



**CITY OF STAMFORD**  
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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:**

- **Approval of the Minutes:**  
November 18, 2021 Regular Meeting

Commissioner Carl Weinberg suggested that an edit be made to the Agenda item of Re-classification - Human Resources Department to include the change in the title of the position from HRIS Coordinator to =HRIS Manager. Commissioner Carl Weinberg made a motion to accept the minutes with the suggested edit to the position title; Chairman Marc Teichman seconded the motion. The minutes were approved unanimously.

- **WPCA Department:**  
Advanced Starting Rate of Pay- Shift Foreman

Rhudean Bull appeared before the Commission on this item. Ms. Bull stated that the position is supervisory and is required by the State DEEP. There are 21 shifts in one week, all of which require a Shift Foreman with a Class 3 certification. Recruiting for this position has been difficult because there are so few candidates that possess the required Class 3 certification. As a result, the WPCA is requesting an advanced starting rate of pay for the Shift Foreman candidate. Currently, there are two vacancies for this

position. Therefore, they will only have three individuals running twenty-one shifts, often working double time. The need for a shift foreman is a priority. Former applicants who have withdrawn their applications have stated that they do not want to work in Stamford because Stamford does not have a defined pension plan and many of them do not want to deal with the I-95 traffic. One candidate, Mark Thomas, worked for the City prior and left to work in Bridgeport as an Operations Supervisor. He now seeks to return to work in Stamford because he wants to work at a Class 4 plant, which Stamford is. The WPCA Department is asking the Personnel Commission to start this individual in the position of Shift Foreman at the higher rate of pay due to his years of experience and the significant difficulty in recruiting and filling this role.

Chairman Marc Teichman asked if there was a problem with the salary for this role to which Ms. Bull responded, yes. She stated that the WPCA recognizes that their pay is not in keeping with some of the other wastewater treatment facilities. As a result, the WPCA entered into agreement for a \$10,000 annual stipend for the employees in this role. However, this additional income does not affect overtime pay, as it does not change the salary. The WPCA wants to incorporate higher salaries (not including stipends) in order to attract more applicants.

Al Cava stated that in 2017, the \$10,000 lump-sum pay was negotiated as an attempt to keep people in Stamford rather than moving to other plants. The salary for this role and the WPCA is being revisited. Negotiations are currently taking place with the salaries of other wastewater treatment plants in mind, with the hopes of making corrections. Commissioner Weinberg stated that the salary should be a “market adjustment”, suggesting the City should consider what similar positions are making in nearby areas when deciding salary. In response, Al Cava stated that the Town of Greenwich, pays about \$94,000.00 for the same position, and that negotiations have recently been opened between the union and the City of Stamford. Commissioner Oliver asked if they anticipate any objections from the Union to that in which Rhudean Bull stated no. Chairman Oliver suggested that seeing other comps would have been helpful, but otherwise this logic is sound. Rhudean Bull explains the difficulty with the selection test, stating that it is difficult for many applicants to sit for the exam because they need ninety (90) CEUs, that the incredibly math-intensive nature of the test makes it difficult for many. She believes that there is a sufficient number of good internal candidates to be promoted to this position. Chairman Oliver suggests that the pay scale be reevaluated, to which Al Cava agreed. Chairman Teichman made a motion to approve the advanced starting rate for Shift Foreman. Commissioner Carl Weinberg seconded the motion. The request for an advance-starting rate of pay for Shift Foreman was approved unanimously.

- **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, stating 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, expanding to the second largest city in Connecticut and the economic engine of the State. Despite this growth, 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 for the position of Director of Economic Development to someone. They believe she would be an excellent asset as she has extensive experience in Economic Development, brings a record of accomplishment, and has applicable past experience at the New York City Economic Development Corporation, World Bank and United Nations. Mayor Simmons feels this individual would grow Stamford's economy in an inclusive way, as she has demonstrated in her past work. 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 the candidate would be taking a cut by leaving 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 level. Al Cava explained that the breadth and scope of this position is more similar to positions in Grade 8 than Grade 7. He stated that there are many benefits to bringing someone of this level of experience into the city and that this position would be integral towards bringing more jobs to the city. Commissioner Carl Weinberg stated that he was concerned that the city does not have enough information to make a compelling case for a salary grade increase. Chairman Marc Teichman raised that there is an equity dilemma because this is the only cabinet position that is not at Grade 8 pay. Commission Greg Oliver made a motion to approve the request for the advanced starting rate of pay and to reallocate the salary to Grade 8 in the Pay Plan; the motion was seconded by Chairman Marc Teichman and approved unanimously.

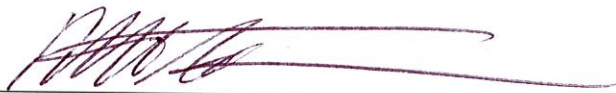
- **For Notation**

Director of Economic Development job description - Noted  
Office of Policy Management Director job Description - Noted

- **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.



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