



Community Services & Personnel Committee

Memo

To: Members of the Community Services & Personnel Committee
From: President Barbara Smyth, Chairwoman
Date: January 10, 2019
Re: Regular Meeting - Wednesday, January 15, 2020

There will be a meeting of the Community Services & Personnel Committee on **Wednesday, January 15, 2019 at 7:00 p.m. in the Personnel conference room 126 (first floor)**, 125 East Avenue, Norwalk, Connecticut.

AGENDA

1. Call to order/ roll call
2. Public comments
3. Approval of minutes – from meeting held on December 18, 2019
4. Discussion
 - a. Community Services Department Presentation
5. Discussion & vote on Draft Procedure for Public Act 19-111
6. Adjourn

The next regular meeting is scheduled for Wednesday, February 19, 2020

cc: Mayor Harry W. Rilling
Donna King, City Clerk
Irene Dixon, Assistant City Clerk
Mario Coppola, Corp Counsel

**CITY OF NORWALK
PERSONNEL COMMITTEE
DECEMBER 18, 2019**

ATTENDANCE: Barbara Smyth, Chair; Gregory Burnett; Tom Keegan;
Kadeem Roberts; Ernest Dumas (7:05 p.m.)

STAFF: Ray Burney, Chief of HR and Personnel; Lamond Daniels, Chief
of Community Services

CALL TO ORDER/ROLL CALL

Ms. Smyth called the meeting to order at 7:01 p.m. and called the Roll as indicated above.

PUBLIC COMMENTS

There were no members of the public present this evening.

APPROVAL OF MINUTES – October 16, 2019

**** MR. BURNETT MOVED TO APPROVE THE MINUTES AS
PRESENTED
** MOTION PASSED UNANIMOUSLY**

DISCUSSION

a. **Introduction and Presentation of the Community Services Department**

Mr. Daniels introduced himself and gave a PowerPoint presentation that provided an overview of the Community Services Department. Along with the internal City of Norwalk departments, he will work with external non-profit resources. He explained that all of the executive directors of social service agencies he's met have been very welcoming.

Mr. Dumas joined the meeting at 7:05 p.m.

Mr. Daniels presented his goals that included improving the efficiency of the community services department, improving the quality of the services provided by the community services department and improving the sustainability of those services.

Mr. Burnett noted that several agencies in Norwalk and surrounding areas offer the same services. He asked how services will be shared so the services are not wasted and they reach the most people. Mr. Daniels explained that the City does not provide the services

and is a neutral entity. He believes the non-profits are going to have to do some soul searching and said he could be a conduit to have that conversation.

Mr. Dumas talked about faith-based relationships. He said the City needs to get together and asked Mr. Daniels how to bring these groups together so they can go down the same road. Mr. Daniels said it has already started. The City has centralized how they share information through this department.

Mr. Daniels said he understands the religious community. They all want Norwalk residents to thrive and be successful. He set up meetings with several religious leaders in the community and they have been very responsive. Mr. Daniels said he has experience in building interdenominational task forces. Mr. Dumas noted that doing this will bring the community together.

Mr. Burnett asked Mr. Daniels if he envisions this department being the 'big brother' and enforcing policies. Mr. Daniels said they bring people to the table. He added that relationships are key and that he is listening to the non-profits.

Ms. Smyth said this coordination is needed and now they can focus on the quality of life for the residents.

Mr. Dumas said the voices of the people were not heard, but they will now be heard.

b. Personnel

Mr. Burney said it is refreshing to hear the enthusiasm and that this portion of the reorganization is welcomed.

Mr. Burney introduced himself and said he does not foresee a lot of agenda items, except for the one this evening. One foreseeable matter he will be involved in will be collective bargaining and proposed settlements. The final approval will be made by the Common Council. Historically this committee reviewed settlement claims.

Mr. Burnett asked about the status of the employee Handbook. Mr. Burney explained that it is on the back burner; out of 620 employees, 605 are covered by a collective bargaining agreement and the Handbook would be secondary. It only applies to a few employees.

Ms. Smyth asked about the status of the evaluation of the Mayor's bonuses. Mr. Burney said they were completed by September 1st.

**DISCUSSION AND VOTE ON DRAFT PROCEDURE FOR
PUBLIC ACT 19-111**

Mr. Burney explained the public act. Mr. Keegan asked if the public act addresses mental or psychological issues. Mr. Burney said it did not. Mr. Keegan asked if those issues could be addressed. Mr. Burney said they would have to be added to the public act.

- ** MR. BURNETT MOVED TO GO INTO EXECUTIVE SESSION AT 7:40
P.M. TO DISCUSS THE PROCEDURE FOR PUBLIC ACT 19-111
** MOTION PASSED UNANIMOUSLY**

The Personnel Committee members came out of Executive Session at 8:03 p.m.

During Executive Session no votes were taken and no actions were taken.

- ** MR. DUMAS MOVED TO TABLE PROCEDURE FOR PUBLIC ACT 19-
111 TO THE JANUARY 15, 2020 MEETING
** MOTION PASSED UNANIMOUSLY**

ADJOURN

- ** MR. BURNETT MOVED TO ADJOURN
** MOTION PASSED UNANIMOUSLY**

There was no further business and the meeting was unanimously adjourned at 8:06 p.m.

Respectfully submitted,

Rosemarie Lombardi
Telesco Secretarial Services

CITY OF NORWALK

PROCEDURE FOR COMPLIANCE WITH PUBLIC ACT No. 19-111

AN ACT CONCERNING ADDITIONAL COMPENSATION FOR CERTAIN RETIRED PUBLIC SAFETY EMPLOYEES

The Connecticut General Assembly has enacted Public Act No.19-111. This Public Act provides that, effective October 1, 2019, under specific circumstances, the legislative body of a municipality can provide, by two-thirds vote, additional compensation to certain retired public safety employees who have suffered a severe bodily injury in the line of duty. The text of that Public Act 19-111 is attached and is incorporated by reference into this procedure.

Section 1(c) of Public Act 19-111 requires that

A municipality providing for compensation in accordance with this section shall establish procedures for the evaluation of any retired public safety employee considered for such compensation to determine such person's eligibility.

The procedures for the evaluation of such eligibility for the City of Norwalk are as follows:

- 1) The retired public safety employee must submit to the Chief of Human Resources documentation that establishes the following elements of a claim:
 - A) The date, time and details of the incident that resulted in the serious bodily injury;
 - B) That the serious bodily injury was suffered in the line of duty and within the scope of employment;
 - C) That the serious bodily injury caused a permanent and severe disability, with medical documentation to support that determination;
 - D) That the employee retired from service as a result of such disability;

- E) That the employee is under the age of 65;
- 2) The retired public safety employee must provide the following financial information to the Chief of Human Resources:
 - A) The annual regular rate of pay of the retired employee at the time of retirement;
 - B) The annual amount of money received by the employee under the City sponsored pension plan;
 - C) The amount of money received by the retired employee under Chapter 568 of the General Statutes (Workers Compensation benefits);
 - D) The amount of any other financial benefits received by the retired public safety employee from any source.
- 3) Upon receipt of this documentation, the Chief of Human Resources will produce a confidential report for the Personnel Committee of the Common Council. This report will include;
 - A) All of the documentation submitted by the retired public safety employee.
 - B) All relevant materials from the City Human Resources Department, the Corporation Counsel Department and the Worker's Compensation file.
 - C) The complete history of the payments made by the City to the retired public safety employee, including pension payments, Worker's Compensation payments and any other payments made by the City to this retired public safety employee.
- 4) This confidential report will provide the information necessary for the Common Council to evaluate and determine if the retired public safety employee is eligible for the additional compensation set forth in Public Act 19-111.
- 5) If the Common Council provides any additional compensation to the retired public safety employee making application under this Public Act, the City:
 - a. Retains the right of recovery if the injury is caused by a third party and there is a settlement or judgement recovered by the retired public safety party from this third party;

- b. Retains the right to require periodic medical evaluations to confirm the status of the retired public safety employee;
- c. Any post retirement employment income is subject to offset and reduction of any benefits paid under this Public Act. The retired public safety employee may be required to submit tax returns to the City.

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