375 million for Workers Compensation expenses.

6. Approval of Minutes

- **July 13, 2022 Minutes**

Upon a motion by Mr. Selbst, seconded by Ms. Kreuzer, the Committee voted 4 to 0 to approve the July 13, 2022 BET HR Committee Regular Meeting minutes.

7. Adjournment

Upon a motion by Mr. Selbst, seconded by Ms. Kreuzer, to adjourn the meeting at 12:46 P.M., the Committee voted 4-0-0. Motion carried.

Respectfully submitted,



Shira Davis, Recording Secretary



William Drake, HR Committee Chairman