



CITY OF SOMERVILLE, MASSACHUSETTS CLERK OF COMMITTEES

March 21, 2018

REPORT OF THE CONFIRMATION OF APPOINTMENTS AND PERSONNEL MATTERS COMMITTEE

| Attendee Name | Title | Status | Arrived |
|---------------------------------|---------------------|---------|---------|
| Jefferson Thomas ("J.T.") Scott | Chair | Present | |
| Stephanie Hirsch | Vice Chair | Present | |
| Wilfred N. Mbah | Alderman at Large | Present | |
| Lance L. Davis | Ward Six Alderman | Present | |
| Ben Ewen-Campen | Ward Three Alderman | Present | |

Others present: Chief David Fallon - SPD, Deputy Chief Paul Trant - SPD, Frank Wright - Law, Julie McKenzie - Law, Candace Cooper - Personnel, Annie Connor - Legislative Liaison, all candidates for appointment listed herein, Rositha Durham - Clerk of Committees.

The meeting took place in the Committee Room and was called to order at 7:00 PM by Chairman Scott and adjourned at 12:00 AM.

Approval of the March 7, 2018 Minutes

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| RESULT: | ACCEPTED |
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Approval of the Jan 24, 2018 Executive Session Minutes The Chair asked Mr. Wright to provide an opinion on when the committee could review the executive session notes. The committee and full Board of Aldermen received a document with a legal opinion re: Review of non-medical information on candidate post-conditional offer and medical examination.

Alderman Davis's motion *that the Solicitor advise this Board as to whether the Committee on Confirmation of Appointments and Personnel Matters may review, in executive session, the minutes of a prior executive session,* was approved.

This item was kept in committee.

Approval of the Jan 25, 2018 Executive Session Minutes This item was kept in committee.

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

Police Officer.

Chief Fallon introduced Steve Scrugli whose name is misspelled in some of the documents. He is currently serving as a police officer at UMass Lowell. Active duty for US Army for eight years. He has a BS in Criminal Justice and Homeland Security Concentration, Minor in Global Security Studies. Mr. Scrugli is fluent in Spanish and grew up in Somerville. He believes in community policing and engaging with the public in a positive way. He wants to be a trusted resource for the community. The committee voted to go into executive session to review background information about Mr. Scrugli. Mr. Scrugli was asked if he wanted to go into executive session and he agreed. No votes were taken during the executive session.

The law office talked about 151B and ADA as it related to civic service. The committee asked for a legal opinion of the role of the committee in regards to the confirmation of appointments committee. It was the opinion of the city solicitor that ADA and 151B may be in direct conflict. The conflict may be more regarding the city charter and ADA and 151B creating a sequence of events of the conditional offer letter and the medical exam due to the actions of the executive branch. The personnel director talked about the conditional offer letter which includes the date of physical testing and is issued after the medical and psych exams. There can be a time lapse of two to three months for the different exams and information after the conditional offer letter is sent to the candidate. The committee asked if they could review the candidates before the medical exams and if there could be an alternative review process. The law office will look into changing the sequence of when the aldermen interview the candidates. The city charter says that the Mayor appoints first then the committee confirms the candidates

Ald. Davis motioned and it was approved *that the solicitors office advises this Board whether the sequence of appointments can be adjusted so that the Committee on Conf of Appts can review relevant information regarding candidates, including without limitation non-medical background checks.*

Ald. Davis motioned and it was approved *that the Solicitor advises this Board as to whether the committee on confirmation of appointments can review, in executive session, the minutes of a prior executive session.*

The Chief of Police is holding spots for these candidates to attend the academy on April 3rd. It is very difficult to get spots in the academy which may be in September if there is a delay.

The committee agreed to hear from all the candidates and not vote until the committee has the opinion from the law office. The candidates cannot start the academy until they are sworn in. Some of the candidates have already given notice to their jobs after receiving their conditional offer letter which went out on February 15th. The chair stated he spoke to the President of the Board who would be willing to schedule a special meeting, as to not rush through this process.

On a motion from Alderman Davis, this item was kept in committee on a Roll Call vote of 4 in favor (Ald. Scott, Mbah, Ewen-Campen and Davis) to 1 against (Ald. Hirsch).

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| RESULT: | KEPT IN COMMITTEE |
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205308: Requesting the appointment of Thomas Lambert to the position of Police Officer.

This candidate graduated from Methuen Police Academy at NECC in 2018 and graduated from Somerville High School class of 2012. He also worked for the City of Somerville DPW highway department 2010-2012 in a summer program. He has an interest in community policing. He talked about how diverse Somerville is as well as his military experience. He's wanted to be a police officer since he was 6 years old. He also coaches a hockey team. The committee asked if there are any other documents that should be discussed in executive session and there was not.

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| RESULT: | KEPT IN COMMITTEE |
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205309: Requesting the appointment of Michael Cleary to the position of Police Officer.

Mr. Cleary currently serves as a court officer at Mass Trial Court in Boston. He expects to graduate from Bunker Hill Community College this May with a degree in Criminal Justice. He previously received a conditional offer letter from the Waltham police but was not prepared academically. He has always wanted to be a police officer. His father is a retired police officer. The committee asked if there are other documents to be discussed in executive session and there were not. The committee asked the personnel director why some candidates may not show up or withdraw from the process.

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| RESULT: | KEPT IN COMMITTEE |
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205310: Requesting the appointment of Mark Canty to the position of Police Officer.

Mr. Canty is currently working with Somerville DPW as a heavy equipment operator and attending Salem State. He is passionate about being a police officer. His grandfather was a Somerville Police Officer in the 1940's. His father is a retired Somerville Police officer and his brother is also a Somerville police officer. Mr. Canty's grandmother also worked for the Somerville PD as a receptionist. His thoughts on community policing are to get to know the community, interact with the diverse community where there are people with high and low incomes. The committee asked if there are any other documents to discuss in executive session and there were none.

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| RESULT: | KEPT IN COMMITTEE |
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205311: Requesting the appointment of Priscilla Ribeiro to the position of Police Officer.

Ms. Ribeiro has top secret clearance in Active United States SCI. She has experience working under pressure and stays calm in emergency situations. She currently works at Draper Labs as security specialist/CPSO, Special Programs. Ms. Ribeiro also worked in Somerville police department as a crime analyst intern in 2010. She has been in Somerville her whole life and always wanted to be a police officer. The committee asked if there was any information to review in executive session and there was none.

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| RESULT: | KEPT IN COMMITTEE |
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205312: Requesting the appointment of Dylan Lambert to the position of Police Officer.

Mr. Lambert is a full time student at UMass Lowell and working towards his BS in Criminal Justice. He tutors 10 hours a week. He has always had an interest in public service and likes helping people. He likes the problem solving aspect in policing. He talked about his initiative to get pepper spray back on campus for students. The committee asked if there are any other information to share in executive session and there was none.

RESULT:

KEPT IN COMMITTEE

205313: Requesting the appointment of Alisha Omolade to the position of Police Officer.

Ms. Omolade is a graduate of Somerville High School. She is currently working at Rent-a-Center in East Boston. She is attending Bunker Hill Community College in Criminal Justice. Her mother-in-law works for Mass State police. She talked about community policing and what it means to her about building relationships and solving problems. The committee asked if there are any other information to be discussed in executive session and there were none.

RESULT:

KEPT IN COMMITTEE

205314: Requesting the appointment of Robert Anaya to the position of Police Officer.

Mr. Anaya currently works at DPW as a heavy motor equipment operator. He also worked for Somerville High School as a security monitor, monitoring all students entering and leaving the building. He grew up in Everett and has family members here in Somerville. The committee asked if there are any other information to share in executive session and there was none.

RESULT:

KEPT IN COMMITTEE

205315: Requesting the appointment of Nicholas Moreira to the position of Police Officer.

Mr. Moreira is currently employed at an electrician apprentice at Costas Hatzis Electric. He speaks Greek and is a graduate of Somerville High School culinary arts. His uncle and brother inspired him to be a police officer. His family owned a restaurant in Somerville. The committee asked if there is other information to share in executive session and there was none.

RESULT:

KEPT IN COMMITTEE

205307: Requesting the appointment of Chris Ward to the position of Police Captain.

Lt. Ward started in the neighborhood police unit in 1988. Later promoted to Sergeant in 2014 and is presently Special Operations Commander/Accreditations Manager/Division Commander. He has a Master of Arts, Criminal Justice. Lt. Ward talked about the process as Accreditation manager for the Somerville Police Department. He has 30 years in law enforcement. His main priority is establishing policy and procedures for the Chief and staff. Lt. Ward said that neighbor policing was the best job, helping the community. He talked about how different Somerville is now than before with a lot of street activity and drugs back then. Lt. Ward was asked if he would like to go into executive session and he agreed. The Committee voted to go into executive session to discuss the candidate's character and reputation. No votes were taken in executive

session. Ald. Ewen-Campen motioned and it was accepted to recommend confirmation of Lt. Ward to Captain.

RESULT:

APPROVED

Handouts:

- Exec Session Notice
- Cert 05003 Signatures
- Cert 05003 Signatures - 2
- Candidate Summary
- Opinion re non-medical information
- Work History - C Ward (with 205307)