

COMMITTEE ON HUMAN RESOURCES/INSURANCE

February 4, 2025 at 5:45 PM

Chairman E. Sapienza called the meeting to order.

The Clerk called the roll.

Present: Aldermen E. Sapienza, Kantor, Vincent, T. Sapienza, Burkush

Messrs.: L. Drabik, R. Robinson

1. HR Reports submitted by Lisa Drabik, Human Resources Director:
 - Position Summary Report
 - Vacancy Requisition Requests and Approvals
 - Summary of Arbitrations/Grievances
 - Sapphire SmartShopper Report*(Note: Provided for informational purposes only; no action is required.)*
2. Communication from Robert Robinson, Environmental Protection Division Superintendent, requesting the following changes to the division's complement:
 - Eliminate one (1) vacant full-time Laborer position, grade 10
 - Eliminate one (1) vacant Custodian position, grade 8
 - Add two (2) Public Service Worker I positions, grade 12

Chairman Sapienza asked is Mr. Robinson here. I would like some background. Could you give us a general overview?

Robert Robinson, Environmental Protection Division Superintendent, stated we are looking to eliminate one of our Laborer positions and one of our Custodian positions, and replace them with two Public Service Worker I positions. We previously did that for three other Laborer positions and were able to fill them. We are hoping by doing this we could fill them and be fully staffed.

Chairman Sapienza asked do you have a problem with recruitment and retention.

Mr. Robinson replied we do, as everyone else does. For Laborers and Custodians, it is tough to get anyone into those positions.

Alderman Burkush asked did Fred McNeil retire.

Mr. Robinson answered Fred has retired.

Alderman Burkush asked regarding the 50/50 Sewer Backflow Program, I have been getting some calls on that. Could you explain to people where that process is?

Mr. Robinson responded we are working on developing an application and a fact sheet so we can get that out to folks and then we can start the program before spring hits.

Alderman Burkush asked where can they find that information.

Mr. Robinson answered we are going to have a link on our website. We are mirroring the application and making it similar to the 50/50 Sidewalk Program that DPW has.

Alderman Burkush stated I have had some calls from people that have called your office and weren't able to get that info.

Mr. Robinson replied I am aware of one call. Someone called for a backflow preventer and automatically our folks associated it with Water.

Alderman T. Sapienza asked who owns that 50/50 program. Who will be responsible?

Mr. Robinson responded that will be the homeowner.

*On motion of **Alderman Burkush**, duly seconded by **Alderman T. Sapienza**, it was voted to approve.*

3. Communication from Phil Croasdale, Water Works Director, requesting the following changes to the department's complement:

- Eliminate one (1) vacant full-time WTP Operator II position, grade 17
- Add one (1) full-time WTP Operator I position, grade 15

*On motion of **Alderman Vincent**, duly seconded by **Alderman Kantor**, it was voted to approve.*

Alderman Kantor stated I would like to have a discussion with Lisa Drabik regarding DEI in the workforce. I received some videos to see what everyone experiences when they come aboard as a Manchester employee and the DEI that is in there. I was wondering how much more exists throughout the city. Is there a report on how much DEI is throughout Manchester? Can we start eliminating those videos?

Lisa Drabik, Human Resources Director, stated right now the only thing that could be classified as DEI is that inclusive workplace training which is given to all new hires. Other than that, we just have a non-discrimination policy. We don't maintain any sort of quotas in hiring. There is no other DEI programming or policy.

Alderman Kantor stated ok except for the videos that I received, right.

Ms. Drabik responded that is it. That is just the new hire orientation training; that's it.

Alderman Kantor asked can we replace it with something else.

Ms. Drabik replied right now we have anti-harassment training as one module, which is something the city is required to do. Then, there is the creating inclusive work places training that was an add-on. That expires at the end of this fiscal year in terms of our contract and being able to use those licenses. If it is the Board's intention to tell me not to renew it, then it will not be renewed. It renews on a fiscal year basis. But, we do have to do the anti-harassment training portion.

Alderman Kantor stated I understand the need for the harassment training. I am just not okay with the DEI.

Chairman E. Sapienza asked it is coming up for reconsideration.

Ms. Drabik answered yes. It would renew as of July 1. I have not done anything yet to renew that with the company. If the Board, and I haven't spoken with the mayor about it, but if that is the inclination of the Board then we won't renew that portion of the training licenses.

Alderman Kantor stated that would be great to discuss amongst all of us.

Alderman T. Sapienza asked how long is that video.

Ms. Drabik replied about thirty minutes. The harassment one is longer; maybe forty-five minutes.

*There being no further business, on motion of **Alderman Kantor**, duly seconded by **Alderman Vincent**, it was voted to adjourn.*

A True Record. Attest.

A handwritten signature in black ink, appearing to read "Matthew Normand". The signature is fluid and cursive, with a long horizontal stroke at the end.

Clerk of Committee