

**PERSONNEL, PENSION AND INSURANCE COMMITTEE
SPECIAL MEETING**

The Metropolitan District

555 Main Street, Hartford

Monday, March 12, 2018

Present: Commissioners Daniel Camilliere, Kathleen Kowalyshyn, Alphonse Marotta, Domenic Pane, Bhupen Patel, Raymond Sweezy, Alvin Taylor and District Chairman William A. DiBella (8)

Absent: Commissioners Donald Currey, Timothy J. Fitzgerald, Byron Lester, Maureen Magnan and Pasquale J. Salemi (5)

Also

Present: Commissioner John Avedisian
Commissioner Luis Caban
Commissioner Allen Hoffman
Scott W. Jellison, Chief Executive Officer
John M. Zinzarella, Deputy Chief Executive Officer, Business Services
Christopher Stone, Assistant District Counsel
Brendan Fox, Assistant District Counsel
John S. Mirtle, District Clerk
Robert Schwarm, Director of Information Technology
Kelly Shane, Director of Procurement
Tom Tyler, Director of Facilities
Robert Zaik, Director of Human Resources
Kerry E. Martin, Assistant to the Chief Executive Officer
Carrie Blardo, Assistant to the Chief Operating Officer
Victoria S. Escoriza, Executive Assistant

CALL TO ORDER

Chairman Taylor called the meeting to order at 3:15 PM

PUBLIC COMMENTS RELATIVE TO AGENDA ITEMS

No one from the public appeared to be heard.

APPROVAL OF MEETING MINUTES

On motion made by Commissioner Camilliere and duly seconded, the meeting minutes of February 5, 2018 were approved.

LITIGATION SETTLEMENT

EXECUTIVE SESSION

At 3:17 P.M., Chairman Taylor requested an executive session to discuss a Litigation Settlement.

On motion made by Commissioner Sweezy and duly seconded, the Personnel, Pension and Insurance Committee entered into executive session to discuss the litigation settlement.

Those in attendance during the executive session:

Commissioners Daniel Camilliere, Kathleen Kowalyshyn, Alphonse Marotta, Domenic Pane, Bhupen Patel, Raymond Sweezy, Alvin Taylor and District Chairman William A. DiBella; Chief Executive Officer Scott W. Jellison, Deputy Chief Executive Officer of Business Services John M. Zinzarella, Director of Human Resources Robert Zaik; Attorney Christopher Stone.

RECONVENE

At 3:35 P.M., Chairman Taylor requested to come out of executive session and on motion made by Commissioner Sweezy and duly seconded, the Personnel, Pension & Insurance Committee came out of executive session and reconvened. No formal action was taken.

To: Personnel, Pension and Insurance Committee for consideration on March 12, 2017.

In April of 2013, the District received a Complaint alleging discrimination for reasons of age and race involving a supervisory promotion.

In 2015, despite the evidence presented by the District to indicate that the best qualified candidate was chosen, the Commission on Human Rights and Opportunities certified the matter for a Formal Hearing.

Since the matter was certified, the parties have been involved with a contentious discovery process.

In early February, the parties have reached an agreement in which the Complainant has completely released the Metropolitan District from any issues related to the discrimination allegations. The agreement strictly provides that there was no admission of any wrongdoing or any violation of the Complainant's rights.

In consideration of receiving the Complainant's General Release, the terms of the agreement provide that the District pay the Complainant eight thousand dollars (\$ 8,000).

Labor Counsel and Staff have recommended that this settlement be approved.

It is therefore **RECOMMENDED** that it be:

VOTED: That the Personnel Pension and Insurance Committee recommend to the District Board the approval of the Settlement Agreement executed on February 6, 2018.

RESOLVED: That pursuant to Section B2f of the By-Laws of The Metropolitan District, the Board of Commissioners of The Metropolitan District hereby authorizes the Chief Executive Officer, or his designee, to settle the CHRO Complaint captioned *RODNEY MORGAN V. The Metropolitan District*, CHRO Complaint No. 1310384 (EEOC No. 16A-2013-00877) for the total sum of \$ 8,000.00, subject to the proper execution of any and all documents reasonably necessary to effect said settlement, including but not limited to a general release containing a confidentiality provision from the plaintiff, and formal withdrawal of said action.

Respectfully submitted,

Scott W. Jellison
Chief Executive Officer

On motion made by District Chairman DiBella and duly seconded, the report was received and resolution adopted by majority vote of those present. Commissioner Sweezy opposed.

OPPORTUNITY FOR GENERAL PUBLIC COMMENTS

No one from the public appeared to be heard.

ADJOURNMENT

The meeting was adjourned at 3:37 PM

ATTEST:

John S. Mirtle, Esq.
District Clerk

Date Approved