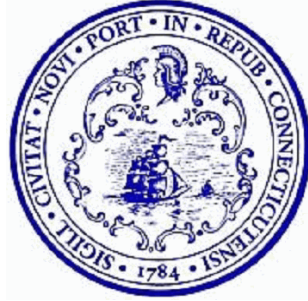


# City of New Haven

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New Haven, CT 06510  
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## Meeting Minutes

Tuesday, May 12, 2026

6:00 PM

Meeting can be viewed on Board of Alders YouTube.

Aldermanic Chambers

**Legislation Committee**

(Board of Alders Notice New Haven) The Legislation Committee of the Board of Alders will meet “in-person” on Tuesday, May 12, 2026, at 6:00 p.m. in the Board of Alders Chamber located at 165 Church Street, 2nd Floor; New Haven, CT to hear and act on the following items:

[OR-2026-0016](#) ORDINANCE AMENDMENT OF THE NEW HAVEN BOARD OF ALDERS TO SECTION 2-221 OF THE CODE OF ORDINANCES OF THE CITY OF NEW HAVEN CONCERNING RESIDENCY REQUIREMENT EXCEPTIONS FOR NEW APPOINTMENTS TO COORDINATOR AND DEPARTMENT HEAD POSITIONS.

Per Order: Hon. Richard Furlow, Chair

Attest: Hon. Michael Smart, City/Town Clerk

These items are on file and available in the Office of Legislative Services, City Hall, 165 Church Street, 2nd Floor, New Haven, Connecticut 06510.

For accessibility related accommodations, please call (203) 946 7651 (V) or (203) 946 8582 (TTY/TDD).

Public comment/testimony may also be submitted via email to [publictestimony@newhavenct.gov](mailto:publictestimony@newhavenct.gov) before 2:00 pm on the day of the meeting.

This meeting may be viewed on the New Haven Board of Alders YouTube page.

## Minutes

Legislation Committee

Tuesday, May 12, 2026 | 6:00 pm

New Haven City Hall, Aldermanic Chamber

Alder Richard Furlow, Chair, called the public hearing to order at 6:14 p.m.

Present were Alders Richard Furlow, Chair; Jeanette L. Morrison, Vice-Chair; Adam J. Marchand; E. Rodriguez; Carmen Rodriguez; and Amy Marx.

Non-committee members in attendance were Alders Gary B. Hogan, Evette Hamilton, Tyisha Walker-Myers, Mandy Martinelli, and Angel Hubbard.

1. ORDINANCE AMENDMENT OF THE NEW HAVEN BOARD OF ALDERS TO SECTION 221 OF THE CODE OF ORDINANCES OF THE CITY OF NEW HAVEN CONCERNING RESIDENCY REQUIREMENT EXCEPTIONS FOR NEW APPOINTMENTS TO COORDINATOR AND DEPARTMENT HEAD POSITIONS.

## PUBLIC TESTIMONY

Sean Matteson, Chief of Staff, 1279 Quinnipiac Avenue; Susan Baldwin, Personnel Director, 489 Central Avenue; Marcela Garcia, Manager of Human Resources & Benefits, 16 Barbara Road, East Haven; and Earle Giovanniello, 600 Hawkins Road, Orange, presented this item. A copy of the presentation is on file in the Office of Legislative Services.

In response to Alder Furlow, Director Baldwin discussed the goal is to hire the best qualified candidate. Ms. Garcia reviewed how the focus should be on what services the city can offer residents, not necessarily where the potential employee lives. It is a very competitive job market. And, the number of employers offering flexible work arrangements or teleworking, which is not always an option for the city, makes it even harder for the city to compete. Stressed the importance of hiring the best talent regardless of where they live. Who has the best talent and can deliver results.

Ms. Garcia reviewed how most people look for jobs on their phones or desktops. Discussed the various ways they post city jobs. They are being more aggressive in hiring practices. Director Baldwin discussed how they post jobs on Indeed or LinkedIn, but it is costly. Mr. Matteson spoke about how they have used recruiters as well in the past but without a lot of success.

Director Baldwin reviewed the percentage of city applicants that apply for the posted positions. Not all the applicants that live in New Haven are qualified. Several positions have stayed vacant for months. Mr. Matteson discussed the difficulties and gave an example of the assessor's position as it requires specific training. Mr. Giovanniello

In response to Alder Furlow, Mr. Giovanniello confirmed to be an elector, as considered by the

Charter, the person needs to be a resident of New Haven. Mr. Matteson reviewed how to be an elector of New Haven, the person would need a residence to be able to register to vote in New Haven, a place of domicile where they expect to return to on a regular basis.

In response to Alder Marx, Mr. Matteson estimated that the city has 20-22 department heads. Ms. Garcia, Director Baldwin, Ms. Matteson, and Mr. Giovanniello discussed how there are several other appointed positions including Personnel Director, Corporation Counsel, and staff in the Mayor's Office.

Mr. Giovanniello confirmed that Alder Marx was reading the ordinance amendment correctly, and it does not apply, as written, to incumbent department heads.

Mr. Matteson discussed how they work very hard to staff up departments and have a lot of confidence in the assistant chiefs. The chiefs (department heads) do not work around the clock. Mr. Matteson discussed how it is great to have the person in charge working in the event of an emergency but understands it is not practical.

Mr. Matteson confirmed the Charter requires deputies to be electors of New Haven. There are no residency requirements for deputies who belong to a union. This ordinance amendment could include deputies, but it currently does not, as they were focused on department heads.

In response to Alder Marchand, Mr. Matteson confirmed they are concerned specifically about residency status, not elector status. Mr. Matteson confirmed there is a waiver process in the Charter for elector status for example if someone is not registered to vote due to religious reasons.

Mr. Giovanniello confirmed he did not draft this ordinance amendment.

In response to Alder E. Rodriguez, Mr. Matteson discussed how over the years, there have been amazing deputies, who would have made great department heads, but refused to move to New Haven. Eighty percentage of New Haven teachers and police officers do not live in New Haven.

In response to Alder Morrison, Ms. Garcia reviewed how this waiver would be reviewed on a case-by-case basis. Having a position unfilled for even a month for key level positions is too long. If someone is acting, then that person is completing two roles, which means the department is still short staffed. Director Baldwin discussed how having vacancies is bad for morale. Ms. Garcia confirmed how the city is short-staffed somewhere along the line. Ms. Garcia spoke to how the city wants to hire the right person for the position. Director Baldwin confirmed they expect to bring cases to the Board of Alders after a position has been open for ninety (90) days.

Ms. Garcia discussed how they review job postings daily, weekly. They have internal meetings to review.

In response to Alder C. Rodriguez, Mr. Matteson discussed how professional recruiters charge anywhere from \$15,000 to \$50,000. Ms. Garcia confirmed the city pays Indeed approximately

\$600-\$700 per title for 15 day period.

Through the Chair, Alder C. Rodriguez requested how much it cost the city to find a Controller when the position was available for approximately three (3) years.

Dr. Gwendolyn B. Williams, Director of Youth and Recreation Department, testified in support of this ordinance amendment. She has worked for New Haven for nineteen (19) years. It has been difficult for her to purchase a home in New Haven, as it was a seller's market. She felt she was placed in a position where she had to choose between her family and her job.

In response to Alder C. Rodriguez, Dr. Williams confirmed she splits her time between her family home and New Haven.

Ronald S. Huggins, Jr., testified in support of this ordinance amendment.

In response to Alder Marx, Mr. Huggins confirmed he is the Deputy Director of Youth and Recreation Department, and he was not appointed.

Dwayne McDowell, 62 Market Street, testified in opposition to this ordinance amendment.

In response to Alder Morrison, Mr. McDowell confirmed he does not support this ordinance amendment.

David Agosta spoke in opposition of the ordinance amendment as written, but he is in favor of getting rid of the residency requirement in its entirety. Discussed the discriminatory issues with the ordinance amendment as written.

Rebecca Bombero, Deputy Chief Administrative Officer, testified in support of this ordinance amendment.

Patricia K. Solomon, 434 Dixwell Avenue, testified in support of this ordinance amendment. There needs to be some changes and need to address the issue of why it took so long to find a Controller.

Lilly Chambers, 339 W Division Street, testified in support of this ordinance amendment if there are certain stipulations in place.

In response to Alder E. Rodriguez, Ms. Chambers confirmed she is in support but believes city jobs should go to New Haven residents first.

Pat King, 32 Vista Terrace, testified in support of this ordinance amendment.

In response to Alder Marx, Ms. King confirmed when she was Corporation Counsel, she was appointed and department head.

Justin McCarthy, Chief Administrative Officer, 569 Orange Street, testified in support of this ordinance amendment.

In response to Alder Marx, Mr. McCarthy discussed how the management structure of the fire and police departments differ drastically. The fire department has an Operations Chief who oversees the assistants. Neither have residency requirements. The assistants are unionized employees. Mr. McCarthy has not seen any issues with employees responding from further distances. They have redundancy of coverage on shifts, so responding to emergencies is not an issue because they already have coverage.

In response to Alder E. Rodriguez, Mr. McCarthy discussed how residency is a factor but not a deciding one depending on experience and expertise.

Michael Piscitelli, Economic Development Administrator, 353 Summit Street, testified in support of this ordinance amendment.

Miguel Pittman, 82 Orchard Street, testified in opposition of this ordinance amendment. On behalf of Hill North Community Management Team, Mr. Pittman read a statement confirming the Hill North does not support this ordinance amendment.

In response to Alder Marchand, Mr. Matteson confirmed the previous employee, who requested a residency requirement exception resigned before their annual review. Ms. Garcia discussed how she feels there needs to be exceptions available for both new and current employees. Mr. Matteson spoke about how it is hard to lose a good employee and making an exception for current employees helps with retainment. He would not want to choose between his children [employees]. Mr. Giovanniello confirmed that were a process was involved that allowed for discretion, it could open the city up to a discriminatory lawsuit. However, department heads are approved by the Board of Alders, so the city is already open to a lawsuit just by exercising that authority. Does not think the city should be concerned if people with goodwill are making the decision.

In response to Alder Morrison, Director Baldwin confirmed they won't change the job description to match the applicant. Ms. Garcia confirmed they do not want to lower the bar required by the job description.

In response to Alder E. Rodriguez, Director Baldwin confirmed they include the residency requirements in the job postings. Director Baldwin reviewed how they post the jobs locally to try to attract New Haven residents.

In response to Alder Furlow, Mr. Giovanniello confirmed it could be made clearer that the applicants only need to meet one or more of the criteria to receive a waiver, not all.

In response to Alder Marx, Director Baldwin confirmed she prefers gender neutral language to be used.

In response to Alder Furlow, Ms. Garcia spoke about how this isn't to make recruiting easier. This

is to fill the essential roles, critical roles for the city and its services. So, you know, it's not like HR is looking for a cop-out and a way to get someone hired right away. We just want to make sure that we have a pathway to hire the right people when we need it for the city.

Director Baldwin reviewed how an applicant can appeal a decision not to hire them, and based on appeals, they have reconsidered applicants in the past.

In response to Alder Furlow, Mr. Giovanniello confirmed if the Board of Alders has not approved a waiver within the six (6) Charter residency requirement, the employee applying for the waiver would be out of compliance with the Charter.

Through the Chair, Alder Marx requested the roles of all appointed officials, job descriptions for each, roles of all department heads and second in command, and a list of city roles subject to the residency requirements and what requires them to be a New Haven resident (Charter?).

#### COMMITTEE ACTION

Alder Morrison moved item # 1, seconded by Alder Marchand. Alder Marchand moved to strike existing sections a, b, c, d, e, f, g, and h; moves section i down to become new section g; updates the title, and makes changes the ordinance to apply to all incumbent and new hires subject to the residency requirement in the Charter and other changes as outlined in the redlined version, seconded by Alder Morrison. The redlined version is on file in the Office of Legislative Services. All Alders spoke in favor of the amendment. The motion to amend by substitution was unanimously approved, and the amendment passed. All Alders spoke in favor of the item, as amended. The motion was unanimously approved, and the item passed, as amended.

Alder Morrison moved to close the public hearing, seconded by Alder Marchand. The motion was unanimously approved at 8:52 p.m.

Alder Morrison moved to adjourn, seconded by Alder Marchand. The motion was unanimously approved.

Adjourn: 9:45 p.m.

A recording of this meeting can be viewed on the Board of Alders' YouTube channel here: <https://youtube.com/@boardofalders8363>.

Respectfully submitted,  
Misty Maza, J.D., Legislative Aide II