

From: Susan Mazurski December 3, 2010 3:17:11 PM
Subject: Personnel Sub-Committee Minutes 07/12/2010 APPROVED
To: SimsburyCT_PersMin
Cc:

BOARD OF SELECTMEN
PERSONNEL SUB-COMMITTEE
REGULAR MEETING – JULY 12, 2010

The Regular Meeting of the Personnel Sub-Committee was called to order at 6:30 p.m. in Room 103 of the Simsbury Town Offices. Present were: Robert Hensley, Chairman, Selectmen John Hampton and Lisa Heavner. Also present was Atty. Peter Janus and Interim Director of Administrative Services, Albert Ilg.

Mr. Hensley called the meeting to order to review, discuss and take action on two items:

1. Request for compensation of 92.5 days of accrued and unused vacation for retiring Police Captain Matthew Catania, who will be leaving Simsbury to become Plainville's next Police Chief.
2. Request for the ability to carry forward 76 days of accrued and unused vacation for Police Chief Peter N. Ingvertsen. These days are to be taken by Chief Ingvertsen by July 1, 2011.

Mr. Ilg asked Atty. Peter Janus for his legal opinion as to whether the matters of Captain Catania and Chief Ingvertsen were properly before the Personnel Sub Committee. Mr. Janus indicated that they were. Mr. Hensley explained that this matter was acted upon by the Police Commission and received a unanimous recommendation that both items be approved. Mr. Ilg said the budget for the Police Dept. contains funds for three top management people but they have had only two members. They are on duty 24/7, have each assumed additional duties and have been unable to take vacation time. Mr. Hensley said that Simsbury has an excellent Police Dept. that provides superior service. However, the Committee has to think about the effect of any action on other employees. In response, Ms. Heavner noted that Police vacation time is figured differently than for other Town personnel in that vacations taken during any given year are for vacations earned the previous year. She further noted that with only two management personnel, in fairness, it was not possible to use the vacation

time. Also, both men were told not to take leave by the First Selectman at the time.

Mr. Hampton made a motion to approve the requests; Ms. Heavner seconded and moved to allow public comment.

Mr. Harvey Goodfriend, a member of the Police Commission, reiterated the support of the Commission. He said that in the case of the Chief that the Town cannot succeed with a top Police executive who works 3.5 days per week; his end date for unused vacation needs to be extended until June 30, 2011.

Ms. Heavner asked the Chief of Police to confirm the representation that he made to her earlier in the day that the Chief felt he would be able to use his remaining vacation days

by the end of the fiscal year without adversely impacting the delivery of services. The Chief confirmed this representation.

Mr. Hensley said any future employees would be carefully reviewed and efforts to use this case as a precedent would be rejected.

On the call of the Chair, the motion was approved with all members of the Committee in support.

Mr. Goodfriend extended his appreciation to the Committee for this sign of their full confidence and support for the Police Dept.

The meeting was adjourned at 6:59 p.m.

Respectfully submitted,

Albert Ilg