



Personnel Committee - Board of Representatives

Susan Nabel, Chair

Mary Fedeli, Vice Chair

Committee Report

Date: Wednesday, June 29, 2016

Time: 7:00 p.m.

Place: Democratic Caucus Room, 4th Floor Government Center, 888 Washington Boulevard, Stamford, CT

The Personnel Committee met at the above date and time. In attendance were Chair Nabel, Vice Chair Fedeli and Committee Member Reps. DePina, Figueroa, McMullen, Miller, Okun and Savage. Absent or excused was Committee Member Rep. McNeil. Also present were Rep. Ryan; Assistant Chief Miguel Robles and Assistant Chief Robert Morris, SFD; Clemon Williams, HR Director; Kathy Emmett, Corporation Counsel.

Chair Nabel called the meeting to order at 7:01 p.m.

Item No.	Description	Committee Action
¹ 1. P29.074	APPROVAL; Employment Contract with Miguel Robles as Assistant Fire Chief - Career Services. 06/03/16 – Submitted by Clemon Williams	Approved 8-0-0

Mr. Williams and Ms. Emmett noted that:

- Mr. Robles has been a captain with SFD since 1997, with an impeccable career, and numerous certifications
- He set up the first computer network in the SFD and managed the radio upgrade and 2 CAD implementations
- He is an important addition to the administration of the Fire Department
- The contract is modeled on Chief Roach's contract,
- It is for 4 years with a 1 year renewal option
- He has been employed as an Acting Chief since February at the 3rd step in grade 5, which matches Assistant Chief Morris' pay and was approved by the Personnel Commission (effective July 1, he will be at Step 4)
- If he leaves the position prior to the end of the 4 year term, he only receives his pension at the captain level (unless the City terminates the contract)

¹ Video Time Stamp 00:01:34

- This position is the Assistant Chief over the paid firefighters; this position was created as part of the consolidation
- The two Assistant Chiefs work collaboratively

Mr. Williams will send the signed vehicle policy to the office prior to the Board meeting.

A motion to approve this contract was made, seconded and approved by a vote of 8-0-0. (Reps. Nabel, Vice Chair Fedeli and Committee Member Reps. Figueroa, McMullen, Miller, Okun and Savage in favor).

²2. P29.075 REVIEW; Nepotism Policy.
06/08/16 – Submitted by Rep. Nabel

Report Made

Mr. Williams and Ms. Emmett stated that:

- His department has been sending things out about the policy and cover it in orientation
- They have not been asking people to sign the policy until after they are hired; going forward it will be included in the employment application itself
- The ordinance specifies that an employee may not work directly for a relative
- They have had no problems with lack of disclosure or supervision by relatives
- The Board of Education is not subject to the policy
- They also check for family relations when there is a promotion; so far they have been able to work this out with the unions
- The only instance of reporting to a relative was in the Highways Department, which was disclosed and worked around

Chair Nabel adjourned the meeting at 7:26 p.m.

Respectfully submitted,
Susan Nabel, Chair

This meeting is on [video](#).

² Video Time Stamp 00:15:20