

CITY OF NORWALK PERSONNEL COMMITTEE MINUTES

DECEMBER 12, 2006

ATTENDANCE: Herbert Grant, Chair; Richard McQuaid (7:35 p.m.); Joanne Romano (7:35 p.m.); Gwen Briggs (7:40 p.m.); Fred Bondi (7:40 p.m.)

STAFF: H. James Haselkamp, Jr., Director of Personnel & Labor Relations; John S. Schlosser, Personnel Administrator

CALL TO ORDER

Mr. Grant called the meeting to order at 7:31 p.m.

PROPOSAL "COMPREHENSIVE PAY PLAN, PERFORMANCE EVALUATION AND MERIT INCREASES PROGRAM FOR ELECTED ORDINANCE AND NON-UNION EMPLOYEES"

Mr. Grant explained that at this public hearing he would entertain input from those present.

PUBLIC HEARING

Mr. William Holsofer, referring to an article printed in The Hour asked if the objectives of the plan were clear. Mr. Grant replied that the objectives would interface as they relate to each individual job. The goals and objectives would be set by each department head.

Mr. Holsofer said that if he read the evaluation form, he feels the criteria is very subjective and asked what the objectives were for each individual. Mr. Grant said that there are performance factors written into the plan. Mr. Holsofer said that the objectives are very subjective. Mr. Grant said that the objectives are above and beyond your standard job descriptions.

Mr. McQuaid and Ms. Romano arrived at 7:35 p.m.

Mr. Holsofer asked if it would make sense to tie the objectives to the budget and not be so subjective. He asked if something could be included in the plan that would make it not so subjective.

Mr. Grant reminded Mr. Holsofer that this was a public hearing for him to share his feelings about the plan. It will be done in conjunction with each respective department head.

Ms. Romano said that each department has a responsibility and each person hired knows their job description and what they are expected to do.

Ms. Briggs and Mr. Bondi arrived at 7:40 p.m.

Mr. Holsofer said that he is looking at the financial end of this and asked if a payout curve had been created. Mr. Grant said that this is the first time this has been created and it depends upon how well each individual performs their job. Mr. Holsofer said that the plan needs more meat to serve its purpose.

Mr. Grant said that the emphasis is that this is the first time in 16 years that a plan this comprehensive has been in place.

Mr. Holsofer said that the percentages are not large enough to boost employee performance. Mr. Grant told Mr. Holsofer that he was not going to address that comment.

Mr. Holsofer said that they need to know what the curve will be and there needs to be more objectivity in the plan.

Ms. Diane Lauricella said that she has always recommended that this type of plan be implemented in some form. She stressed that it can be a way for the whole community to get involved. The community can check each person's job description along with their goals assigned by the Mayor. Some of the public has the right to comment on those goals.

Ms. Lauricella said that the public should be told how to file complaints and complements so that the Committee gets that feedback. The pay plan program should be for all employees. She strongly recommended including the union folks in the plan.

Ms. Lauricella asked how the range of the merit increases will be determined. She said that she wants to be sure there is a check and balance system so that politics is not involved in the process.

Ms. Lauricella asked the Committee to table this item to the next month's Common Council agenda so they can get more feedback from the public.

Mr. David Davidson congratulated the Committee and Staff for creating this plan. He suggested that if there is insufficient money in the budget to fund the increases, that the Mayor should be allowed to go to the Board of Estimate and Taxation for additional funding.

Mr. Davidson said that they should recognize the value of the Mayor, and that position should be compensated at a higher rate than the Director of Finance.

Mr. Davidson urged the Committee to review the performance objectives and that all Common Council members receive copies of the managerial evaluations each year.

Ms. Betsy Bain said that she applauded the Committee for continuing the efforts to bring a robust evaluation system to the employees. She said that she had two major concerns. She read about the public hearing being held tonight in today's newspaper and that voting

tonight after the public hearing, does not provide enough of an opportunity for revisions of the program.

Ms. Bain said that she was also concerned that this is a total merit pay system. She suggested using a bonus system to award outstanding performance.

Ms. Bain urged the Committee to table this item.

ADJOURNMENT

There was no further business and the meeting was adjourned at 7:57 p.m.

Respectfully submitted,

Rosemarie Lombardi
Telesco Secretarial Services

