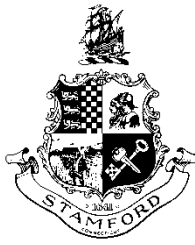


Mayor  
CAROLINE SIMMONS



DIRECTOR OF LEGAL AFFAIRS  
&  
CORPORATION COUNSEL  
KATHRYN EMMETT

Personnel Commission  
Chairman  
Marc Teichman

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*The Personnel Commission held their regular meeting on  
Thursday, December 16, 2021 at 5:00 p.m. via a Zoom meeting.*

**Present:**

Marc Teichman, Chairman	Alfred Cava, Director of Human Resources	Laurie DiPreta, Human Resources Assistant
Greg Oliver, Commissioner	Angelo Sestito, Assistant Director of Human Resources	Rhudean Bull, Administrative Manager
Carl Weinberg, Commissioner	Vanesa Francis, Human Resources Generalist	
Caroline Simmons, Mayor	Rose Frager, Human Resources Generalist	
Bridget Fox, Chief of Staff	Laurie DiPreta, Human Resources Assistant	

With a quorum present, Chairman Marc Teichman called the meeting to order at 5:03 pm.

**NEW BUSINESS:**

**1. Approval of the Minutes:**

- November 18, 2021 Regular Meeting

Commissioner Carl Weinberg suggested that for the Agenda item of Re-classification - Human Resources Department that an edit be made to include the title of the positions. Commissioner Carl Weinberg made a motion to accept the minutes and Chairman Marc Teichman entertained a second motion to approve the minutes with the suggested edit of reclassification of Re-classification- HRIS Coordinator to HRIS Manager- Human Resources Department. Commissioner Carl Weinberg moved to approve the minutes. The minutes were approved unanimously.

*\*Agenda items were skipped went to Agenda item #3. WPCA Department.*

**3. WPCA Department:**

- Advanced Starting Rate of Pay- Shift Foreman

Al Cava introduced Rhudean Bull to present the agenda item. Rhudean Bull stated that the position is one that supervises and is required by the State DEEP. There are

21 shifts in one week and all of them need to have a Shift Foreman as a Class 3 Operator. It takes a lot to get one and that is why the WPCA has had so much trouble hiring a Shift Foreman. The WPCA is requesting an advanced starting rate of pay for the Shift Foreman candidate. They currently have one vacancy and will potentially have another one soon after. Therefore, they will have three individuals running twenty-one shifts. They need a shift foreman as a priority. Not a lot of people want to come to work in Stamford for the following reasons; we do not have a defined pension plan and many of them they live up the line and do not want to deal with the I-95 traffic. This candidate did work for the City prior and went to work in Bridgeport and has been working there as an Operations Supervisor and now wants to come back to work at Stamford at a Class 4 plant, which Stamford is. The city has had significant difficulty in recruiting and filling this role. They recently had several retirements and there will be more in the future. This candidate meets not only all the requirements for the role and has the necessary experience for the Shift Foreman position and has worked here at the City before. Al Cava stated that the Pay Plan for this role and the WPCA were going to be looked at. Al Cava said they are in negotiations now and looking at the salaries of other wastewater treatment plants and maybe they can make some corrections here. They are taking a hard look at this. Al Cava also stated that Greenwich, CT is about \$94,000.00 for the same position and they are our neighbor next door. Commissioner Oliver stated that it would have been nice to see other comps from different municipalities. Commissioner Oliver asked if they anticipate any objections from the Unit to that in which Rhudean Bull stated no. Chairman Teichman entertained a motion to approve the advanced starting rate for Shift Foreman and Commissioner Carl Weinberg stated so moved and Commission Oliver seconded it, all were in favor and the motion carries.

**2.) Mayor's Office:**

- Advanced Starting Rate of Pay: Director of Economic Development increase in pay grade to 8 from 6.

Al Cava introduced Mayor Caroline Simmons and Chief of Staff Bridget Fox. Mayor Caroline Simmons presented this agenda item to the Commission. Mayor Simmons stated that they are advocating tonight for one of their key cabinet positions. Mayor Simmons stated she feels the need to fill this role is a priority. Stamford has grown so much in the last decade. Stamford is now the second largest city in Connecticut. Stamford is the economic engine of the State. There is still a 6 percent unemployment rate and a 30 percent Commercial vacancy rate. By adding this individual, it will assist in helping to move the city forward and emerge from this pandemic stronger than ever. With these goals in mind, they have made an offer to someone that would be an excellent asset. She has extensive experience in Economic Development. This candidate brings a real track record of success. They would be a tremendous asset with her past experience at the World Bank and United Nations. Mayor Simmons feels this individual would grow Stamford's economy in an inclusive way. They would like to offer her the salary of Grade 8 Step 4 level. Mayor Simmons stated that these jobs are very competitive and it is extremely hard to find good people to fill these jobs and she would be taking a cut for her to leave her job in NYC to come to Stamford. Commissioner Carl Weinberg suggested that based on Comps presented to the Commission from other municipalities it seems like it should be a Grade 7 versus a Grade 8. Al Cava explained that global companies are coming into the city now. It is a

growing city, a huge business hub now and the population is of young professionals that commute to New York and some of those businesses are coming here to Stamford. Many benefits to bring someone of this level into the city. Chairman Marc Teichman entertained a motion to approve, Commissioner Greg Oliver approved as well, and Chairman Marc Teichman seconded that and the motion passes, no objections.

- **For Notation- Director of Economic Development job description**

Al Cava said the job description has not been updated in a few years so they are updating it to incorporate some of the changes the Mayor just spoke about. There was no comments or objections on this.

**4.) Office of Policy Management:**

- For Notation- Office of Policy Management Director job Description

Al Cava said the job had not been updated in some time so it was just being updated. There was no comments or objections on this.

- **Personnel Commission 2022 Meeting Dates:**

Approval on 2022 Meeting Dates, these were approved. There was a motion to approve and dates were accepted as submitted by all.

Since there was no other business to discuss. The Chair Marc Teichman made a motion to adjourn the meeting. The meeting adjourned at 5:37 pm.

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Marc Teichman, Chairperson

Copies to:  
Mayor Caroline Simmons  
Personnel Commission  
Kathryn Emmett, Director of Legal Affairs  
& Corporation Counsel  
Alfred Cava, Director of Human Resources  
Lyda Ruijter, Town and City Clerk