

City of New London
OFFICE OF THE MAYOR

To: Margaret Ackley, Chief of New London Police Department

From: Daryl Justin Finizio, Mayor of the City of New London

RE: Administrative Leave for Medical Purposes

DT: February 20, 2013

It has come to my attention that as of today you continue to be unable to work more than two (2) hours a day. This inability to work has continued for more than two months and appears to show no sign of change.

As a result, and in accordance with the City's Return to Work Policy, you are no longer authorized to work light duty. While it is within my authority to re-assign you to another department with lighter work, I feel that would be inappropriate for an employee of your stature. Therefore, I am instead placing you out of work until you are well enough to return to full-duty work that progresses in hours on a weekly or bi-weekly basis. During this period of time, of course, you will receive full salary continuation under worker's compensation until your situation changes.

It is certainly hoped that this action will aid in your recovery, as we are anxious to have you return to full duty as the City's Police Chief. Please be sure to keep Personnel and Risk Management informed of your progress, so that we may return you to work as quickly as possible. In the meantime, please do not hesitate to contact me or Jane Glover with any questions or concerns.

MEMORANDUM

TO: Mayor Daryl Justin Finizio

FROM: CAO Jane Gloyer 

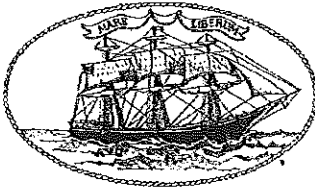
RE: Chief Ackley's Restricted Duty

I agree with the attached memo from the Interim Risk Manager, Bernadette Welch, that Chief Ackley should no longer be authorized to work "light", "limited" or restricted duty until such time as her recovery begins to progress again on a regular basis of weekly or bi weekly improvement.

I would also like to suggest that you meet with Chief Ackley as soon as possible and inform of the information in the memo. The information enables you to give her a medical leave until her doctor gives her a clearance for work slip.

As you know, Deputy Chief Reichard would be acting chief until Chief Ackley returns. This is good for the city as there will be no leadership void in the police department.

If you have any questions or concerns about this memo please do not hesitate to speak with me.



CITY OF NEW LONDON

INTEROFFICE MEMORANDUM

DATE: February 15, 2013

TO: Jane Glover, Chief Administrative Officer

FROM: *Bernadette Welch*
Bernadette Welch, Interim Risk Manager

SUBJECT: Chief Ackley's Restricted Duty

It has been over three months since the occurrence of Chief Ackley's injury during super storm Sandy. During the initial phase of her treatment, her recovery appeared to be progressing routinely. However, since mid-December her condition has not improved and she remains unable to work more than two (2) hours per day.

This presents two problems for the City and Chief Ackley: (1) her ability to work short-term light duty on a daily basis is not helping with her recovery and may actually be delaying it, and (2) the City has a progressive light duty policy, which requires an employee to actually be progressing in their ability to work in order to continue him/her to work light duty in the transitional return-to-work program. Chief Ackley is aware of this policy.

To date, this office has provided every possible extension of time to the Chief, however even the highest unaffiliated employees must follow the policies of the City. Therefore, I am obliged to recommend that Chief Ackley no longer be authorized to work "light", "limited" or "restricted" duty until such time as her recovery begins to progress again on a regular basis of weekly or bi-weekly improvement.

CC: Mayor Finizio
Atty. Estep