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First Selectman Announces Human Resources Department Restructuring and Reestablishes Labor Relations Department

January 22, 2003 ... First Selectman Richard V. Bergstresser today announced the restructuring of the Town of Greenwich Human Relations (HR) Department that consolidates key HR functions under the Director of HR and the reestablishment of a Labor Relations Department. Both departments report to Mr. Bergstresser.

“Last fall, we hired a consultant,” said Mr. Bergstresser, “to review the Town of Greenwich’s HR practices and policies and to provide recommendations based on the analysis. This announcement is the first step in implementing those recommendations.”

“The changes announced today will streamline the HR Department,” continued Mr. Bergstresser, “and will allow the Town to operate more efficiently and cost effectively. The new, flatter HR organization will be more responsive to Town departments’ and agencies’ needs and will, in turn, ensure that the Town will run more smoothly for our residents who understand that Town payroll costs make up three-quarters of the entire Town budget.

“By reestablishing a Labor Relations Department,” said Mr. Bergstresser, “the Town once again will have a highly focused effort on negotiating labor contracts that are in the best interests of both the Town and our employees. Labor contracts are a critical element in our budget planning process, and reestablishing a separate Labor Relations Department is long overdue.”

Al Cava has been named Director of Labor Relations and Acting Director of HR. He was Director of HR. The Town will advertise nation-wide for a new Director of HR.

In addition, the following changes have been made in the HR department to ensure emphasis on key HR functions, including performance management, job classification, compensation, benefits, training, and recruitment. Reporting to the Acting Director of HR are:

- Bernadette Welch, who has been named Associate Director for Classification, Compensation, Performance Management and Safety. She was Deputy Director of HR, a position that has been eliminated.
- Sherry Krieger, who has been named Assistant Director for Benefits. She was Employee Benefits Administrator with responsibilities for benefits for Town employees, Board of Education employees and retirees.
- Kelly Houston, who has been named Assistant Director for Affirmative Action and Training. She was Affirmative Action Officer with responsibilities for training.
- Mary Jo Iannuccilli, who has been named Assistant Director for Recruitment and Selection. She was HR Employment Specialist with responsibilities for the employment process.

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