



Town of Simsbury

933 HOPMEADOW STREET

SIMSBURY, CONNECTICUT 06070

Personnel Sub-Committee

Regular Meeting

Thursday, June 13, 2019

Main Meeting Room, Town Hall, 933 Hopmeadow Street

ADOPTED - MINUTES

Members Present: Sean Askham, Chris Kelly

Staff Present: Maria Capriola, Eric Gomes, Kevin Clemens, Anthony Piazza

The meeting was called to order at 7:30am.

1) Step 3 Grievance Hearing, Grievant: John Driscoll, Public Works and Parks Employees Represented by AFSCME

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

Mr. Askham made a motion, seconded by Mr. Kelly, 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: John Driscoll, 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 7:50am.

3) Step 3 Grievance Decision, Grievant: John Driscoll, Public Works and Parks Employees Represented by AFSCME

The Sub-Committee re-entered into open session at 8:20a.m. Mr. Askham made a motion, seconded by Mr. Kelly 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. The written response will be provided next week, and the Union acknowledged and agreed to that timeframe for the response.

4) WPCA Job Descriptions

Ms. Capriola and Mr. Piazza provided an overview of: 1) updates to the Operator I job description, 2) the proposed classification of Mechanics Foreman, and 3) succession planning

for the Department. Mr. Askham motioned, seconded by Mr. Kelly, “to endorse the proposed modifications to the job description for the Operator I position. Should management reach a mutual understanding with the union on the matter, further move that this recommendation be forwarded to the full Board of Selectmen.” Motion passed unanimously.

Mr. Askham motioned, seconded by Mr. Kelly, “to endorse the creation of the position classification of Mechanics Foreman and the job description as presented. Further move to endorse a pay grade for the Mechanics Foreman position of Grade 9 of the AFSCME employees pay plan. Should management reach a mutual understanding with the union on the matter, further move that this recommendation be forwarded to the full Board of Selectmen.” Motion passed unanimously.

5) **Town Manager Goals July 1, 2019 – June 30, 2020 & Performance Review Timeline**

This item was discussed and will be presented to the full Board of Selectmen.

6) **Approval of Minutes**

Action on the minutes of April 16, 2019 did not occur; this will be done at a future meeting.

The meeting adjourned at 8:45am.

Respectfully Submitted,
Maria E. Capriola
Town Manager