

**TOWN OF MANSFIELD
PERSONNEL COMMITTEE**

**Thursday, April 16, 2012
Conference Room B, Audrey Beck Municipal Building
Minutes**

Members Present: Deputy Mayor Toni Moran (Chair), Denise Keane, Paul Shapiro

Other Council Members Present: Mayor Elizabeth Paterson

Staff Present: Maria Capriola, Assistant to Town Manager, Dennis O'Brien, Town Attorney, Linda Painter, Planning & Development Director, Curt Vincente, Parks and Recreation Director

The meeting was called to order at 6:15p.m.

1. PUBLIC COMMENT

Betty Wassmundt, Old Turnpike Road. Spoke in regards to the draft Ethics Code, disclosure, whistleblower protection, and that no gifts should be permitted.

Arthur Smith, Mulberry Road. Spoke in regards to the draft Ethics Code and the inclusion of "personal interest."

David Freudman, Eastwood Road. Spoke in regards to his opposition of sustainability initiatives.

2. APPROVAL OF MINUTES

The meeting minutes of 3/19/12 were moved as presented by Shapiro and seconded by Keane. The minutes were unanimously approved as presented.

3. RECLASSIFICATION OF NONUNION POSITION

Capriola, Painter, and Vincente provided an overview of the classification analysis conducted for the Natural Resources and Sustainability Coordinator position. Shapiro made the motion, seconded by Moran to, "Move, effective April 16, 2012, to endorse creating the classification of Natural Resources and Sustainability Coordinator and setting the pay grade for the Natural Resources and Sustainability Coordinator position at grade 18, salary range of \$29/hr-\$37.70/hr (\$52,980/yr -\$68,873/yr), of the town administrators pay plan." The motion passed with Moran and Shapiro voting in favor and Keane opposed.

4. ETHICS CODE

Moran and O'Brien provided an overview of the Mansfield Board of Education's response to the Ethics Code, in particular the legal applicability of the Code to Mansfield Board of Education employees. The MBOE passed a motion at their April meeting

indicating a willingness to consider an Ethics Code similar to the Code being considered by the Town Council.

Shapiro made the motion, seconded by Moran to change 25-8F(1) to read, "A hearing conducted by the Board of Ethics shall not be governed by formal rules of procedure." The motion passed unanimously.

Shapiro made the motion, seconded by Moran to remove "or Mansfield Board of Education" from the public employees definition. Moran offered a friendly amendment to replace "or Mansfield Board of Education" with "except for the Mansfield Board of Education." Moran and Shapiro voted in favor of the amended motion, Keane was opposed. Motion passed.

Shapiro made the motion, seconded by Moran to remove "Board of Education" from the public official definition. After discussion, the Committee agreed through consensus to keep "Board of Education" (elected officials) in the public official definition. Shapiro withdrew his motion.

Shapiro made the motion, seconded by Keane to remove "for Tolland County" from 25-8C(1). The motion passed unanimously.

Gift definition, "personal interest," and "personal gain" were discussed. Keane made the motion, seconded by Shapiro to add back "personal interest" to the Code. Moran called the question. Keane voted in favor, Moran and Shapiro were opposed. Motion failed.

Shapiro made the motion, seconded by Moran for the Committee to approve the Code of Ethics as amended this evening and submit to Council for approval. Moran and Shapiro voted in favor of the amended motion, Keane was opposed. Motion passed.

Through consensus the Committee agreed to recommend to the Council that it send a strong letter to the Mansfield Board of Education urging them to develop a similar Code of Ethics and to bring it to completion as soon as possible.

The meeting adjourned at 7:55 p.m. The next meeting is scheduled for Monday, May 21, 2012.

Respectfully Submitted,
Maria E. Capriola, M.P.A.
Assistant to Town Manager