



CITY OF SOMERVILLE, MASSACHUSETTS CLERK OF COMMITTEES

May 6, 2019

REPORT OF THE CONFIRMATION OF APPOINTMENTS AND PERSONNEL MATTERS COMMITTEE

Attendee Name	Title	Status	Arrived
Jefferson Thomas ("J.T.") Scott	Chair	Present	
Ben Ewen-Campen	Vice Chair	Present	
Jesse Clingan	Ward Four City Councilor	Present	
Wilfred N. Mbah	City Councilor at Large	Absent	
Mary Jo Rossetti	City Councilor at Large	Present	

Others present: Dr. Vanessa Boukili - OSPCD, Michael Feloney - OSPCD, Tim Snyder - Mayor's Office, Rositha Durham - Clerk of Committees.

Councilor Mbah was absent due to a prior engagement.

The meeting took place in the Committee Room and was called to order at 6:00 PM by Chairman Scott and adjourned at 8:20 PM.

Approval of the March 18, 2019 Minutes

RESULT:	ACCEPTED
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Approval of the March 25, 2019 Minutes

RESULT:	ACCEPTED
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Discussion Items

207511: That the Administration meet with the Committee on Confirmation of Appointments and Personnel Matters to discuss the implications of designating every commission's members as Special Municipal Employees.

The Chair stated this matter was brought up from a previous discussion about a specific individual concerning implications with dual employee positions. Mr. Snyder stated this had been discussed in the administration. The Mayor's office supports naming board members as special municipal employees. There is information on the State Ethics Commission website about such matters. Sections 17 and 20 were discussed in the meeting if someone is acting on

behalf of others or restrictions with contractors having contracts with a city or town. Special Municipal would not be given to individuals but rather to boards or commissions. It was stated that Housing Authority and Redevelopment Authority both have designation now at the state level. The chair read an email from the city solicitor dated 2/12/19 referring to the State Ethics Commission's website. It was stated that it's on the individual in the commission to bring the matter to the city staff if there are any potential conflicts of interest.

RESULT:	KEPT IN COMMITTEE
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207036: Requesting that the members of the Somerville Women's Commission be designated as Special Municipal Employees.

RESULT:	KEPT IN COMMITTEE
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205083: That this Board's Committee on Confirmation of Appointments and Personnel Matters develop a comprehensive procedure manual regarding review processes for all categories of appointments and re-appointments.

The chair discussed revising the manual based upon the discussion last year with the legal department. It was stated there is very little oversight on constable applications since they are received by the city clerk. There were discussions about whether there is a need to meet with constables every 2 years. It was suggested to maybe stagger the applications since applications are due in December. However, it was stated that constables cannot work until they are appointed by the Committee of Appointments and Personnel Matters. A question was asked if the city clerk could handle tracking the constables and the applications. Appointing every two years would align with new mayors and city councilors coming in during that time. The chair will check with the city clerk on how to proceed with this item.

RESULT:	KEPT IN COMMITTEE
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New Items

207425: Requesting confirmation of the appointment of Amy Mertl to the Urban Forestry Committee.

Dr. Boukili re-introduced Ms. Mertl who appeared before the committee last year. Ms. Mertl focuses on ants and pollinators since there is close relationship with plants. She is passionate about trees and the relationship with trees and humans. The committee will meet once a month. Councilor asked Dr. Boukili the status of getting student applicants. Dr. Boukili stated that she left the application period open for three weeks and only 2 students applied and only 1 student followed up. The chair suggested not waiting until all seats are filled before scheduling the Urban Forestry Committee meeting.

RESULT:	APPROVED
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207300: Requesting the re-appointment of Darcy Haynes as Constable.

Mr. Haynes has been serving as a constable in Somerville for over 20 years. He stated the job has not changed much other than now the application is electronic. Mr. Haynes was asked about most important qualities in being a constable and to describe a bad day. He talked about having to serve papers for eviction and sometimes having to have others with him or needing to call police if the matter gets bad.

RESULT:

APPROVED

205847: Requesting the re-appointment of Frank Santangelo as Constable.

Mr. Santangelo has not been able to serve papers because he has been waiting to be appointed by the committee. Questions were asked how he is assigned work. Mr. Santangelo stated that some wait at the courthouse to get assigned work and some who are in need call the city for a list of constables. He often gives away the work since many may call for constables during the day when he is working for DPW. Mr. Santangelo stated he does a lot for charity for people who cannot afford to pay for services.

RESULT:

APPROVED

208052: Requesting confirmation of the appointment of Brielle Short to the Affordable Housing Trust as the non-profit representative.

Mr. Felony from Housing stated Ms. Short started working for Somerville Housing Coalition as permanent supportive housing program manager last January. Ms. Short saw this position and had an interest to help affordable housing. She shared with the committee that her grandmother led a workforce housing development project in New Hampshire. There were discussions about land trust and how she would like to focus on very low income residents.

RESULT:

APPROVED

Continued Items

207299: Requesting the re-appointment of Andrew Haynes as Constable.

Mr. Haynes did not attend tonight's meeting but had previously met with the committee last year. The chair inquired about the candidate with Sargent Whelan to find out if anything had changed since they met last year. It was stated there were no reported issues with this candidate.

RESULT:

APPROVED

207422: Requesting confirmation of the appointment of Sharon Komarow to the Urban Forestry Committee.

The committee had previously met with this candidate and it was not required for the candidate to attend tonight's meeting. Dr. Boukili and the candidate did attend and after the conversation regarding the ethics and conflict of interest, the candidate was approved.

RESULT:

APPROVED

207426: Requesting confirmation of the appointment of Alden Johnson to the Urban Forestry Committee.

This candidate had also met with the committee last year and was not required to attend tonight's meeting. Dr. Boukili and the candidate heard the opinion about the ethics and conflict of interest. It was stated that anyone on a commission or board would recuse themselves should there be any conflict of interest. There were discussions about direct financial and advisory roles. There could be a challenge if the person on the commission or board has a contract with the city. Dr. Boukili talked about the bid process and how it's awarded to the lowest bidder with no control over who wins the project or bid.

RESULT:

APPROVED

Housekeeping Items

207546: Requesting confirmation of the appointment of Jennifer Flygare to the Somerville Commission for Women.

The candidate has moved out of Somerville.

RESULT:

WITHDRAWN

205688: That the Director of Personnel share with this Board, in writing, the Administration's outreach plan to get more diverse candidates to take the Fire and Police Department civil service exams.

Councilor Rossetti suggested that each department should list their goals at the budget hearing. Councilor Clingan suggested an outreach position at fire and police departments.

RESULT:

WORK COMPLETED

207442: That the Director of Personnel report to this Board any and all past efforts taken to make residents aware of police and fire exams.

RESULT:

WORK COMPLETED

207443: That the Director of Personnel report to this Board on plans to make residents aware of upcoming police and fire civil service exams, and to encourage more women and people of color to take those exams.

RESULT:

WORK COMPLETED

207679: Director of Personnel responding to #207443 re: plans to publicize upcoming civil service exam opportunities.

RESULT:	WORK COMPLETED
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207444: That the Director of Personnel provide this Board with the 2016 Fire Department Candidate Eligibility List.

RESULT:	WORK COMPLETED
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207680: Director of Personnel responding to #207444 re: the 2016 Fire Department eligibility list.

RESULT:	WORK COMPLETED
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207547: Requesting confirmation of the re-appointment of Kristen Strezo to the Somerville Commission for Women.

Candidate is running for public office.

RESULT:	WITHDRAWN
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207620: Renee Scott submitting comments re: #207544, requesting the appointment of Tim Talun to the Planning Board.

RESULT:	PLACED ON FILE
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207700: David Gibbs submitting comments re: #207544, requesting the appointment of Tim Talun to the Planning Board.

RESULT:	PLACED ON FILE
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206433: That the Director of Personnel provide this Board with aggregate data for sexual harassment complaints, as noted within.

The chair stated the numbers were reported on the city's website.

RESULT:	WORK COMPLETED
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206073: That the City Solicitor provide an opinion on whether any content of an individual's personnel file may be reviewed by the Committee on Confirmation of Appointments and Personnel Matters when considering appointments.

RESULT:	WORK COMPLETED
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205725: Requesting the appointment of retired Police Officer Michael Cabral as a Special Police Officer.

This item does not require the approval of this committee. The chair stated there was a Home Rule Petition and the language does not mention confirmation by this committee. It was stated that the city hired approximately 5 special police officers.

RESULT:	WITHDRAWN
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205726: Requesting the appointment of retired Police Officer Martha Costa as a Special Police Officer.

This item does not require the approval of this committee.

RESULT:	WITHDRAWN
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205474: That the Administration update this Board on discussions to determine an ideal policy to sequence appointments so the Committee on Confirmation of Appointments and Personnel Matters can review relevant information about candidates.

It was stated there was an in-depth conversation last year regarding hiring officers once accept an offer letter and sent on to medical.

RESULT:	WORK COMPLETED
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205529: City Solicitor responding to #205373 re: adjusting the sequence of appointments for the Committee on Confirmation of Appointments and Personnel Matters.

RESULT:	WORK COMPLETED
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205530: City Solicitor responding #205372 re: the Committee on Confirmation of Appointments and Personnel Matters review of executive session minutes.

RESULT:	PLACED ON FILE
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205203: That the City Solicitor advise this Board's Committee on Confirmation of Appointments and Personnel Matters of any legal requirements and/or standards that may exist for appointments and re-appointments.

RESULT:	WORK COMPLETED
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205204: That the Administration provide this Board's Committee on Confirmation of Appointments and Personnel Matters with all documentation considered for each appointee's appointment, and any updated information since the time of any appointment to a "reserve list".

RESULT:	WORK COMPLETED
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205475: That the Administration provide historical data on complaints relevant to violations of the city's anti-harassment and anti-discrimination policy.

RESULT:

WORK COMPLETED

203603: That the Mayor submit to this Board for confirmation, the names of all Board and Commission members whose terms have expired, especially those who serve on Boards that deal with critical development issues such as the Planning Board, the Zoning Board of Appeals, the Redevelopment Authority and the Condominium Review Board.

It was stated this request had been responded to last June 2018.

RESULT:

WORK COMPLETED