

From: Rick Bazzano July 11, 2012 1:05:55 PM
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Cc:

BOARD OF SELECTMEN
PERSONNEL SUB-COMMITTEE
SPECIAL MEETING – MAY 30, 2012

A Special Meeting of the Board of Selectmen's Personnel Sub-Committee was called to order at 6:02 p.m. in the Main Meeting Room of the Simsbury Town Hall. Present were: Chairman Lisa Heavner, John Hampton and Moira Wertheimer. Also present were Tom Cooke, Director of Administrative Services, Sean Kimball, Deputy Director of Administrative Services and Selectman Sean Askham.

Ms. Heavner offered the opportunity for public audience. There were no speakers.

1. Consideration and possible recommendation of approval of revisions to the Town of Simsbury's Drug and Alcohol-Free Workplace Policy to provide for random testing of safety-sensitive seasonal employees.

Mr. Kimball explained the process for hiring seasonal employees. Pursuant to the current Drug and Alcohol-Free Workplace Policy, all new seasonal employees have been tested upon being hired. If they are rehired in future years, they are not retested. The test is costly (at \$60 per test) with approximately 120 seasonal employees being employed every year, many of them first-time employees. Mr. Kimball explained the concern that in addition to the cost, testing only upon initial hire did not help to ensure that seasonal employees in safety sensitive employees would remain drug and alcohol free in future years.

Mr. Kimball provided a survey of twelve comparator towns which showed that Simsbury was the only town to do initial hire drug and alcohol testing and that only one other town considered random testing. Four other towns conduct background checks. Mr. Kimball noted that the Town of Simsbury would conduct background checks at no cost to the Town. Discussion ensued on whether random testing would provide a more effective deterrent to drug and alcohol abuse. Mr. Kimball also noted that the Town's seasonal employees have been excellent in the past and that the proposed modification to the policy is not based on a specific issue.

The Personnel Sub-Committee discussed the scope of the definition of "safety sensitive" and how the seasonal positions compared to full-time positions. Mr. Kimball noted that the summer positions at issue included camp counselors and life guards with responsibility for children, and Mr. Cooke noted that currently, full-time employee drivers of large trucks are randomly tested and that there were few full-time positions comparable to the seasonal positions at issue.

After thorough discussion, Mr. Hampton moved to recommend the proposed revisions in the Drug and Alcohol-Free Workplace Policy to the Board of Selectmen and Ms. Wertheimer seconded the motion. After noting some typographical errors in the original policy and recommending their correction, the motion passed unanimously.

2. Adjournment

Ms. Heavner noted that the meeting was a Special Meeting and issues not included in the agenda could not be considered. Ms. Wertheimer accordingly moved to adjourn the meeting, Mr. Hampton seconded the motion and, upon the unanimous vote of the committee, the motion passed. The meeting adjourned at 6:15 P.M.

Respectfully submitted,

Thomas F. Cooke
Director of Administrative Services