



*City of Bristol
Salary Committee*

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The regular meeting of the Salary Committee will be held on Wednesday, February 21, 2024 at 5:00 p.m. in the Human Resources Conference Room, 3rd floor, City Hall, 111 North Main Street, Bristol, CT.

1. Call to Order
2. Approval of Minutes
 - a. Approval of Minutes: January 17, 2023
3. New Business
 - a. To consider a request by the Emergency Management Director for a salary increase.
 - b. To consider a salary increase for the Republican and Democratic Registrars of Voters effective with the term of office beginning January 8, 2025.
 - c. To consider a proposal from the Director of Human Resources for changes to salaries and insurance cost sharing for non-bargaining employees effective July 1, 2024.
4. Adjournment

PER ORDER OF THE CHAIRPERSON
Cheryl Thibeault

Salary Committee
REGULAR MEETING MINUTES
Wednesday, January 17, 2024
Human Resources Conference Room
3rd Floor, City Hall

Present: Councilmembers Cheryl Thibeault, Erick Rosengren; Sebastian Panioto attended via Zoom
Staff: Linda Milia and Mark J. Penney

1. CALL TO ORDER.

The regular meeting of the Salary Committee was called to order by Chairperson Cheryl Thibeault at 5:00 p.m.

2. APPROVAL OF MINUTES OF REGULAR SALARY COMMITTEE MEETING OF DECEMBER 20, 2023.

On motion of Councilmember Erick Rosengren and seconded, it was unanimously voted: to approve the minutes of the regular Salary Committee meeting of December 20, 2023.

3. PROPOSAL FROM THE BUILDING OFFICIAL TO CHANGE THE REGULAR WORK WEEK FOR SOME BUILDING DEPARTMENT STAFF FROM 37.5 HOURS/WEEK TO 40 HOURS/WEEK THROUGH JUNE 30, 2024 PENDING AGREEMENT OF LOCAL #233.

Chief Building Official Richard Brown was present to provide information to the Committee to support the request. Chairperson Thibeault suggested other avenues that may be taken to accomplish the goals of the Chief Building Official.

Motion by Councilmember Erick Rosengren and seconded: motion failed unanimously.

4. PROPOSAL FROM THE DIRECTOR OF PUBLIC WORKS TO CHANGE THE TITLE AND UPGRADE THE SALARY CODE OF THE PUBLIC WORKS ANALYST POSITION.

Public Works Director Raymond Rogozinski was present to provide information to the Committee to support his request. Discussion held regarding union contract negotiations as the preferred venue for consideration of position upgrades.

Motion by Councilmember Erick Rosengren and seconded: motion failed unanimously.

5. At 5:51 p.m., on motion of Chairperson Cheryl Thibeault and seconded, it was unanimously voted: To adjourn.

ATTEST:

Linda J. Milia
Recording Secretary

December 28, 2023

Councilwoman Cheryl Thibeault
Chair, Salary Committee

Re: The Emergency Management Director Salary

Dear Chairwoman Thibeault:

I am requesting an increase in salary for the Emergency Management Director (EMD).

The EMD is paid through the Emergency Management Performance Grant (EMPG) on an annual basis. These funds also support the planning, response, and programs of the Emergency Management Department. This grant funding is applied for on an annual basis with the City sharing 50% of the cost which is based on population. For FY 2023, the allowable expenditure is \$66,727.10.

Efforts in the past have been successful to increase the salary of the EMD, especially after the pandemic, which saw very active participation by the Director. The current salary is \$25,000, of which half is reimbursed by the grant and the other half, \$12,500, by the city. This request to increase the salary to \$30,000 would only reallocate grant funds already budgeted with no additional city spending incurred. Funds to be reallocated are presently designated for the renovation of the the EMD office space and the Emergency Operations Center in the court complex, which has already been done or will not be used for this purpose in 2024. If the funds are not used, they will revert to the State unless reallocated to another line item. In order to utilize these funds during this fiscal year, I request that they be made retroactive, effective January 1, 2024.

This reallocation will compensate the Director for work accomplished and take advantage of funding provided to and by the City for this program.

Thank you for your and the committee's consideration of this matter.

Sincerely,



Harley Graime, EMD
Bristol, CT