



## ***Personnel Committee - Board of Representatives***

Mary Fedeli, Chair Polly Rauh, Vice Chair

# **Committee Report**

**Date:** Wednesday, January 27, 2010  
**Time:** 7:00 p.m.  
**Place:** Democratic Caucus Room, 4<sup>th</sup> Floor Government Center, 888 Washington Boulevard, Stamford, CT

The Personnel Committee met as indicated above. Present were Chair Fedeli, Committee Member Reps. Boccuzzi, Cannady, Figueroa and Layton. Absent or excused were Committee Member Reps. Gabriele and Rauh. Also present were Rep. DeLuca; Ann Marie Mones, Risk Manager; Robert Murray, Assistant Director of Human Resources; Michael Larobina, Director of Legal Affairs; Tania Barnes, Human Resources; Ernie Orgera, Acting Director of Operations; Claudia Puff and Ralph Romano.

Chair Fedeli called the meeting to order at 7:05 p.m.

<b>Item No.</b>	<b>Description</b>	<b>Committee Action</b>
2. P28.005	APPROVAL; of an employment contract with Police Chief Nivakoff.	Committee Approved 4-0-1

The Committee first considered this item. Mr. Larobina explained that this contract is based on the contract with the previous police chief with a few differences. The most notable difference is Chief Nivakoff's participation in the Pay Plan 457 Plan and the Police pension. Chair Fedeli noted that this is a carryover from the Chief's contract as an Assistant Chief because he received a pay cut at that time. Mr. Larobina stated that this is being carried over to the new contract because the salary is lower than the salary in surrounding communities. In addition, this contract has a larger clothing stipend than the previous contract which is in keeping with the current police contract. Chair Fedeli noted a comment she had received from President Skigen regarding changing the language on page 7 of the contract to say "The Employee agrees to comply with and abide by the Charter of the City, the Code of Ordinances of the City, and all City rules, regulations, and policies in effect and as amended from time to time." Mr. Larobina felt that this language is already covered in Section 1 of the contract. He noted that the Board will have to waive the residency requirement. He further noted that the salary in this contract is comparable to the previous chief's salary at the time he left office. A motion to approve the item was made, seconded and approved by a vote of 4-0-1. (Reps. Fedeli, Boccuzzi, Cannady and Layton in favor and Rep. Figueroa abstaining).

4. P28.007 APPROVAL; of a Clerk of the Works II employment contract for Robert Hagan Committee Approved 3-1-1

The Committee next considered this item. Mr. Orgera explained that of the 3 projects listed on the contract, one position had been filled by a person who is now a full time employee and the other two are filled by a previous Clerk of the Works. Representative Rauh, through questions to Chair Fedeli, and Representatives Figueroa, Layton and DeLuca each raised questions regarding Mr. Hagan's qualifications for this position, particularly his lack of mechanical or engineering training or expertise. Mr. Orgera stated that he felt confident that Mr. Hagan could perform the duties because of his management skills and tenacity. He stated that Mr. Hagan would be able to control contractors and that inspection of the work would be performed by the Engineering Department. Mr. Orgera stated that, in response to a request from the Committee, he would provide the committee with the information regarding the number of people who applied for the position and the number of people interviewed. A motion to approve the item was made, seconded and approved by a vote of 3-1-1. (Reps. Fedeli, Boccuzzi and Cannady in favor, Rep. Figueroa opposed and Rep. Layton abstaining).

3. P28.006 APPROVAL; of an employment contract with Economic Development Director Aubuchon. Committee Approved 5-0-0

The Committee next considered this item. Mr. Larobina stated that there are no major changes from the contract for the previous Economic Development Director. The salary is at the top of the grade. There is no residency requirement for this position, but there is no harm in the Board waiving the requirement. Ms. Aubuchon has been getting up to speed on all current outside projects. A motion to approve the item was made, seconded and approved by a vote of 5-0-0. (Reps. Fedeli, Boccuzzi, Cannady, Figueroa and Layton in favor).

1. P28.004 REVIEW; City of Stamford vehicle use policy. Held in Committee

Representative DeLuca stated that he brought this action before the Board because Ms. Monas had told him that many City employees have "at fault" accidents but continue to drive City vehicles, creating a liability problem for the City. Ms. Monas explained that there is inconsistency between departments in the enforcement of the vehicle policies. Between July 1, 2009 and January 1, 2010 there were 41 "at fault" accidents reported. The committee discussed possible personnel issues raised by disciplinary procedures for vehicle accidents with Mr. Murray. Ms. Monas stated she will review the current policies regarding individual use of cars, review possible changes to the current policy with Mr. Murray and the Corporation Counsel and return to the Committee.

The meeting was adjourned at 8:32.

Respectfully submitted,

Mary Fedeli