

COMMITTEE ON BILLS ON SECOND READING

December 20, 2021 at 5:15 PM

Chairman Gamache called the meeting to order.

The Clerk called the roll.

Present: Aldermen Gamache, E. Sapienza, O'Neil, A. Sapienza, Sharonov

1. Ordinance Amendment:

"Amending Section 12 City Ward Lines by revising the descriptions to create wards of equal population as practicable."

Alderman E. Sapienza moved to amend wards 2 and 9 to reflect the requested changes. Alderman T. Sapienza duly seconded the motion.

Mathew Normand, City Clerk, stated that ward 2 would affect 6 so this would include 2, 6, 8 and 9.

Alderman A. Sapienza asked can we vote separately.

Alderman E. Sapienza stated I am fine with that.

City Clerk Normand stated the proposed amendment, which is related to the neighborhood along Wellington Road, the line would continue down that road. If the committee would like to see a map, I believe Planning has one. If you are all comfortable with the motion, that would affect ward 6 as well.

Alderman O'Neil asked is it a limited number of residents.

City Clerk Normand stated it is 20 residents that had been moved.

Chairman Gamache called for a vote. There being none opposed, the motion carried.

Alderman E. Sapienza moved to amend wards 8 and 9 to reflect the changes. There being no second the motion failed.

2. Ordinance Amendment:

"Amending Section 33.046 (Entrance Pay Rates) of the Code of Ordinances of the City of Manchester by changing the approval process for Steps 2-5."

Alderman E. Sapienza asked how will this work. Will this be for all departments or just a few where this is more needed?

City Clerk Normand stated this is not my ordinance but Human Resources presented this with the understanding that department heads, regardless of which department, would have the option to come forward and present somebody with a step higher without Mayoral approval.

Alderman E. Sapienza asked so when you state come forward, that means it would still have to be approved.

City Clerk Normand answered no. Currently how it works is if I were to hire somebody at a step 5 today I would need to write a letter to HR. I would need to get the Mayor's approval and then I could go forward and hire that person if they approve that. This is proposing eliminating those steps as long as there is money in their budget to cover that higher step.

Alderman E. Sapienza stated so if this goes forward they would have freedom to just hire somebody at steps 2-5 at their discretion. This is at any department in the city?

City Clerk Normand replied correct.

Alderman E. Sapienza asked do we know how this would affect existing employees. Will they want theirs? If they just missed out on this are they going to say, jeez this guy was just hired at a step three or four and just six months ago I was hired at a one. This just sounds like a bad idea.

Alderman A. Sapienza stated this came up because the starting salary is so low they can't fill jobs. This gives the department head the authority to fix that up to step five.

Chairman Gamache stated I know what you are saying. I heard the pay is so low they have to do something with it.

Alderman A. Sapienza moved to approve.

Alderman E. Sapienza stated I understand the pay is low. This is why I am asking if it is for only certain department heads. Not every department has low starting pay. If this was focused on those particular departments that have the low pay, then I would be more in favor. It's not and that is why I find it problematic.

Chairman Gamache asked for a second.

Alderman O'Neil stated I will not second this at the moment. I am very disappointed that nobody is here to talk about this. It is very important. It makes it look like it is not. I agree with Alderman Tony Sapienza that pay is not high enough. I can't tell you if it is across the board. I know sitting here over the last year or so the HR Committee has been requesting changes in grades pretty regularly. I just wish somebody was here to answer a few of these questions.

On motion of Alderman Sharonov, duly seconded by Alderman E. Sapienza, it was voted to table.

*There being no further business, on motion by **Alderman O'Neil**, duly seconded by **Alderman E. 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.

City Clerk