



CITY OF SOMERVILLE, MASSACHUSETTS

CLERK OF COMMITTEES

November 28, 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	Absent	
Lance L. Davis	Ward Six Alderman	Present	
Ben Ewen-Campen	Ward Three Alderman	Present	

Others in attendance: Jill Lathan, Peter Forcellese, Sr., Tim Snyder, Candace Cooper, Nicholas Salerno, Frank Wright, Doug Kress and Christopher Hosman.

The meeting started at 6:04 pm and ended at 8:29 pm.

204912: Requesting the re-appointment of Peter Forcellese, Sr. as Legislative Clerk.

The committee stated they were satisfied with Mr. Forcellese's work. The chair asked why Mr. Forcellese was paid hourly and not salary, as are the other clerks. Mr. Forcellese is a 960 retirement employee with the City of Somerville with a pension. His current rate was negotiated with the Mayor's office last year. His pension and pay cannot be more than his previous position plus \$15,000. Mr. Forcellese was asked for his advice to reorganize the clerks and staff. He suggested the committee address that question to the President of BOA.

There were general discussions about the administration providing information relating to HR complaints, job descriptions, statement of financial and any outstanding legal complaints relating to department heads. Mr. Snyder attended this meeting covering for Ms. Connor. It was stated that the re-appointment is based upon the job they are already doing. Ald. Davis understood there may not be resumes for long time employees, but like to see job descriptions in advance of the meeting. Mr. Wright from the law office stated the committee cannot see HR complaints against candidates unless there is a finding. The full finding would not be shared only showing a redacted version. Mr. Wright will provide legal opinion on whether it's appropriate to ask questions about sexual harassment and on whether sharing a redacted finding either in open or executive session is allowed. Ms. Cooper stated that prior to tonight's meeting, she met with the directors to review sexual harassment complaints and how they should be handled in personnel. Directors were reminded not to discuss any related matters this evening. Ms. Cooper has been looking into what can be shared, but no department or identifying information may be shared at this point. Ms. Cooper reviewed all records of the candidates for tonight's meeting and none have anything that would bar them from being re-appointed. It was stated that the administration does want to share information and starting next week, there will be charts and graphs regarding hiring minorities and sexual harassment complaints in a given year. The website will not share any information about the department or individual.

RESULT:	APPROVED
----------------	-----------------

204909: Requesting the re-appointment of Edward Bean as Finance Director.

RESULT:	KEPT IN COMMITTEE
----------------	--------------------------

204913: Requesting the re-appointment of Bryan Bishop as Director of Veterans Services.

RESULT:	KEPT IN COMMITTEE
----------------	--------------------------

204914: Requesting the re-appointment of Michael Bertino as Treasurer/Collector of Taxes.

RESULT:	WITHDRAWN
----------------	------------------

204915: Requesting the re-appointment of Jill Lathan as Director of Parks and Recreation.

The chair stated he spent time with Ms. Lathan during budget time. She was asked about her frustration points and what the department needs to do better. Ms. Lathan stated she loves her job and feels she is in the right place. She has a phenomenal staff who are asked to think broader, outside the box and how they can be challenged. Ms. Lathan talked about trust, accountability and commitment of her team. She encourages staff development and good communications. The committee commented how impressed they were with the online registration for the Kennedy Pool. Ald. Davis asked if there were any complaints in the department and how she would handle them. She believes in building a team and being open for the staff members to come to her. Parks and Recreation is very transparent. If there were any issues, she would take them to the personnel office. Ms. Lathan is committed to investing in the young people they serve.

RESULT:	APPROVED
----------------	-----------------

204916: Requesting the re-appointment of Suzanne Rinfret as Director of Traffic and Parking.

RESULT:	KEPT IN COMMITTEE
----------------	--------------------------

204917: Requesting the re-appointment of Christopher Hosman as Executive Director of the Women's Commission.

Mr. Hosman also works for HHC Service. He spends approximately five (5) hours a week putting together the agenda and provides other services for the Women's Commission. He stated a job description would be great for this position. He does not have power to vote in his role in the commission. He described his position as being a staff liaison, rather than the executive director. Mr. Hosman talked about having a quorum was a problem in the past. Ald. Davis asked Mr. Hosman his thoughts on sexual harassment or complaints. He would file a complaint with personnel and knows that it will be handled very professionally.

RESULT:	APPROVED
----------------	-----------------

204918: Requesting the re-appointment of William Roche as Municipal Hearing Officer.

RESULT:

KEPT IN COMMITTEE

204919: Requesting the re-appointment of Nicholas Salerno as Elections Commissioner.

Mr. Salerno's position is a three (3) year term. He wears two hats at the Chairman of the Board of Elections Commission and Ethics Commissions. Mr. Salerno was first appointed by former Mayor Gay in April 7, 2003. He is one of four longest serving department heads in the city. All members were impressed with Mr. Salerno's diligence, kindness and knowledge. Question was asked what the Election department does when not in election mode. Mr. Salerno stated they have not finished completing the last election and needs to hold for 30 days. Certified Somerville votes had to wait for 10 days. The staff is busy scanning in voters. He negotiated a three (3) year contract for annual census. All records are scanned in to give the correct file to the vendor. The staff also starts thinking about municipal voting after the first of the year. He was also asked about automatic voting that takes effect 2020. Mr. Salerno stated that there has been an uplift of professionalism with the current administration.

The committee members asked about information that can and cannot be provided and why during appointment process. They also asked for a hypothetical or general approach of not sending people through who have done really bad stuff or the most egregious offenders. Other questions were asked about disciplinary actions, what are the things done, can they recover or redeem themselves? Is it different for union vs. non-union?

RESULT:

APPROVED