

MINUTES OF THE 13 SEPTEMBER 2020
SCCOG EXECUTIVE COMMITTEE SPECIAL MEETING
Via ZOOM

Present: Fred Allyn, III, Mark Nickerson, Keith Hedrick, Mike Urgo, Danielle Chesebrough
Staff: James Butler, Amanda Kennedy

Chairman Allyn opened the meeting at 8:30 a.m.

1. Draft Revised SCCOG Personnel Policies

The Executive Director stated that he and Deputy Director Kennedy had decided at the beginning of the summer to review and update the Personnel Policies, which had not been subject of a comprehensive review for more than 22 years. He walked the Executive Committee through a memo that he had previously sent which explained the purpose of the update, and which included an attachment explaining the significant proposed amendments to the policy and some edits that North Stonington First Selectman Mike Urgo had provided dealing with references. The Executive Committee discussed the proposed amendments including the question of whether to add Juneteenth as a paid holiday.

MOTION: To recommend adoption by the SCCOG of the amended Personnel Policies, with the notation that Juneteenth will not be adopted as a SCCOG holiday until the State adopts it as a holiday, at which time it will become a SCCOG holiday and the current SCCOG unspecified holiday will be eliminated (Nickerson, Hedrick). So voted unanimously.

2. Draft Salary/Salary Range Study

The Executive Director reported that in conjunction with the comprehensive review of the Personnel Policies, the SCCOG retained HR consultant Earl Foster to perform an analysis of staff salary ranges and salaries, along with employee benefits. This information was sent to the Executive Committee at the end of last week.

The Executive Committee discussed with the Executive Director the nature of this information, its ability to act on it for the SCCOG, and whether or not it would be proper for the Executive Committee to discuss it in Executive Session since it involved possible salary adjustments for individual employees. Staff was asked to check with legal counsel and/or the CT FOI office concerning this issue. Because the Executive Committee wanted this information before discussing the report in detail, and because members had other appointments to attend to, the Executive Committee decided to take this item up at their next regularly scheduled meeting on October 4th.

3. Adjournment

The meeting adjourned at 9:30 a.m.

Respectfully Submitted,

James S. Butler, Executive Director