



CITY OF SOMERVILLE, MASSACHUSETTS
CLERK OF COMMITTEES

November 7, 2016

REPORT OF THE CONFIRMATION OF APPOINTMENTS AND PERSONNEL MATTERS
COMMITTEE

Attendee Name	Title	Status	Arrived
Maryann M. Heuston	Chair	Present	
Robert J. McWatters	Vice Chair	Present	
Dennis M. Sullivan	Alderman At Large	Present	
Mary Jo Rossetti	Alderman at Large	Present	
Lance L. Davis	Ward Six Alderman	Absent	

Others present: Alderman Niedergang, Michael Glavin - OSPCD, George Proakis - OSPCD, Michael Feloney - OSPCD, Doug Kress - HHS, Nancy Bacci - HHS, Candace Cooper - Personnel, David Fallon - SPD, Patrick Sullivan - SFD, Tim Snyder - Mayor's Office, Annie Connor - Legislative Liason, Rositha Durham - Clerk of Committees.

The meeting took place in the Committee Room and was called to order at 6:00 PM by Alderman Heuston and adjourned at 7:30 PM.

Alderman Rossetti recused herself from all portions of this meeting dealing with zoning.

Approval of the October 13, 2016 Minutes

RESULT:	ACCEPTED
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200709: That the Administration provide this Board's Committee on Confirmation of Appointments with a diversity breakdown of all boards and commissions and a plan to fill vacancies.

Mr. Snyder and Mr. Kress addressed this item. They have met with the city's ADA Coordinator several times to discuss how to attract diverse members. They are making sure to reach to communities that may not be aware of the positions and how to apply and follow up. Alderman Niedergang feels that things are moving in the right direction, reflecting the diversity in the community. He asked how the Administration is doing with outreach and how is success measured. Mr. Kress spoke about a plan to be presented to the staff next week. He will ask the commissions and boards for job descriptions and their needs and is trying to get the information

in different languages. He talked having a buddy system so that new members have someone to help them with the position. Mr. Kress stated that the city is not collecting race and ethnicity data from the commissions. Ms. Cooper stated that the city may not be able to obtain that data for unpaid positions, but she will look into it.

Alderman Rossetti's motion *that the Director of Personnel and the City Clerk, work together to investigate how to legally data about race and ethnicity and report back to this Board*, was approved.

RESULT:	WORK COMPLETED
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201318: That the Administration inform this Board about how it is dealing with Board and Commission members whose terms have expired, in many cases months or even years previously.

Mr. Snyder and Mr. Kress described a few different strategies to help alleviate the problems being experienced in filling vacancies, including the possibility of adjusting the number of members. Chairman Heuston asked for a reconciliation of the vacancies, and their terms, on various commissions and boards. Alderman Niedergang expressed his concern about the many expiring terms.

RESULT:	WORK COMPLETED
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201784: That the Director of Personnel and the Director of Health appear before this Board to discuss the hiring of a Director of Commissions and meeting quorums for commissions.

RESULT:	WORK COMPLETED
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201934: Requesting the appointment of Michael Lapiana to the position of Animal Control Officer in the Police Department.

Mr. Lapiana completed 49 hours of training in Rhode Island last September. This spring, he will attend a 12 week program to obtain his certification. The training will be held one day per week. Alderman Rossetti asked if it was normal to hire someone before training has been completed. Chairman Heuston asked if the training was provided by an accredited institution. Mr. Lapiana has, or will, receive training regarding animal capture, strategies, record keeping and crime scene investigation. As part of the original meeting on this matter, it was discovered that there was some disparity in salary between employees.

RESULT:	APPROVED
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202221: Requesting the appointment of Martin Anthony Polignone to the Affordable Housing Trust Fund.

Mr. Polignone has been in Somerville for almost 20 years.

RESULT:

APPROVED

202100: That the Director of Personnel and the Manager of Diversity, Equity and Inclusion present a plan to this Board to fill the many vacancies on city boards, with an outreach plan to encourage applications by immigrants and people of color.

See discussion of item 200709.

RESULT:

WORK COMPLETED

202289: Requesting the reappointment of Uma Murugan to the Community Preservation Committee.

Ms. Murugan has a strong background in the community and has been in the city nearly 5 years. She strongly believes the city is about people and that the CPC is very valuable.

RESULT:

APPROVED

202222: Requesting the re-appointment of Thomas Mulhern to the Board of Assessors.

RESULT:

APPROVED

202246: Requesting the promotion of Brian MacMullin to Lieutenant in the Fire Department.

Chief Sullivan spoke about Mr. MacMullin and his hands on task analysis skills and resume.

RESULT:

APPROVED

202218: Requesting the Appointment of Carl E. Nelson to the Fire Department Reserve List.

Mr. Nelson served 26 years in the military and came to Boston to attend school. He has lived in Somerville off and on for about 20 years. If approved, he will start at the academy in February.

RESULT:

APPROVED

202248: Requesting the appointment of Josh McCann to the Fire Department Reserve List.

Mr. McCann is a military veteran and has volunteered with the Somerville Auxilliary Fire Depatment. Being from Somerville, Alderman Rossetti asked him to share his story with the students in Somerville High School yearly. Once approved, he will begin training at the academy.

Chair Heuston asked Tim Snyder and the administration for a revised list of who's on the reserve list.

RESULT:	APPROVED
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202215: Requesting the appointment of Keith M. O'Donnell to the Police Department as a Police Officer.

Chief Fallon introduced Mr. O'Donnell, who is a 2004 graduate of Somerville High School and served in the Marine Corps for 5 years. Alderman Rossetti asked him to take some time to return to Somerville High School to talk to the students about his aspirations after graduation.

RESULT:	APPROVED
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202216: Requesting the appointment of Ryan J. Cooney to the Police Department as a Police Officer.

Chief Fallon introduced Mr. Cooney, who holds a Masters Degree in Liberal Arts from Harvard University. He is currently serving in the U. S. Air Force until May 2017, after which he will begin training at the academy.

RESULT:	APPROVED
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202247: Requesting the appointment of Steven D. Strugli to the Police Department as a Police Officer.

RESULT:	KEPT IN COMMITTEE
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202217: Requesting the appointment of Jose A. Villagran to the Somerville Police Department as a Police Officer.

Chief Fallon introduced Mr. Villagran, who is presently attending Fisher College and expects to graduate in May 2017. He is fluent in Spanish and has aspired to become a police officer since he was in high school. He has been in Somerville since 2000.

RESULT:	APPROVED
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202219: Requesting the appointment of Timothy Robertson to the Human Rights Commission.

Mr. Robertson has been in Somerville since 2007 and brings incredible professional service to the commission.

RESULT:	APPROVED
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202220: Requesting the appointment of Brie McLemore to the Human Rights Commission.

Ms. McLemore has been in Somerville for 3 years and has done a lot of community engagement work.

RESULT:	APPROVED
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202287: Requesting the reappointment of Orsola Susan Fontano to the Zoning Board of Appeals.

Ms. Fontano has been on the Somerville Zoning Board of Appeals since 2004 and is a former Somerville High School student.

RESULT:	APPROVED
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202312: Requesting the reappointment of Josh Safdie to the Zoning Board of Appeals.

Mr. Safdie has been on the board since 2008.

RESULT:	APPROVED
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202288: Requesting the reappointment of Danielle Fillis Evans to the Zoning Board of Appeals.

Ms. Evans is a professional planner with many qualifications.

RESULT:	APPROVED
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202286: Requesting the appointment of Pooja Phaltankar as an Alternate Member to the Zoning Board of Appeals.

Mr. Proakis spoke about having Ms. Phaltankar as an alternate since the board was missing an attorney who is qualified and interested in serving the community.

RESULT:	APPROVED
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202285: Requesting the appointment of Lunita Johnson to the Fair Housing Commission.

Mr. Felony was present for this item, which will be kept in committee.

RESULT:	KEPT IN COMMITTEE
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202311: Requesting the appointment of Phil Ercolini to the Somerville Redevelopment Authority.

Mr. Ercolini was present for an interview for appointment to Somerville Redevelopment Authority. A former city employee, Mr. Ercolini worked in the city's Housing Department and was a member of the Zoning Board.

RESULT:

APPROVED

Handouts:

- Affordable Housing Trust Fund (with 202100)
- Docs - Lapiana (with 201934)
- Fire Dept. Task Analysis (with 202246)
- Fire Fighter Task Survey Analysis (with 202218)
- Human Rights Commission Info (with 202219)
- Human Rights Commission Info-2 (with 202219)
- Letter - McLemore (with 202220)
- Memo - Polignone (with 202221)
- Police Officer Task Survey Analysis (with 202215)
- Resume - Cooney (with 202216)
- Resume - Ercolini (with 202311)
- Resume - Evans (with 202288)
- Resume - Fontano (with 202287)
- Resume - MacMullin (with 202246)
- Resume - McCann (with 202248)
- Resume - McLemore (with 202220)
- Resume - Nelson (with 202218)
- Resume - O'Donnell (with 202215)
- Resume - Phaltankar (with 202286)
- Resume - Polignone (with 202221)
- Resume - Robertson (with 202219)
- Resume - Safdie (with 202312)
- Resume - Villagran (with 202217)
- Resume & Docs - Murugan (with 202289)

- Resume-2 - Fontano (with 202287)