

TOWN COUNCIL MAJORITY OFFICE
PERSONNEL AND PENSIONS SUBCOMMITTEE

April 26, 2022

PRESENT Awet Tsegai, Chair, Councilors Harry Amadasun and Tom Rup

ALSO Tyron Harris, Human Resources Director

PRESENT Sandy Franklin, Benefits Coordinator
Richard Kehoe, Town Council Chair

CALL TO ORDER

Chair Tsegai called the meeting to order at 6:04 pm

APPROVAL OF MINUTES

March 14, 2022 Meeting

MOTION By Tom Rup
 seconded by Harry Amadasun
 to **approve** the minutes of the March 14, 2022 Personnel & Pensions
 Subcommittee meeting.
 Motion carried 3/0.

OPPORTUNITY FOR RESIDENTS TO SPEAK

None

OLD BUSINESS

NEW BUSINESS

Compensation Plan for Non-Bargaining Unit Employees

The purpose of this evening's meeting was to the systemic pay plan for East Hartford Town Employees, specifically for non-bargaining unit classified service employees. Sandy Franklin, Benefits Coordinator provided language changes on Personnel Rules for members of staff who fall into this category. Tyron Harris, Human Resources Director, stated that the pay plan document would require approval from the Town Council based on recommendation from the Committee of the proposed benefits and compensation as described.

Rich Kehoe, Town Council Chair, gave a recap of how the Compensation Plan document was developed. The Council had a Director's Compensation Study presented on January 1, 2022, including department directors, the Mayor's Chief of Staff, the Fire Chief, and the Chief of Police. The compensation plan for these positions was approved as part of the town budget in March. The goal is to have the Council review compensation plans for non-bargaining unit employees annually as part of the annual budget review. The goal is to have a systemic plan for both directors and non-bargaining unit employees as a

package so that the Council can review and make any adjustments as necessary for approval. The Town Charter states that compensation of all town employees must be approved by the Town Council. Union staff compensation is approved separately via votes on Labor Contracts.

Of the positions under review, a number of those listed work a required 35-hour work week, while others of higher grade (7-15) work a 40-hour week. The Committee proposed an amendment to update the list of salary grades to include hours worked.

MOTION By Tom Rup
 Seconded by Harry Amadasun

to provide the Town Council with the April 24, 2022 Compensation Plan with changes to wage scales as discussed for approval.

Motion carried 3/0.

ADJOURNMENT

MOTION By Tom Rup
 seconded by Harry Amadasun
 to **adjourn** 6:36 pm.
 Motion carried 3/0.

C: Town Council
 Mayor Walsh
 Connor Martin, Chief of Staff
 Tyron Harris, Human Resources Director