

TOWN OF GREENWICH
BOARD OF ESTIMATE AND TAXATION
SPECIAL MEETING
HUMAN RESOURCES COMMITTEE MEETING

MINUTES – Hayton Conference Room, 5:00 P.M.

Monday, November 17, 2008

Committee: Leslie Tarkington, Chairman
Nancy Barton, and Michael Mason

Attendants: Peter Mynarski, Comptroller; Maureen Kast, Director of Human Resources; Laurence Simon, Member, BET; John Crary, Town Administrator; Al Cava, Director of Labor Relations; Nancy Weissler, Chairman, Board of Education

The meeting was called to order at 5:25 P.A.M.

Discussion and Approval of M/C Pay Plan Resolution

Leslie Tarkington informed those in attendance that Nancy Barton had redrafted an alternative resolution for the M/C Pay Plan which was sent to the HR Committee members, and which at the time drafted was expected to be sent to the BET for interim approval to authorize the Town Human Resources Director and other appropriate Town employees to proceed with the development and implementation of new performance standards, the training of appointing authorities and M/C employees, and other steps deemed appropriate to enable the adoption of an amended M/C Pay Plan, with salaries based upon the 25th percentile position of the Metropolitan New York Market (P25) for base wages, and upon individual employee performance.

Rather than proceeding with the approval of an advisory resolution, the HR Committee encouraged the HR Director and the Town Administrator to proceed with the next steps for developing new performance standards, and a related training program. A resolution for approval of the Pay Plan would be placed on the Committee's December 10 meeting agenda.

Ms. Barton stated that the Board of Education needed more time to review the M/C Pay Plan as it applies to those BOE M/C employees covered under the plan. Ms. Tarkington suggested that Human Resources Director Maureen Kast and First Selectman Peter Tesei, if available, might offer a presentation to the Board of Education, similar to those they previously did for the Town. Ms. Tarkington reminded those in attendance that Mr. Tesei and Ms. Kast gave three

consecutive presentations on the Hay Study that were very beneficial to those who attended. The Chairman of the BOE, as well as its 7 M/C employees each attended one of the three meetings.

Ms. Barton recommended that Ms. Tarkington give the BET a verbal report at the November 17, 2008 BET meeting on the current status of the M/C Pay Plan Resolution and advise them that the M/C Pay Plan should be ready for passage by the BET at its December 15, 2008 meeting.

Larry Simon said he was seeking clarification on which materials the BET would be voting on. He was told that the BET members would receive a package for review prior to the December 2008 BET meeting. Ms. Tarkington indicated that Ms. Kast would advise BET members of two or three sessions when she would be available to respond to any individual BET members' questions similar to an offer made to them in mid-October.

Upon a motion by Mr. Mason, seconded by Ms. Barton the Committee voted 3 to 0 to adjourn the meeting at 5:55 P.M.

SUBJECT TO APPROVAL

Leslie L. Tarkington, HR Committee Chairman

Peter Mynarski, Recording Secretary