

CITY OF NORWALK PERSONNEL COMMITTEE MINUTES

**SPECIAL MEETING – PUBLIC HEARING
DECEMBER 9, 2004**

ATTENDANCE: Douglas Sutton, Chair; Betsy Bain; Fred Bondi; Rick McQuaid

STAFF: Sara LeTourneau, Director of Personnel & Labor Relations; John Schlosser, Personnel Administrator

OTHERS: Hal Alvord, Director, DPW; Jeffrey Spahr, Corporation Counsel; Thomas Hamilton, Finance Director; Mayor Alex Knopp (7:15 p.m.)

CALL TO ORDER

Mr. Sutton called the meeting to order at 7:09 p.m. and opened the public hearing.

PUBLIC HEARING

Ms. Terry Tylo asked why the taxpayers should pay for raises if there is no procedure to evaluate the employees. She said that all employees should be evaluated, including committee and commission members.

Ms. Tylo asked why the City does not impose a pay cap on City jobs. If there is an evaluation system, Ms. Tylo asked why the Personnel Committee does not insist that it be followed.

Ms. Bain read the following letter submitted by David Davidson:

I urge the Common Council Personnel Committee to reject the ordinance before it relative to the salary adjustments proposed for the city officials at the 3.25% increase adjustment.

As I urged at last year's Personnel Committee public hearing on the same subject, I believe that "across the board" increases for the management and senior staff groups is inappropriate. Last year the "across the board" increases were "justified" on the basis of a new performance evaluation system. Now that you have had an additional year's experience, it would seem appropriate to use these evaluations to differentiate salary adjustments based on achievement of goals and other measures of performance.

Treating the management group similarly to a "union" is diametrically opposed to the often-stated "smart government" objective. Salary adjustment is one means of evaluating and motivating. It is "easier" to provide "across the board" adjustments and often leaders,

unwilling to face the criticism that goes with taking public positions, use such devices. I urge you to fulfill your obligations to the City and reject such “across the board” increases and demand the submission of salary adjustments tied to the performance evaluations.

Mayor Knopp arrived at 7:15 p.m.

Mayor Knopp said that the ordinance list proposals are fair and reasonable. He said that the delay in submission was caused by the agreement with the NASA union.

Mayor Knopp said that the City tries to take the approach of the net cost to taxpayers. One of the accomplishments of this administration is to have the employees contribute to the cost of their health care plan. As a result, the employees are receiving a raise, but are contributing to the cost of their health care plan.

The ordinance list of employees represents some of the top management of the City and they are entitled to be compensated for their excellent work to the City,

Mayor Knopp said that in regard to Mr. Davidson’s letter, a vast number of employees are not subject to evaluations as a result of their collective bargaining agreement with the NASA union.

Mayor Knopp said that if he were privileged to serve following the next election, he would not accept a pay increase; however, if someone else serves in that position, that person should accept the pay increase.

**** MR. BONDI MOVED TO CLOSE THE PUBLIC HEARING AT 7:24 P.M.**

**** MOTION PASSED UNANIMOUSLY**

REVIEW/APPROVAL OF MINUTES FROM SEPTEMBER 22, 2004 AND OCTOBER 27, 2004 MEETINGS

September 22, 2004

Correct: page 2 last sentence – Mrs. Bain asked that the

**** MR. MCQUAID MOVED TO ACCEPT THE MINUTES AS CORRECTED**

**** MOTION PASSED UNANIMOUSLY**

October 27, 2004

**** MS. BAIN MOVED TO ACCEPT THE MINUTES AS SUBMITTED**

**** MOTION PASSED WITH ONE (1) ABSTENTION (MR. BONDI)**

DISCUSSION

**** MR. BONDI MOVED TO SEPARATE THE ITEMS ON THE ORDINANCE LIST**

**** MR. MCQUAID MOVED TO AMEND MR. BONDI'S MOTION AND TABLE THE ITEM TO THE NEXT MEETING DUE TO INCOMPLETE INFORMATION AND BECAUSE THE INFORMATION WAS RECEIVED LATE**

**** MOTION PASSED WITH ONE (1) VOTE IN OPPOSITION (MR. SUTTON)**

ACTION ON PUBLIC HEARING

There was no action on the Public Hearing.

PROPOSAL FOR ORDINANCE LIST INCREASES

There was no action on this item.

ADJOURNMENT

**** MR. BONDI MOVED TO ADJOURN**

**** MOTION PASSED UNANIMOUSLY**

The meeting was adjourned at 7:45 p.m.

Respectfully submitted,

Rosemarie Lombardi
Telesco Secretarial Services

