

COMMITTEE ON HUMAN RESOURCES/INSURANCE

November 10, 2009

5:15 PM

Chairman Gatsas called the meeting to order.

The Clerk called the roll.

Present: Aldermen Gatsas, Shea, Lopez, Garrity, Pinard

Messrs: J. Gile, D. Mara, T. Soucy

Chairman Gatsas addressed item 3 of the agenda:

3. List of arbitration cases to be submitted by Jane Gile, Human Resources Director, for informational purposes.

On motion of Alderman Shea, duly seconded by Alderman Pinard, it was voted to discuss this item.

Alderman Gatsas stated I don't think this has changed much from the last one that was before us.

Ms. Jane Gile, Human Resources Director, stated there is one change. Yesterday, there was a withdrawal from the Ask Me Unit, the ULP, which is the last unit that was withdrawn.

On motion of Alderman Shea, duly seconded by Alderman Pinard, it was voted that the withdrawal be accepted and this item be received and filed.

Chairman Gatsas addressed item 4 of the agenda:

4. Communication from David Mara, Chief of Police, requesting an increase in the department's complement of two additional officers funded for two years as a result of a grant through the US Department of Justice for the Child Sexual Predators program.

(Note: Recommendation from the Human Resources Director in favor of this request is attached)

On motion of Alderman Pinard, duly seconded by Alderman Shea, it was voted to discuss this item.

Alderman Gatsas stated Chief, let's take four and six together because they go hand in hand. Five is a little different.

On motion of Alderman Pinard, duly seconded by Alderman Shea, it was voted that the request to increase the department's complement be approved.

Chairman Gatsas addressed item 6 of the agenda:

6. Communication from David Mara, Chief of Police, requesting that the vacant deputy chief position be eliminated and replaced with one sergeant position and that one patrolman position be eliminated and replaced with one sergeant position. *(Note: Recommendation from the Human Resources Director in favor of this request is attached)*

Alderman Gatsas stated it looks like you are taking the deputy chief position and moving two sergeants up to follow you department plan that you started five or six months ago. This finishes that complement. It also allows you to hire one more sergeant and put him in with the Child Sexual Predators grant that we received and then hire another police officer who would be in the grant. The complement would go from 225 to 227.

Chief David Mara, Police Chief, replied yes, the complement rises to 227. It would eliminate the deputy position and there would be a total of three sergeants.

Alderman Gatsas stated my understanding is that those three sergeant positions are roughly a \$20,000 increase per position over the patrolman's position so it is an additional \$60,000. Do you have those funds in your budget to accommodate that?

Mr. Mara replied we believe that through monitoring our budget we will be able to do that. It should be about a \$14,471 difference per person.

Alderman O'Neil stated I just want to give my support to the Chief in his reorganization plan. I think it is bringing the department up to 2009 and beyond. I applaud him.

Alderman Gatsas stated I know the City has had a very tough period in the past couple of weeks, but I think you and your department should be applauded for the two gentlemen you apprehended before the weekend was over for one of the murders and also the very successful drug busts that you created in the same week. I think those are the positive things that we should be having conversations about. You and your department have done

a great job with that and I applaud you for that. The citizens of Manchester recognize it and the reorganization is a compliment to everyone that is there.

Alderman Shea stated as the recipient of a lot of the fine police work that has taken place, through me, the constituents want to express their deepest appreciation. They can't thank you and the other members of the force enough.

On motion of Alderman Lopez, duly seconded by Alderman Pinard, it was voted that the request from Chief Mara be approved.

Chairman Gatsas addressed item 5 of the agenda:

5. Communication from David Mara, Chief of Police, requesting that the title of Deputy Chief be changed to Assistant Chief.

On motion of Alderman Lopez, duly seconded by Alderman Shea, it was voted to discuss this item.

Alderman Gatsas stated my understanding is that the Chief is working for us to pass this tonight. You need to work with the HR Department to get the specific title information for that person, so we can get an Ordinance change. Do you have a problem if we table this tonight and move it forward after you work with HR to get that done?

Mr. Mara replied no.

There was an item to confirm a phone poll that was conducted through the entire Board. It called for hiring an analyst at the Police Department. I don't know if we have the title and information that the HR Department needs.

Ms. Gile replied no, we don't.

Alderman Gatsas asked can we make a motion that the motion we just passed defines the assistant chief position and the analyst position along with the grade so we can incorporate that into the next meeting?

On motion of Alderman Lopez, duly seconded by Alderman Shea, it was voted to instruct the Human Resources Department to define the position of a Police Analyst and Assistant Chief, the grade for those positions so an Ordinance could be developed for the full Board meeting on November 24, 2009.

Alderman Lopez stated when it gets to the full Board tonight on the consent items...

Alderman Gatsas interjected I will take it off and have the discussion.

Alderman Lopez asked can he move forward on the three sergeants positions?

Alderman Gatsas replied yes. We are going to report those out to the Board tonight and he can move forward.

Chairman Gatsas addressed item 7 of the agenda:

7. Recommendation from Jane Gile, Human Resources Director, to increase the complement of the Health Department by adding two Public Health Specialists I and two Public Health Specialists II.

On motion of Alderman Shea, duly seconded by Alderman Pinard, it was voted to discuss this item.

Alderman Gatsas stated we're looking to add four positions?

Ms. Gile replied that's correct.

Alderman Gatsas asked Tim, how are you going to pay for them?

Mr. Tim Soucy, Public Health Director, replied these are all going to be grant funded positions. We currently have three to four grants in the pipeline. One is to reduce tobacco use in the community, two are about obesity prevention in the community, and another we are trying to build a relationship with the Dartmouth Institute, which may bring in additional funding. All four of these would be grant funded positions.

Alderman Gatsas asked if you don't get the grant next year what happens?

Mr. Soucy replied the positions go away.

Alderman Gatsas asked can we start keeping track of positions that we are filling with federal grant positions so we know where we are with them and follow each department? Can you make that available to the HR Committee on a monthly basis?

Ms. Gile replied sure.

Alderman Shea asked the people that are suggested here are all set by Ordinance? In other words, we don't have to have an Ordinance drawn up?

Mr. Soucy replied I don't believe so.

Ms. Gile stated no, the positions are all set.

Mr. Soucy stated the difference between the positions is one is a bachelors prepared and the other is master prepared so depending on the scope of work, it gives us the flexibility to hire the most qualified person.

Alderman Shea stated I wanted to avoid what we did prior to that.

On motion of Alderman Shea, duly seconded by Alderman Pinard, it was voted that that Health Department request to increase their complement by four be approved.

Chairman Gatsas addressed item 8 of the agenda:

8. Communication from Jane Gile, Human Resources Director, requesting authorization to enter into a Trust Agreement with Reliance Trust Company.

On motion of Alderman Lopez, duly seconded by Alderman Shea, it was voted to discuss this item.

Ms. Gile stated at the last meeting of the HR Committee the recommendation was that we should allow employees who are involved in the Hartford 457 Plan to be able to put some of their money into a self directed brokerage account. During some of the requisite paperwork that would be involved in getting that started, we realized that we needed to indemnify the City. I don't have the authority to do that from any claims. I am requesting the authorization to go ahead with the necessary paperwork to allow employees to participate in the self directed brokerage account. The reliance trust is the holder of the assets of that account.

Alderman Gatsas stated I think I had requested some information at the last meeting.

Ms. Gile stated that was about the Mesirov. That was a different account. This was the one that you said if people want to do they can.

Alderman Gatsas asked do we have any information on the other account?

Ms. Gile replied we're not prepared to do that tonight, but we are working on it.

On motion of Alderman Lopez, duly seconded by Alderman Garrity, it was voted that Jane Gile be granted the authorization to enter into a Trust Agreement with Reliance Trust Company.

TABLED ITEMS

9. Discussion relative to the guidelines of the Bright Ideas Evaluation Committee awards.

(Note: Referred from the Board of Mayor and Aldermen on 9/16/08; The Committee has requested members of the Quality Council to appear at the next meeting to discuss the issue further; Tabled 11/12/08.)

(Revisions attached submitted by the Quality Council on 4/24/09.)

On motion of Alderman Lopez, duly seconded by Alderman Shea, it was voted to remove this item from the table.

Alderman Lopez stated this has been around for a while. I sit on the Quality Council and we have the chairman here tonight. This was tabled because they were not here before because they didn't know it was coming up. Jane, can you give a little description about what we did to change the Bright Ideas Committee for the betterment of the employees to help find those great ideas out there.

Ms. Gile stated this has been an agenda item for quite a while and for whatever reason, we were able to make members of the committee available this evening. For all intents and purpose, the Bright Ideas Program has been restructured based on some of the recommendations of this Committee. We are proposing that it strictly focus on suggestions that improve City services. It changes from a program that used to recognize extraordinary behavior, service or performance. We are trying to focus it on bright ideas and people who can come forth. We've also done some restructuring in terms of the monetary incentives for those employees who submit those ideas coming forth. The financial awards have been adjusted to reflect the goals of the program. The new program begins on page 9-11. The older program was prefaced in your packets and the newer program guidelines are prefaced on page 9-11 through 9-19.

On motion of Alderman Lopez, duly seconded by Alderman Pinard, it was voted that the Bright Ideas restructuring be approved.

10. Communication from Jane Gile, Human Resources Director, recommending the City enter into a fiduciary partnership program and advisory services agreement with Mesirow Financial Investment Management, Inc. This agreement will in effect provide the necessary indemnification required by Mesirow.
(Note: A representative from Hartford Life is requested to present the costs associated with the recommendation.)

This item remained on the table.

There being no further business, on motion of Alderman Pinard, duly seconded by Alderman Lopez, it was voted to adjourn.

A True Record. Attest.

Clerk of Committee