

**CITY OF NORWALK
PERSONNEL COMMITTEE
REGULAR MEETING
NOVEMBER 12, 2008**

ATTENDANCE: Rick McQuaid, Chair; Michael Geake, Richard Bonenfant
Laurel Lindstrom, Steven Serasis; Douglas Sutton

STAFF: James Haselkamp, Director of Personnel

OTHERS: Adam Bovilsky, Director of Fair Rent/Human Relations

CALL TO ORDER

Mr. McQuaid called the meeting to order at 6:05 p.m.

APPROVAL OF MINUTES FROM OCTOBER 22, 2008 MEETING

Mr. Bonenfant said that there was a discussion about the Veteran status with the protected classes in the minutes, but that Mr. Bovilsky had not gotten back to him about this.

**** MS. LINDSTROM MOVED THE MINUTES OF OCTOBER 22, 2008 MEETING.**

**** THE MOTION PASSED WITH THREE IN FAVOR (LINDSTROM, BONENFANT AND GEAKE) AND TWO ABSTENTIONS (SERASIS AND SUTTON).**

APPROVE/REJECT/NO ACTION TAKEN ON BOARD OF EDUCATION ADMINISTRATOR'S CONTRACT.

Mr. Haselkamp gave a quick overview of the contract and said that the contract was already on file with the City Clerk. He explained that some members of the Board of Education had been invited to attend the meeting but were not present. Mr. Haselkamp then pointed out that both sides of the issue were in agreement and that disapproval of this contract would not stop this contract. All Board of Education contracts have to be approved before the budgetary deadline.

Mr. McQuaid said that if the Committee took no action, it wouldn't make the Council agenda later in the evening. Therefore, he would move the item to the Council on the Chairman's prerogative.

OLD BUSINESS

Mr. McQuaid said that there had been some questions about the affirmative action and that he had asked Mr. Bovilsky for clarification. Mr. Bonenfant said that he had sent an email about the CHRO employment. He pointed out that veterans were not a protected class. Mr. Haselkamp explained that there had been previous concerns about not having a list of protected classes. A brief discussion regarding the language then followed.

Mr. Bonenfant said that the CHRO guidelines conflict with the EEOC guidelines. Mr. McQuaid said that the City follows the EEOC guidelines. Mr. Haselkamp explained that the CHRO list shows that an employer cannot discriminate on the basis of these categories. A short discussion then followed.

Ms. Lindstrom then pointed out a small typographical error on page 22.

NEW BUSINESS

Mr. Haselkamp pointed out that the next meeting was scheduled for Christmas Eve. After a brief discussion, it was decided that December 10th, at 6 p.m.

Mr. Geake said he had received a letter from Personnel with a pre stamped envelope in it. Mr. Haselkamp said that it was just a convenience.

Mr. Bovilsky joined the meeting at 6:37 p.m.

Mr. Bonenfant then asked about veterans being a protected class. Mr. Bovilsky said that they were protected under USERA, which is documented as page 15. He said that following the last meeting, the City has asked Counsel whether veterans were a protected class. The Counsel replied that they were protected.

ADJOURNMENT

**** MS. LINDSTROM MOVED TO ADJOURN**

**** THE MOTION PASSED UNANIMOUSLY.**

The meeting adjourned at 6:41 p.m.

Respectfully submitted

Sharon L. Soltes
Telesco Secretarial Services

