

COMMON COUNCIL

February 28, 1994

Mayor Biviano presided at a special meeting of the Common Council held at 7 pm on February 28, 1994, at the Higley Building.

Present:

Mayor Joseph Biviano
Ald. George Carnrike
Ald. Robert Rabinowitz
Ald. Sam Symonds
Ald. Charles Angelino

Also:

Attorney James Cushman

Absent:

Ald. Patrick McNeil
Ald. Barbara Schermerhorn

Mayor Biviano presented a proposal for consulting services. He introduced Mr. William Roberts, d/b/a Directional Resources and gave a brief synopsis of his proposal. Mr. Roberts stated that he met with the Mayor, Ald. Angelino and Clerk Zakrevsky to discuss the organizational and planning development needs of the City. He said that if the City is going to have an effective partnership with other entities, it should have a well working partnership within. Mr. Roberts said that the focus of his proposal involves getting all the departments aligned and attaining a high level of morale and total quality. He stated that he cannot promise a turnaround before his time is up, but his goal is to get the momentum up to strive to that level.

Mr. Roberts stated that the City is not obligated to continue with this project if it does not feel it is working.

Ald. Symonds asked if Mr. Roberts foresees training employees through a total quality program. He said that is his plan and there are several approaches that can be used including an academic classroom approach or an on the job training approach with total quality management.

Ald. Rabinowitz said he has a concern that while eliminating redundancies is important, some overlap may be necessary as a safeguard. Mr. Roberts said there must be a teamwork effort with cross training for back up.

Ald. Carnrike said he is in favor of it.

Ald. Angelino said he knows Mr. Roberts and he is a cost effective person with an open mind.

Mayor Biviano noted that Mr. Roberts also has a background in finance.

Ald. Rabinowitz said it is important to communicate to all the people Mr. Roberts will come in contact with why he is here and that he is not a hatchet man.

Ald. Angelino requested that Mr. Roberts attend the next department head meeting.

RESOLUTION #37 - 1994. AUTHORIZING THE MAYOR TO ENTER INTO AN AGREEMENT WITH WILLIAM ROBERTS FOR CONSULTING SERVICES

Ald. Angelino introduced the following and moved its adoption:

WHEREAS, an assessment has been made of the short and long term organizational planning and development needs of the City of Norwich; and

WHEREAS, the Mayor, the President of the Common Council and the City Clerk/Community Development Director recommend obtaining the professional services of a consultant to assist in the evaluation and implementation of the organizational development of the City of Norwich; now, therefore be it

RESOLVED, that the Mayor, under the direction of the City Attorney, be and hereby is authorized to sign an agreement with William Roberts, d/b/a/ Directional Resources for consulting services relative to organizational planning and development for the City of Norwich through December 31, 1994 at a rate of \$50 per hour for a total cost not to exceed \$9,500.

Seconded by Ald. Symonds.

-- Ald. Angelino moved to table the resolution and go into executive session to discuss contract negotiations. Seconded by Ald. Symonds and duly adopted, ayes all.

-- Ald. Rabinowitz moved to go out of executive session. Seconded by Ald. Carnrike and duly adopted, ayes all.

-- Ald. Angelino moved to remove the resolution from the table. Seconded by Ald. Symonds and duly adopted, ayes all.

-- Ald. Angelino moved the resolution. Seconded by Ald. Symonds and duly adopted, ayes all.

-- Ald. Angelino moved to go into executive session at 7:50 pm to discuss labor negotiations. Seconded by Ald. Carnrike and duly adopted, ayes all.

-- Ald. Symonds moved to go out of executive session. Seconded by Ald. Carnrike and duly adopted, ayes all.

-- Ald. Symonds moved to retain the legal services of Attorney John Fish of Howard, Hinman and Katel for special labor relations at a cost of \$135 per hour and not to exceed \$1,000. Seconded by Ald. Carnrike and duly adopted, ayes all.

-- Ald. Rabinowitz moved to adjourn at 8:25 pm. Seconded by Ald. Symonds and duly adopted, ayes all.