



## CITY OF SOMERVILLE, MASSACHUSETTS CLERK OF COMMITTEES

January 24, 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: Alderman Mary Jo Rossetti, Alderman Katjana Ballantyne, Alderman Jesse Clingan, Alderman Mark Niedergang, Candace Cooper - Personnel, Frank Wright - Law, Chief David Fallon - SPD, Deputy Chief Stephen Carrabino - SPD, Deputy Chief Paul Trant - SPD, Julie McKenzie - Law, Tim Snyder - Mayor's Office, Annie Connor - Legislative Liaison, Rositha Durham - Clerk of Committees.

The meeting took place in the Committee Room and was called to order at 5:30 PM by Chairman Scott and adjourned at 11:25 PM.

A motion was made and accepted to allow non-committee members to attend the Executive Session. There was a general discussion about the Gorman case, which is a civil service case.

Questions were asked about when the city was notified that the current promotion list would be expiring on February 1, 2018. The exams took place on 10/16/17 and HRD notified the city on 1/10/18 approximately three weeks before the list was due to expire.

Personnel talked about a tier process with banding of the candidates. Banding and ranking is a process used when a test is administered and the results are ranked on scoring and banded together. Disabled veterans are placed at the top of the list and others who have the same scoring or results are banded together. Personnel does not see the scores, just the banding. A question was asked whether race and gender are considered within the banding process. The bands are given to the City by HRD. Discussions were held about tonight's options on reviewing the candidates and the committee's decision to approve, deny or keep the item(s) in committee.

There was a discussion on disciplinary process for review. Internal personnel records may be available to review for questions about open investigations on city individuals applying for promotions. If there are no disciplinary actions, then it would not be part of the personnel records. General complaints about the individuals could go to court, as an option.

The process for promotion would be for the Police Chief to make a request to the Mayor. If the request is approved, it is sent to personnel for review. The HRD civil service unit sends a list of qualified individuals to the city. The formula for how many individuals may apply for promotion is 2 times the number of requests plus 1. There was a discussion about a bypass letter to issue to the Civil Service Commission only if the next candidate is not in the same band.

The agenda items were taken out of order.

#### **Approval of the November 14, 2017 Minutes**

<b>RESULT:</b>	<b>ACCEPTED</b>
----------------	-----------------

#### **Executive Session to discuss the candidate assessment questions and individual candidates pursuant to MGL c30A s21(a)(1).**

The committee convened in Executive Session several times during this meeting, as noted.

#### **204799: Requesting the appointment of Michael Kennelly to the position of Police Lieutenant.**

Mr. Kennelly informed the committee that he would be recording the meeting, as per one of the options of the letter that all 5 promotion candidates received from the city. He is a Somerville resident and was also the high school resource officer for a few years. He just started his 32nd year with the department. He coordinates with the District Attorney's Office and court officers and acts as the Police Department's court liaison. He was also a street supervision within the Police Department.

A motion was made and approved to go into Executive Session.

<b>RESULT:</b>	<b>APPROVED</b>
----------------	-----------------

#### **204800: Requesting the appointment of Michael Kiely to the position of Police Lieutenant.**

<b>RESULT:</b>	<b>KEPT IN COMMITTEE</b>
----------------	--------------------------

#### **204801: Requesting the appointment of Michael McCarey to the position of Police Sergeant.**

Mr. McCarey, a Somerville resident, was a field training officer and volunteers to mentor new officers. He is currently enrolled at North Shore Community College working toward an Associate Degree in Science and expects to graduate in June 2018. He spoke about dangerous situations in the life of a police officer and of having a very wide view of what's going on around you. A question was asked about use of excessive force and the process is for the officer to submit a report to his superiors about any incidents. The report may determine if more training is needed for the officer or if the officer is abiding by the current policies. The report must be submitted by the end of the shift.

A motion was made and approved to go into Executive Session to review each individual candidate on tonight's agenda. A motion was also made and approved to allow a member of the public to speak at the committee meeting. The question was asked if the five (5) candidates were informed of their option to have counsel with them.

A motion was made and approved to go back into executive session to review the redacted records with the intent of reviewing character histories.

**RESULT:**

**APPROVED**

**204802: Requesting the appointment of Sean Sylvester to the position of Police Sergeant.**

Mr. Sylvester handles "hit and run" investigations and manages the Somerville School Crossing guard program. He recently received his BA in Criminal Justice and is currently enrolled at UMass Lowell seeking a Masters Degree in Criminal Justice.

A motion was made and approved to go into Executive Session.

**RESULT:**

**APPROVED**

**204803: Requesting the appointment of James Slattery to the position of Police Sergeant.**

Mr. Slattery is a Somerville resident and has been employed with the Somerville Police Department since 2001. He has done performed a good deal of gang related work and has used the Senator Charlie Shannon grant to work with the metro taskforce to go into areas with the most gang violence. He was a School Resource Officer for Ward 6 and the Brown School for many years. He received a life saving medal for saving the life of a UPS driver who was critically injured.

A motion was made and approved to go into Executive Session.

**RESULT:**

**APPROVED**

**Handouts:**

Employment History - M Kennelly (with 204799)

Employment History - M Kiely (with 204800)

Employment History - M McCarey (with 204801)

Employment History - S Sylvester (with 204802)

Employment History - J Slattery (with 204803)

OHC - Requisition Details

Police Staff Demographics