

City of Derby

Board of Aldermen/Alderwomen

Resolution
February 25, 2021

Sustainable CT Municipal Certification Program

WHEREAS, Sustainable CT is a comprehensive, statewide, action-oriented voluntary certification program, built by and for municipalities, with the vision that: *Sustainable CT communities strive to be thriving, resilient, collaborative, and forward-looking. They build community and local economy. They equitably promote the health and well-being of current and future residents. And they respect the finite capacity of the natural environment.*

WHEREAS, Sustainable CT is designed to boost local economies, help municipal operations become more efficient, reduce operating costs, and provide grants and additional support to municipalities.

WHEREAS Derby embraces an ongoing process of working toward greater sustainability, selecting which actions it chooses to pursue from the voluntary menu of actions provided by Sustainable CT.

Now, BE IT HEREBY RESOLVED, by the Board of Aldermen/Alderwomen of the City of Derby that we do hereby authorize the Office of Town/City Clerk to serve as Derby's Sustainable CT staff contact, and

RESOLVED, that to focus attention and effort within Derby on matters of sustainability, the Board of Aldermen/Alderwomen appoints the Community Relations Committee of the Board of Aldermen/Alderwomen as the advisory Sustainability Team for the City of Derby, and

RESOLVED, that the first meeting of the Sustainability Team must be held within 90 days of passing this resolution and that the Sustainability Team shall meet as frequently as needed, but no less than quarterly.

RESOLVED, that the Sustainability Team shall report annually to the Board of Aldermen/Alderwomen on the progress of its activities toward Sustainable CT certification, with reports and presentations made publicly available., and

RESOLVED, that all projects, applications for matching funds and/or grants, or any permission to proceed on a Sustainable CT project in the City of Derby must be approved by the Board of Aldermen/Alderwomen prior to submission to Sustainable CT.

Adopted this 25th day of February 2021.

Approved:

Attest:

Richard Dziekan, Mayor

Marc J. Garofalo, MPA, CCTC
Town/City Clerk

City of Derby
Board of Aldermen/Alderwomen Policy – 2021-01
Use of Code Red Communication System

Dated: February 25, 2021 – *Effective: Immediately*

The following shall be the policy for the use of the Code Red Communication System in the City of Derby:

1. The Code Red Communication System shall be used for the communication of information to Derby residents who wish to participate.
2. The decision to utilize the Code Red Communication System to communicate a particular message shall be made jointly by the Office of the Mayor and the Office of the Town/City Clerk.
3. The Code Red Communication System shall be administered and managed by the Office of the Town/City Clerk.
4. The Code Red Communication System shall not be used for any partisan political purposes.
5. Upon each use of the Code Red Communication System, the Office of the Town/City Clerk shall communicate said message to the following:
 - a. Derby Elected Officials
 - b. Derby Appointed Boards and Commissions
 - c. City of Derby Staff

This policy remains in effect until further action by the Board of Aldermen/Alderwomen.

Approved by the Board of Aldermen/Alderwomen: February 25, 2021

Richard Dziekan, Mayor February 26, 2021





Proposal submitted to the City of
Derby, CT
November 24, 2020



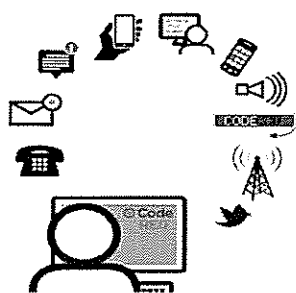
Tiffany Menchaca
Regional Sales Manager

Tiffany.Menchaca@onsolve.com 

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Ormond Beach, FL 32174 

Onsolve.com 

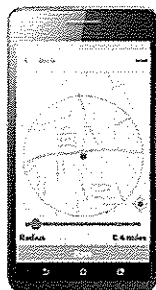


Live client support

Available 24/7/365, OnSolve's Client Support Team is staffed by poised individuals thoroughly trained on all aspects of the CodeRED system. In addition to handling inbound inquiries, the team monitors system activity as well as weather and other news feeds to stay on top of developing situations, and when appropriate, they reach out to clients to provide suggestions and support for system use.

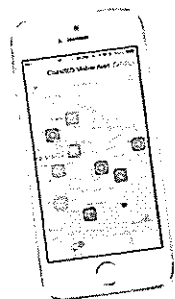
CodeRED Launcher App

With the CodeRED Launcher, you can quickly and efficiently alert CodeRED subscribers located in or near your defined warning area. From any smartphone device or tablet connected to the Internet, create and send emergency messages to residents and visitors simultaneously. Geo-targeted messages are delivered to a precise location or within a specified radius, to ensure that the right people receive the information they need to take immediate action and remain safe.



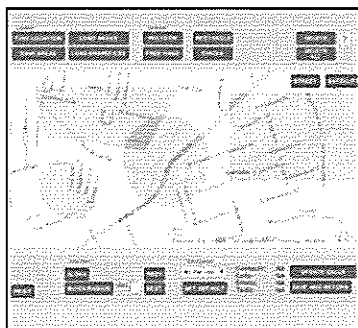
CodeRED Mobile Alert app

This latest innovation in the public safety arena answers the question asked by many Emergency Managers nationwide – "How do we communicate with people in our jurisdiction who do not reside here?" The answer is by using a location-based method to deliver CodeRED initiated messages. The CodeRED Mobile Alert app is geo-aware and sends push notifications to a subscriber's device when alerts are issued for the geographical area they are in. This advanced technology enables local officials to reach those passing through their jurisdiction and also helps to protect citizens when traveling outside their local coverage area in any community that uses CodeRED.



Mapping

CodeRED utilizes ESRI mapping as a foundation and has created area selection tools that range from polygons to simple paint brush tools, allowing users to quickly become familiar with the map's features. OnSolve hosts all components of the mapping interface, relying on no third-party providers. OnSolve includes local mapping with the license of CodeRED and additionally, has the ability to provide custom maps using client supplied GIS layers, or by integrating client supplied street layer mapping to the ESRI foundation. With CodeRED there is no requirement for client communities to purchase GIS software and also there is no need to utilize internal resources to host, maintain, or update maps.





COST PROPOSAL (PRICING GOOD FOR 90 DAYS FROM 11/24/2020)

Keep staff and residents safe and informed with the CodeRED system with the quick notifications of time-sensitive information, emergencies and day-to-day operational updates. Send targeted emergency and community notifications to mobile subscribers located in specific geographic areas within your jurisdiction.

A one (1) year license includes 24/7/365 uninterrupted CodeRED system access and the following:

- **CodeRED Standard with 18,500 System Minutes** - to use for **Emergency Notifications** {missing person, Emergency Preparedness, Emergency Evacuation Notices, outages, Boil water notices, Weather Alerts, Road Closures, Criminal Activity, Armed Suspect, etc.} and **General (non-emergency) Notifications** {Community Outreach, meetings, Staff Notifications, Internally for departments, Festivals/ Fairs, Building closures, etc.}
- **Unlimited email, SMS text, RSS, and social media messaging**
- **Unlimited CodeRED Mobile Alert app messaging**
- **Unlimited Initiator Pass codes/ Users for the System**
- **Unlimited amount of Contact Groups**
- **Includes National Data, provided by OnSolve** – (This is a managed data service, which means it is supplied and updated quarterly by our in-house GIS team. It is an initial residential and business calling database that consists of publically and commercially available information acquired by private vendors that OnSolve contracts with. They collect data from methods like surveys, national white and yellow page listings, state and federal public records, new home buyer information, deeds, records filed, secretary of state records, credit files, etc.)
- **Integration and geo-coding of customer supplied data** (911 data, utility data, etc.)
- **Custom Geocoder**
- **Two way messaging**
- **Validata® Data Cleansing Program** – unique process of de-duplicating “like numbers” within your database, increasing call speeds and connection rates
- **OnSolve standard Esri-based mapping and geo-coding** with integration of client-supplied GIS data sets.
- **24/7 dedicated client and technical support team, Initial training and monthly refresher trainings**
- **Triple redundant infrastructure**
- **Ability to quickly alert and inform residents, staff and other internal teams with reliable message delivery**
- **Universal ANI® technology for streamlined call-backs and relief of inbound calling pressure during an emergency event**
- **Complimentary system time for testing and training**
- **Design and hosting of custom Web page for community enrollment: CNE (Community Notification Enrollment) link**
- **Social media sharing, residential level**
- **Templated and scenario creation for frequently used messages**
- **Voice-based polling system utilized for shift fulfillment and dispatch**
- **Website Widget with enrollment link**
- **All Call (initial full system-wide test to set expectations)**

\$5,000 = Total Annual Cost

Alternative Annual Pricing Plans

\$6,250 = Unlimited Emergency Plus

- All items listed above plus unlimited emergency calling with 11,250 general system minutes.

\$7,500 = Limitless

- All items listed above plus unlimited system time for emergency and other uses

Thank you for the opportunity to present CodeRED and submit this cost proposal to your agency. If you have any questions, please feel free to contact me directly.

Tiffany Menchaca Regional Sales Manager

TEL 386 241 0481

EMAIL Tiffany.Menchaca@OnSolve.com

WEB OnSolve.com

OFFICE 780 W. Granada Boulevard, Ormond Beach, FL 32174

Communications

In November, residents overwhelmingly passed a charter change to make the Mayor's position full-time with advocates from the Board of Aldermen and Charter Revision Commission saying that doing so would result in attracting more candidates and candidates with the experience necessary to "run a 44 million dollar business." Along with that change they approved changes regarding the budget submission process including that the Mayor submit a budget by March 1st. I am writing to encourage you to act and establish the salary and benefits for the new full-time position.

Data from the Connecticut Council of Municipalities shows for comparable municipalities the average salary of full-time Chief Municipal Officials (Mayor's, First Selectman and Town/City Managers) is greater than \$106,000 (information which has been given to the Aldermen and the administration). Locally full-time chief elected officials salaries are 85,000 or higher (Seymour \$85,000, Oxford - \$89,304, Shelton - \$135,659) with the exception of Ansonia (\$69,000), a salary which has not be raised in a number of years.

Derby's only other full-time elected official is the Town Clerk, who oversees a single city department. The Town Clerk's salary is \$82,810.

You recently approved a salary for a Finance Director with a minimum salary of \$95,000. The Finance Director reports directly to the Mayor as does the Street Commissioner with a salary of \$90,891, Fire Marshall (\$77,808), and Chief of Staff (\$76,500) just to name a few.

It is a common business practice that a minimum of 15% separate a supervisor from their direct reports. This business practice is affirmed in our City Charter in Section 32-42 which establishes the salary for the Chief as 16% above the salary of the Lieutenants whose salary is set at 16% greater than that of the Detective Sergeant. Given this practice and using the above salaries this would establish an appropriate salary for a full-time mayor at between \$87,975 (based on the Chief of Staff) and \$109,250 (based on the Finance Director). These numbers are generally compatible with salaries found in comparable municipalities and that of other chief elected officials locally.

Having spoken with advocates of the charter change, members of the Charter Revision Commission and residents in the community there is an expectation that the salary for the full-time Mayor's position would be around \$90,000. Given the data involved and the reasons advocated for establishing the Mayor's position as full-time a salary of \$90,000 is reasonable.

The voters were told the cost of a full-time Mayor and yet overwhelmingly approved it. I ask that you embrace the will of the voters and adopt a salary of \$90,000. Such action will not only attract more candidates and candidates with the experience to lead our city it will also allow for candidates to transition from private employment to serving as Mayor.

As evidenced by 2 years of tax increases totaling 10%, we can no longer afford candidates that are retired municipal employees who may be popular or "nice guys" but lack the management, budgeting and business experience to develop solutions to the significant challenges we face in Derby.

From: Walter Mayhew <wmayhew@derbyct.gov>
Sent: Wednesday, February 24, 2021 4:15 AM
To: Marc Garofalo <mgarofalo@derbyct.gov>
Subject: Full Time Mayor .docx

Marc,

Please include this letter as correspondence in the Aldermen's packets.

Thanks.

Sent from my iPad

Angela Fenton

From: Marc Garofalo
Sent: Wednesday, February 24, 2021 4:17 PM
To: Angela Fenton
Subject: FW: Mayor's salary

Marc J. Garofalo, MPA, CCTC - Town / City Clerk

City of Derby - 1 Elizabeth Street - Derby, CT 06418
Telephone - 203.736.1462 Ext. 0 - Email - townclerk@derbyct.gov
Website - www.derbyct.gov - Facebook - Derby Town Clerk Marc J. Garofalo

Thought for February – **“Guard against the impostures of pretended patriotism.”** –
George Washington – Born – February 22, 1732 – Died – December 14, 1799, 1st President of
the United States.

From: George Geer <grtgeer@sbcglobal.net>
Sent: Thursday, February 11, 2021 11:06 AM
To: Marc Garofalo <mgarofalo@derbyct.gov>
Subject: Mayor's salary

Hi Marc. Would you please let the Aldermen know at tonight's meeting that I am in favor of setting a salary of \$80-90,000 for a fulltime mayor's position. As a small city working to catch up with out neighboring towns, Derby needs to offer a living salary to attract quality candidates for that position. Thank you.

Rosanne Geer
129 Bradley Terrace

Communications

Date: February 9, 2021

From: Michael Kelleher
39 Belleview Dr
Derby, CT 06418
(203) 305-6527

Subject: Mayoral Salary Increase

To: Board of Aldermen

I would like to comment on the issue of the mayoral salary increase. The recent charter revision question concerning the full-time mayor position passed overwhelmingly by the voters. No description has been presented to the city concerning the definition of "full-time" and subsequently no increase in salary has been established. The argument made last fall by the commission members and other elected officials concerning the full-time mayor was to have someone working for Derby 24-7. Along with that, it was strongly recommended that an increase in salary would allow more "highly qualified" candidates.

Yet as of this date, no increase in salary has been set nor has any full-time job description been adopted. Also, another one of the revision questions that passed, was that the mayor must submit a budget by March 1. Should we assume that the increased salary would be in his budget and open for discussion amongst the Tax Board members and Board of Aldermen?

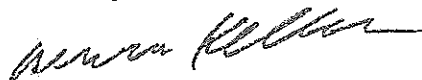
After many years on the board, I know that the job descriptions and salaries are set by the Board of Aldermen. So, I wonder why this has not yet been done.

Our elected boards should respect the wished of the voters and follow through with a full-time job description along with the appropriate salary, which I may suggest be in the range of \$85-\$95,000. The salary, when compared to the full-time responsibilities, should be in line with other municipalities.

The mayor's assistant receives a salary of \$76,000 per year while the current mayoral salary is considerably less. So, I would ask the board to adhere to the wishes of the voters, create a salary that would attract highly qualified individuals without financially hurting the future mayors' families.

I respectfully request that these issues be addressed and settle in plenty of time for the adoption of the 21-22 budget.

Sincerely,



Angela Fenton

From: Marc Garofalo
Sent: Wednesday, February 24, 2021 4:16 PM
To: Angela Fenton
Subject: FW: Aldermen meeting on Thursday

Marc J. Garofalo, MPA, CCTC - Town / City Clerk

City of Derby - 1 Elizabeth Street - Derby, CT 06418
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Thought for February – **“Guard against the impostures of pretended patriotism.”** –
George Washington – Born – February 22, 1732 – Died – December 14, 1799, 1st President of
the United States.

From: Samantha Burgan <samanthaburgan@gmail.com>
Sent: Wednesday, January 13, 2021 5:43 PM
To: Marc Garofalo <mgarofalo@derbyct.gov>
Subject: Aldermen meeting on Thursday

Marc,

Walt Mayhew asked me to speak at the meeting tomorrow, in favor of increasing the salary for a full-time mayor. I'm not able to make the meeting and wonder if you (or someone suitable) could read a note from me instead? (See below)
Thank you.

Samantha

I would like to submit to the Alders my support for an annual salary of \$90,000 to \$100,000, plus commensurate benefits, for the full-time mayor's position. Derby should offer a salary in-line with other municipalities, that enables the mayor to forego other sources of income. This will help us attract qualified candidates who can fully invest their time and energy in the oversight of our city. Setting up the mayor's position in this way sends a signal that Derby is willing to invest in its leadership, its growth, and its success.
Thank you,
Samantha Burgan
105 Sunset Drive