



Approved 8-29-2023

Members

James Tillotson
Gary Labrie
Jerry Roy
Pniak-Costello
Krampits

**MINUTES
May 9, 2023**

The following are the minutes of a public hearing held Tuesday, May 9, 2023 6:30 PM in the City Council Chambers, Fourth Floor, City Hall Annex, 274 Front Street, Chicopee, MA 01013.

Members Present

Tillotson, Labrie, Roy, Pniak-Costello(zoom), Krampits

Also Present

Dan Garvey (Associate City Solicitor), Councilor Zygarowski, Councilor Laflamme, Councilor López, Paul Winspeare (Chief Human Resources Officer), Councilor Dobosz (zoom), Tim Reilly (Associate City Solicitor), Doug Ellis (City Engineer)

The meeting was called to order at 6:30 PM

In compliance with the Open Meeting Law the Chairman asked if anyone in the audience was recording the meeting. Hearing none the meeting continued.

Some of the audio is inaudible.

Item #1

Mayoral appointment of Anthony Gallant as a member of the Zoning Board of Appeals to serve in such office for the term expiring on the 1st of April, 2026.

Anthony Gallant was not present.

Councilor Labrie motion to postpone until the next meeting – Councilor Roy 2nd the motion.

Councilor	Yes	No	Absent	Abstained	Out of Chair
Tillotson	x				
Labrie	x				
Roy	x				
Pniak-Costello	x				
Krampits	x				

Motion passed.

Item #2

Mayoral appointment of Francis LaBreck as a member of the Water and Sewer Commission to serve in such office for the term expiring on the 1st of April, 2026.

Francis LaBreck stated he has served on the Sewer Commission for six or seven years.

Councilor Laflamme stated that this is a tough commission to serve on. Thank you for serving.

Councilor Labrie motion to approve – Councilor Tillotson 2nd the motion.

Councilor	Yes	No	Absent	Abstained	Out of Chair
Tillotson	x				
Labrie	x				
Roy	x				
Pniak-Costello	x				
Krampits	x				

Motion passed.

Item #3

BE IT ORDERED THAT the following nominations for the Anna E. Barry School Building Commission be submitted: Joshua Clark, Carissa Lisee, Michael Sarnelli, Stephen Morneau, Normand Girouard, Katie Collins-Kalbough.

Councilor Dobosz stated that the echo is bad on zoom.

Councilor Pniak-Costello agreed that the echo was bad.

Joshua Clark stated that he has been an educator to the public schools for the last seven years, he’s the chair of the Building Commissions. In terms of architectural and construction experience I am not swinging hammers or doing blueprints but, I’ve been involved in a commission that has brought this particular project through attrition.

Carissa Lisee stated that she was the Assistant Building Commissioner for the City of Chicopee and is currently the Building Commissioner for the City of Westfield. She stated she has an associate degree in civil engineering. She was involved in the renovation of the old Chicopee High School. She inspected both high schools here in the City of Chicopee.

Stephen Morneau stated he was on a committee for Dupont Middle School. He’s been in construction. He was an engineer in the City of Holyoke and he taught the trade. He’s currently in the Recreation Committee for City Hall

Normand Girouard stated when he submitted his name months ago, he did not expect Engineering and structure experience would be the criteria. He has been in education in Chicopee for the last thirty-three years. He has served on many commissions in the city for the last several years. He would certainly not want to pretend that he has any construction or Engineering experience.

Michael Sarnelli stated that he is the Construction Superintendent for Fontaine Brothers. Currently we are building a one hundred- and sixty-seven-thousand-dollar middle school. He has been doing work for Fontaine Brothers since 2001

Councilor López stated she would like to speak in favor of Katie Collins-Kalbough and Carissa Lisee, they have more experience than we can actually ask for.

Councilor Laflamme stated we have a lot of qualified people here. One thing he would like to add, you have to have the qualifications by the state requirements. Carissa Lisee, Katie Collins-Kalbough and Michael Sarnelli have served on all these committees, and they meet the states requirements.

Councilor Dobosz wanted to speak in favor of Dr. Girouard. He has a lot to offer this committee, especially given his experience as a Principal at Litwin school for many years. He stated he also wants to speak in favor of Katie Collins-Kalbough. She goes through the building plans for the Fire Department and has a lot to offer through the Fire Department lens. She has worked for the Fire Department for the last twenty years. Since 2014 she has been working hand in hand with the Building Department doing fire, life safety and building inspection. She reads plans to see if they're compliant. She stated she reads architectural plans. She inspects all the Chicopee Schools

Councilor Pniak-Costello would like to echo that statement from Councilor Dobosz. She stated they are both outstanding citizens and both have served the community well.

Councilor Roy stated they are all highly intelligent and worthwhile people and I think we should send them all to the full City Council.

Councilor Labrie motion to nominate Joshua Clark – Councilor Roy 2nd the motion.

Councilor	Yes	No	Absent	Abstained	Out of Chair
Tillotson	x				
Labrie	x				
Roy	x				
Pniak-Costello	x				
Krampits	x				

Motion passed.

Councilor Krampits motion to nominate Carissa Lisee – Councilor Roy 2nd the motion.

Councilor	Yes	No	Absent	Abstained	Out of Chair
Tillotson	x				
Labrie	x				
Roy	x				
Pniak-Costello	x				
Krampits	x				

Motion passed.

Councilor Pniak-Costello motion to nominate Normand Girouard – Councilor Roy 2nd the motion.

Councilor	Yes	No	Absent	Abstained	Out of Chair
Tillotson	x				
Labrie	x				
Roy	x				
Pniak-Costello	x				
Krampits	x				

Motion passed.

Councilor Pniak-Costello motion to nominate Katie Collins-Kalbough – Councilor Krampits 2nd the motion.

Councilor	Yes	No	Absent	Abstained	Out of Chair
Tillotson	x				
Labrie	x				
Roy	x				
Pniak-Costello	x				
Krampits	x				

Motion passed.

Councilor Tillotson motion to nominate Michael Sarnelli

Councilor	Yes	No	Absent	Abstained	Out of Chair
Tillotson	x				
Labrie	x				
Roy	x				
Pniak-Costello	x				
Krampits	x				

Motion passed.

Councilor Krampits to nominate Stephen Morneau – Councilor Roy 2nd the motion.

Councilor	Yes	No	Absent	Abstained	Out of Chair
Tillotson	x				
Labrie	x				
Roy	x				
Pniak-Costello	x				
Krampits	x				

Motion passed.

Item #4

BE IT ORDERED THAT the Human Resources Department provide monthly follow-up to the City Council regarding the progress of the previously discussed implementation of HRIS system and the status of current projects. These updates are to be provided at the Human Resources Committee meetings to be scheduled on a monthly basis.

Paul Winspear stated he is departing the City of Chicopee. The department is in a pretty significant transitional period that took a lot of effort knowing that the council put this order forward. He stated that we're taking technology that we've had for quite some time and we're actually putting it in place. It's going to help us move this department forward. It's going to help us fix some of the areas that have happened over the years. It's going to help us get a really good understanding as to why things haven't really happened and how things can happen in the future to get things going. He stated the impact that it has for such a variety of different things, from federal to state reporting to managing just what happens with the employees, managing the lifecycle of someone's employment and afterwards, to just making things more efficient for people so that they can operate more effectively. I know there are some projects that are ongoing, we have a policy committee that can speak to that. I know one of the areas of opportunities was collaboration for many of the department leaders and union members in the city. I think putting this effort together, they got a lot of them in a room where they can put their mind together and all contribute to the development of policies and implement many of them. I think we now have our first affirmative action plan since 95, which is huge for us. To do so because the policies of a change in the law get enacted and someone has to keep up with it. There's an audit that's going to be happening pretty soon with regard to benefits. So we're having them in order to come in to help clean up benefits because there's been some work to be done there and we've identified some of that. I think that has an interest to the employee, has an interest to the taxpayers, of course, because they all come from dollars. I think perhaps it's good to have someone come in and make reports.

Councilor López stated what kind of support are you going to need after your departure.

Paul Winspear stated that they're going to need transitional support. We're going to see someone come back that's been here a couple of times and he's been a mentor of mine and still is. So there's going to be some transitional support.

Councilor Dobosz asked if the H.R. Director could describe the H.R. IS or Munis system.

Paul Winspear stated It's a system that houses and manages the entire lifecycle for an employee. It gathers all of its information on the person that we would need in an employee. It also manages all the things that an employee would need to either have or do in a business. So if it's training, you can connect that to the training module, then that information and or certification or completion of the training track and manage its licensure. So like we have CDL drivers, you can utilize ED systems to track and manage licenses in the system. what it does for H.R. Professionals, it gives us a system where not only can we manage the employee lifecycle technically without having to, input it all manually or calculate things within or, use an advocate of sorts It allows us to provide accurate and effective data to management to make the right business decisions.

Councilor Krampits stated that the company has a demo or a video that is part of a training seminar.

Councilor Labrie motion to place on file – Councilor Roy 2nd the motion.

Councilor	Yes	No	Absent	Abstained	Out of Chair
Tillotson	x				
Labrie	x				
Roy	x				
Pniak-Costello	x				

Krampits	x				
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Motion passed.

Item #5

BE IT ORDERED THAT the City Council meet to discuss the Open Meeting Law Complaint filed by Patrick Higgins received April 9, 2023.

Attorney Garvey stated a complaint filed by Mr. Higgins April 9, 2023. He stated the complaint was the posting was inappropriate and didn't meet the legal requirements. I will suggest to you that those requirements were in fact met. He did provide copies to the council of the posting that was submitted forty-eight hours before the scheduled meeting at the City Clerk's office and also posted it on the city website, which is the official repository for all of our postings. The issue that arose with Mr. Higgins was he went to the website after the seven days of posting and wasn't able to find the posting. The one adjustment that we have made with the IT Department is to allow all postings to remain indefinite.

Councilor Labrie asked who is Patrick Higgins.

Attorney Garvey stated he is a resident of Alabama. He was a resident of Massachusetts at some point and time.

Councilor Krampits motion to allow the Law Department to respond to the open meeting law violation as authorized by the Human Resource Committee.

Councilor Pniak-Costello stated when replying to this complaint does it go to the Attorney General's office.

Attorney Garvey stated he has to put a response in writing to the Attorney General's office then it will die there. If he makes an additional complaint, he can then ask the Attorney General's office to open up an investigation. Councilor Pniak-Costello stated if he is not satisfied with the response then he can let the Attorney General's office know.

Attorney Garvey stated yes.

Councilor Krampits motion to allow the Law Department to respond to the open meeting law violation as authorized by the Human Resource Committee – Councilor Roy 2nd the motion.

Councilor	Yes	No	Absent	Abstained	Out of Chair
Tillotson	x				
Labrie	x				
Roy	x				
Pniak-Costello	x				
Krampits	x				

Motion passed.

Item #6

Councilor Roy motion to approve the minutes – April 25, 2023, - Councilor Krampits 2nd the motion.

Councilor	Yes	No	Absent	Abstained	Out of Chair
Tillotson	x				

Labrie	x				
Roy	x				
Pniak- Costello	x				
Krampits	x				

Motion passed.

Item #7

Adjournment

Councilor Krampits motion to adjourn – Councilor Roy 2nd the motion.

Councilor	Yes	No	Absent	Abstained	Out of Chair
Tillotson	x				
Labrie	x				
Roy	x				
Pniak- Costello	x				
Krampits	x				

Motion passed.