

COMMITTEE ON HUMAN RESOURCES/INSURANCE

July 1, 2025 at 6:00 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, E. Rice

1. HR Reports submitted by Lisa Drabik, Human Resources Director:
 - Position Summary Report
 - Vacancy Requisition Requests & Approvals
 - Summary of Arbitrations/Grievances*(Note: Provided for informational purposes only; no action is required.)*
2. Communication from the Human Resources Director advising that the department has selected to contract with the Elliot Hospital for City employment-related medical services.
(Note: Provided for informational purposes only; no action is required.)
3. Communication from Emily Rice, City Solicitor, requesting the following changes to the department's complement:
 - Remove one (1) Attorney I position, grade 23
 - Add one (1) Attorney II position, grade 25

Alderman T. Sapienza stated I am going to support this because I am sure it is needed. I am sure it is difficult to keep attorneys but we just completed the compensation study and one of the goals was to put a stop to this because we had so many of them coming through. They were coming through like crazy before. I just find it ironic but I am happy to support it because I am sure it is necessary.

Chairman E. Sapienza stated I have a question myself and not necessarily for Solicitor Rice but what is the deal going forward. Did the compensation study aim to eliminate this sort of thing across the board or what? Lisa, could you shed some light on that as now is a good a time as any? I think this is the first request since the compensation study went into effect.

Lisa Drabik, HR Director, answered a situation like this would not necessarily be changed by the compensation study. There are different levels of attorneys that predated the compensation study and now after the compensation study. We still have Attorney I's and Attorney II's, etc. The compensation study was designed to make sure that we had the right titling across the city where we had similar jobs being done and to bring the wages to market for those particular positions. In this particular instance, what Solicitor Rice is trying to do is create another sort of supervisory position as well as a position that can handle civil and criminal matters. Right now, an Attorney I only handles the prosecutorial duties. By changing it to an Attorney II, she can ask that

person to handle the broad variety of matters that they have in the Solicitor's Office. Does that make sense and answer your question?

Chairman E. Sapienza replied it answers my question and I also understand that the Solicitor's Office is very busy and they have a large workload. I will support this as well. I just wanted to ask broadly speaking if we are going to see less of this across the board with respect to the compensation study.

Ms. Drabik responded you likely will but also keep in mind that when positions become vacant, often departments determine do I really need to hire another one of that position or do I need something else to do a different duty. Maybe they need say at DPW instead of having an equipment operator they need something else so they would request one less equipment operator and one other of this. You are likely going to see those requests always no matter what happened with the compensation study.

Alderman Kantor asked is this going to help with the complaints and other things going forward like the complaint that Chief Cashin had in August 2023 about me and then it took seven months for me to be completely cleared. Is this going to help shorten the process? My complaint was in August 2023 and I didn't get cleared from not stealing a binder until January 2024. Is this going to help with the protocols and are we going to be aware of the protocols? It was just a contract thing because I was actually allowed to have the information that was emailed to me and I was actually protecting the whistleblower.

Emily Rice, Solicitor, answered I can't really address whether or not a future complaint will go faster. First of all, we get very few of those things and I very rarely am requested to write written opinions to this Board. That doesn't happen that often. I can't promise that things will go more quickly because currently out of our 10 attorneys we still have 3 vacancies. For example, we were basically operating at 70% of our legal staff so we are trying to cover everything essential, especially prosecutions in the court but other things like probably cause hearings. I think we did a few thousand in the first year that they came back to our office. The workload is always growing. This will help to some extent the civil side of the office because we only have three attorneys there and we have an increased workload as well. We will be able to give some of the civil litigation to the folks on the other side of the office. That should free up some time. I hope that answers your question.

Alderman Kantor responded a little bit but not really too much because it does affect people's lives, especially when they haven't done anything wrong. It is a problem that it would take that long especially being trampled on in the media, etc. and people thinking I did something wrong. It is a problem. Thank you.

Chairman E. Sapienza stated I have a question and I hope I am not getting too far into the weeds here but how does civil even involve the Solicitor's Office. Are you talking about civil issues involving the city?

Solicitor Rice answered yes. We do quite a bit of litigation in-house. We obviously manage the city's risk management function with Kevin O'Neil in my office. We are busy all day every day on the phone and on email. Katie Broderick goes over to

Superior Court quite a bit when people owe the city money or are not complying with the lawful orders of the administrative bodies of the city. We have essentially three people doing that full-time.

Chairman E. Sapienza asked so this is not Smith vs. Jones and they have a civil matter. That is between those two. This is the City of Manchester as part of a civil suit.

Solicitor Rice replied yes protecting the interests of the city.

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

*There being no further business, on motion of **Alderman Vincent**, duly seconded by **Alderman T. Sapienza**, 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