



# Town of Simsbury

933 HOPMEADOW STREET

SIMSBURY, CONNECTICUT 06070

## **Personnel Sub-Committee**

### **Regular Meeting**

Tuesday, April 16, 2019

Probate Conference Room, Town Hall, 933 Hopmeadow Street

### **ADOPTED - MINUTES**

**Members Present:** Sean Askham, Chris Kelly, Eric Wellman

**Staff Present:** Maria Capriola, Eric Gomes, Tom Roy, Anthony Piazza

The meeting was called to order at 7:35am.

**1) Step 3 Grievance Hearing, Grievant: Chris Roy, Public Works and Parks Employees Represented by AFSCME**

Union members and representation present included Henry LaCharite (employee/local representative), Chris Roy (employee/member), and Anthony Bento (Union staff representative).

Mr. Kelly made a motion, seconded by Mr. Askham, that the matter presented was grievable. The motion passed unanimously.

Management provided an overview of the case and its position. The Union then provided an overview of its position, the remedy being sought, and the section of the collective bargaining agreement they believed to have been violated. Discussion occurred.

**2) Executive Session, Personnel, Step 3 Grievance Deliberations, Grievant: Chris Roy, Public Works and Parks Employees Represented by AFSCME**

Mr. Askham made a motion, seconded by Mr. Kelly, to enter into executive session with staff member Eric Gomes attending. Motion passed unanimously. The Sub-Committee entered into executive session with Mr. Gomes at 8:00am.

**3) Step 3 Grievance Decision, Grievant: Chris Roy, Public Works and Parks Employees Represented by AFSCME**

The Sub-Committee re-entered into open session at 8:10a.m. Mr. Kelly made a motion, seconded by Mr. Askham to deny the grievance. Motion passed unanimously. The Sub-Committee will provide a written response to the Union regarding its decision to deny the grievance.

**4) Town Manager Performance Review Process and Timeline**

Sub-Committee members developed a timeline for the Town Manager's next performance review check-in. Based on the Manager's current performance review and employment contract Mr. Askham made a motion, seconded by Mr. Kelly to recommend increasing the

Town Manager's compensation by 2.25% effective April 22, 2019. Motion passed unanimously.

**5) Approval of Minutes**

**a. September 27, 2018**

**b. January 14, 2019**

The minutes of September 27, 2018 were tabled. The minutes of February 14, 2019 were approved by consensus.

The meeting adjourned at 8:27am.

Respectfully Submitted,  
Maria E. Capriola  
Town Manager