



CITY OF STAMFORD
OFFICE OF LEGAL AFFAIRS
HUMAN RESOURCES DIVISION
888 WASHINGTON BOULEVARD
P.O. BOX 10152
STAMFORD, CONNECTICUT 06904-2152
Tel. (203) 977-4070
Fax: (203)977-4075

March 28, 2013 Personnel Commission Minutes to be approved at next meeting.

The Personnel Commission held its regular meeting on Thursday, March 28, 2013, at 5:00 p.m. in the Human Resources Conference Room, 9th floor of the Stamford Government Center, 888 Washington Boulevard, Stamford, Connecticut.

Those in attendance were:

Personnel Commission Board Members Present:

Frank Green, Chairman
Marc Teichman, Commissioner
Julie Granser, Commissioner

Human Resources:

Clemon Williams, HR Assistant Director
Vanesa Francis, HR Generalist
Rosemarie Frager, HR Generalist
Lenora Cavaliero, HR Executive Secretary

City of Stamford:

Ernie Orgera, Operations Director Operations
Tom Turk, Traffic and Road Maintenance Supervisor

WPCA:

Rhudean Bull, Administration Manager, WPCA

Chairperson Frank Green called the meeting to order at 5:10 PM.

A motion to approve the January 24, 2013, Personnel Commission were approved unanimously.

Thursday, March 28, 2013 to be approved on the next meeting date.

New Business:

1. Request to Advanced Starting Base Rate of Pay for Assistant Police chief Timothy Shaw:
TABLED

2. Request to Advance Starting Base Rate of Pay for Assistant Fire Chief William Smith:
TABLED

Clemon Williams, HR Assistant Director has agreed to provide more information and a detailed report to the Personnel Commissioners.

3. Request to Create the New Classification of Regulatory Compliance Inspector – WPCA
Rhudean Bull representing WPCA gave the Commissioners an overview of what the position entails. Among other things Ms. Bull explained that this inspector is responsible for the Fats, Oil and Grease (“FOG”) program for the WPCA. Ms. Bull discussed the salary range for the Regulatory Compliance Inspector. After discussion the Commissioners unanimously approved a salary range of:
\$53,846.00 to \$72,688.00 for the Regulatory Compliance Inspector - WPCA.

4. Request to Create the New Classification of Regulatory Compliance and Administrative Officer-Operations.
Ernie Orgera, Director of Operation explained to the Commissioners that the State of Connecticut now mandates stricter guidelines for the operations of the Water Pollution Control Authority. To this end, there are new rules and requirements for the operation of the WPCA plant. As a result, the Regulatory Compliance and Administrative Officer will be responsible for insuring that the plant is in full compliance with all applicable rules and regulations necessary for the operation of the plant. Mr. Orgera went on to explain that the incumbent will have significant responsibility that will affect the daily operation of the plant. Tom Turk addressed the Commissioners and explained in detail the responsibilities of the new position. Mr. Turk noted that this is a new position/function and consequently the incumbent will be responsible for building the program from scratch. Both Mr. Orgera and Mr. Turk noted that the incumbent will have to be a “hands-on” individual who will be responsible for budgetary and operational issues. These responsibilities will be coupled with the following:

- a. Designing educational programs for the WPCA staff and the Stamford Community;
- b. Educating landscapers, homeowners, business owners on rules and regulations affecting waste water run-off; and
- c. Establishing fines and penalties for violating State rules and regulations.

While still in the early stages, it is anticipated that Regulatory Compliance and Administrative Officer will have a staff that will eventually include: (1) OSS and (1) Heavy Equipment Operator.

After considerable discussion the Commissioners voted to create the classification of Regulatory Compliance and Administrative Officer – Operations in MAA salary group A-9 (\$82,485 - \$106,023) in the Office of Operations, Traffic and Road Maintenance. Commissioner Tishman made motion to approve and Commissioner Granser seconded the motion.

5. WPCA – Request for Advanced Starting Base Rate of Pay for Executive Director Water Pollution Control Authority (“WPCA”). Currently William Brink is a contractor through a third party agency.

Clemon Williams offered details regarding Mr. Brink’s 30 years of experience in Waste Water management and his qualifications for the position. The Commissioners discussed the fact that Mr. Brink has significant experience and has now been running the WPCA, all-be-it as a contractor for over three (3) months. Mr. Williams requested that the Commission approve a starting salary for Mr. Brink as a full-time employee of the City of Stamford of \$143,000. Mr. Williams provided salary survey information showing the salary range for similar position both for the region and nation.

Further, the Commissioners discussed in length and reviewed the information necessary for their decision. Commissioner Granser moved to approve the starting salary of \$143,038, with a corresponding salary grade V14, Chairman Green seconded the motion. The Commissioners unanimously approved the advanced starting rate of pay.

The meeting was adjourned at 6:05 pm.

Next meeting to be held: Thursday, April 25, 2013

Minutes reviewed by: Chairman Green

Respectfully submitted,


Lenora Cavaliero, Recording Secretary

Cc: Frank Green, Chairman Personnel Commission
Mayor Michael Pavia
Personnel Commission Board members
Joseph Capalbo, Director of Legal Affairs
Donna Loglisci, Town & City Clerk