



# Committee on Finance

January 31, 2017 – 7:02 PM – **Minutes**  
Chambers of the City Council, Room 214

**MEETING:** COMMITTEE ON FINANCE  
**DATE:** JANUARY 31, 2017  
**TIME:** 7:02 P.M.  
**PLACE:** CITY COUNCIL CHAMBER, ROOM 214, MUNICIPAL BUILDING

**PRESENT:** COUNCILLORS LINDA MORAD, CHAIRPERSON; JAMES OLIVEIRA, VICE CHAIRMAN; IAN ABREU; HENRY BOUSQUET; NAOMI CARNEY; DEBORA COELHO; BRIAN GOMES; JOSEPH LOPES; STEVEN MARTINS; DANA REBEIRO; KERRY WINTERSON

**ABSENT:** NO ONE

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Councillor Morad called the Finance Committee Meeting to order and took attendance.

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Notice, City Clerk of AN ORDINANCE, amending Chapter 19, Section 19-7 PERSONNEL, Establishment of Unit C Salary Plan (Passed to a Second Reading – December 08, 2016.) (Ref'd 1/26/17) was received and placed on file by Councillor Lopes and seconded by Councillor Abreu.

Councillor Morad gave an overview of the events that lead the Ordinance being referred to the Finance Committee, which included last week Ordinance language and the substitute Ordinance language that would be submitted at this meeting. Councillor Morad told the Committee that the study was approved by the City Council in 2015 and the outline on the how the study would be conducted was presented to the Council in August of 2015. In April of 2016 the Mayor sent the Council the proposed salary plan and the appeals process took place on how pay steps were arrived at; this ended in May of 2016. There were 29 appeals out of the 180 Unit C changes.

In June of 2016, Councillors Lopes, Martins, Oliveira and Morad became part of a Committee that included Ari Sky, CFO and Sandy Vezina, Personnel Director and reviewed the proposed changes. August 8, 2016 was the last meeting with those involved. The proposed Ordinance was submitted to the City Council by the Administration in November of 2016. The delay in sending to the Council was not caused by the Council. The ordinance was not sent to Committee, but instead on 12/8/16 it was passed to a second reading and was heard again at the 1/26/17 City Council meeting where it was discussed and eventually forwarded to the Finance Committee.

City Solicitor McDermott informed the Committee that the Ordinance was drafted by Attorney Jane Friedman in the Solicitor's Office in November of 2016. She explained that no discussion took place between Attorney Friedman and the Administration on the drafting of the language.

Attorney Gerwatowski stated that he was not a part of the discussion to draft the Ordinance that he saw the actual language the day after the Council had passed it to a second reading.

On motion by Councillor Martins and seconded by Councillor Carney, the Committee VOTED: To receive and place on file the Substitute Ordinance language that was submitted to each Councillor. This motion passed on a voice vote.

Councillor Morad gave an overview of the language changes, they were as follows:

a. The salaries and steps were not changed so Unit C personnel should not worry.

- b. The language gives control of all steps to the Mayor in its current form, including City Council personnel. The new language removes this control from the Administration and returns it to the City Clerk and the City Council.
- c. It returns the Council, City Clerk, Clerk of Committee's employee evaluation process to the City Clerk and City Council.
- d. The current Ordinance had no direction as to what step an employee would be put in. The new language addresses this.
- e. The City Council's Legislative Attorney would be moved to a MPT-13 under the new language.
- f. In the amendment there is language that makes the adopted pay scale retroactive to 1/1/17.

Councillor Lopes stated that this language was identical to the language he proposed at the 1/26/17 meeting but was not acted upon. Councillor Morad said she understood that but the language before them tightens the Ordinance up a bit.

Councillor Winterson expressed his pleasure that this was being addressed and that he is comfortable with the amendments.

Councillor Bousquet expressed the same pleasure, and was glad the process had been fully vetted, as did Councillor Carney.

Councillor Martins read the proposed changes to sections 2, 3, and 4. He stated that this was a collaborative between all parties involved in getting the Ordinance properly drafted.

On motion by Councillor Bousquet and seconded Councillor Carney, the Committee VOTED: To recommend to the City Council Adoption of the Substitute Ordinance Amending Chapter 19, Personnel, Establishment of Unit C Salary Plan. This motion passed on a voice vote.

Councillor Oliveira made a motion to adjourn, which was seconded by Councillor Abreu.

This meeting adjourned @ 7:29 p.m.

ATTEST:

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Denis Lawrence, Jr.,  
Clerk of Committees