



Town of Simsbury

933 HOPMEADOW STREET

SIMSBURY, CONNECTICUT 06070

Personnel Sub-Committee

Regular Meeting

Thursday, May 11, 2023

Zoom

MINUTES

Members Present: Wendy Mackstutis, Amber Abbuhl, Sean Askham

Staff Present: Nicholas Boulter, Tom Fitzgerald, Eric Gomes

The meeting was called to order at 8:01am.

1) Approval of Minutes

The minutes of the February 9, 2023 regular meeting were approved by consensus.

2) Community for Care (C4C) Recruitment

Mr. Fitzgerald gave an overview to the group about there being 5 candidates still interested. The group discussed sending out the written questionnaire used last time prior to scheduling interviews.

3) Economic Development Commission Recruitment

Mr. Fitzgerald gave an overview of their being two openings. The group discussed advertising for an opening to the public.

4) FY 23/24 Non-Union Compensation

Mr. Fitzgerald gave background to the group of Ms. Capriola giving performance reviews for non-union staff that reported to the Town Manager prior to her departure. In the past a successful completion of a performance review was needed for a GWI for non-union staff. The amounts presented have been budgeted including proposed market adjustments to Police Chief and Library Director. Ms. Mackstutis asked if the proposed chart could be included in the Board of Selectmen packet when this is discussed at the full board meeting. Mr. Askham asked why there was a reduction in the Deputy Town Manager rate. Mr. Askham made a motion to change the Deputy Town Manager to \$119,831, Ms. Abbuhl seconded the motion. Mr. Askham and Ms. Abbuhl voted for while Ms. Mackstutis voted against, the motion passed on a 2 to 1 vote. Ms. Mackstutis asked questions about the Budget Director and HR Coordinator positions, and Mr. Askham asked to send the Chief and Deputy Chief to the Police Commission so they were aware.

Mr. Askham made a motion to recommend to the full Board of Selectmen a 2.4% general wage increase for unaffiliated staff effective July 1, 2023 pending a satisfactory yearly performance evaluation, and that the salary ranges for those classifications be adjusted as presented. Further move to have the proposed general wage increase forwarded to the full Board of Selectmen. Mr. Askham also made a motion to recommend to the full Board of Selectmen a 2.4% general wage increase for unaffiliated staff in a probationary status be applied upon successful completion of their probationary period. Ms. Abbuhl seconded. All were favor.

5) Executive Session:

- a.** Pursuant to General Statutes section 1-200(6)(A) To discuss personnel matter & compensation regarding Police Chief
- b.** Pursuant to General Statutes section 1-200(6)(E) to discuss labor negotiations and strategy with AFSCME and CSEA

Mr. Askham moved to adjourn to executive session and invite Interim Town Manager Boulter, HR Coordinator Eric Gomes, and Labor Attorney Harrington at 8:23. Ms. Abbuhl seconded the motion. All were in favor.

Adjourn

Mr. Askham made a motion to adjourn from executive session and adjourn the meeting at 9:30am. Ms. Abbuhl seconded the motion. All were in favor and the motion passed unanimously.

Respectfully Submitted,
Thomas Fitzgerald
Acting Deputy Town Manager