



CITY OF SOMERVILLE, MASSACHUSETTS CLERK OF COMMITTEES

July 1, 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	Absent	
Wilfred N. Mbah	City Councilor at Large	Present	
Mary Jo Rossetti	City Councilor at Large	Present	

The meeting was held in the Committee Room and was called to order by Chairman Scott at 6:10 pm and adjourned at 10:13 pm.

Councilor Clingan was absent due to pre-planned travel.

Others present: Candace Cooper - Personnel; Chief Fallon - Police; Deputy Chief Carrabino - Police; Deputy Chief Stafford - Police; Julie McKenzie - Law; Michael Pasquariello - Retirement Board; Kimberly Wells - Assistant Clerk of Committees

Related to the Reserve Police Officers, Chairman Scott confirmed that once the 2n +1 threshold has been crossed, by signing and arriving for an orientation, the requirement has been met, regardless of whether candidates withdraw, move, or are bypassed at that point. Councilor Ewen-Campen clarified that the reserve list is used in Somerville in order to move people into permanent positions when they become available. At that point, they may or may not appear again before the Committee, at the will of the Committee and historically based on how much time has passed since the initial appointment. In this case, the timeframe is anticipated to be short. Ms. Cooper elaborated on the panel that make the hiring decisions, and it is herself, a representative from the Police Department, and the Deputy Director of Health and Human Services. Councilor Rossetti clarified through Chief Fallon that roles in the department are determined through a bidding process that is determined by the rank in the academy.

Approval of the June 3, 2019 Minutes

RESULT:	ACCEPTED
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208173: Requesting confirmation of the appointment of David Castellarin to the Retirement Board.

Mr. Pasquariello introduced Mr. Castellarin. Chairman Scott clarified that there is a set roster for who can fill the Retirement Board seats, including one who is not an employee, retiree, or official in the City of

Somerville. Mr. Castellarin fits those criteria. As a Town Accountant, he has experience as the ex-officio member of other Retirement Boards. He has also previously served on Somerville's Retirement Board for approximately 8 months. Councilor Ewen-Campen asked the candidate's thoughts on the divestment campaign from fossil fuels. Mr. Castellarin supports the decisions of the Board. Councilor Rossetti confirmed with Mr. Pasquariello that the other members of the Retirement Board are in support of this appointment.

RESULT:

APPROVED

208571: Requesting the voluntary appearance of Lt. Sean Sheehan to discuss personnel matters in executive session including any civil service bypasses and a review of his professional standards folder.

City staff did not feel it appropriate to be present for the discussion, as this was not an item brought forward by the administration.

Chairman Scott noted that all Police promotions are direct appointments by the Mayor, but follow the rules of promotions through the civil service process. A bypass occurs when someone ranked higher on the exam list is issued a letter explaining why he/she was not selected for the promotion.

Councilors Rossetti and Ewen-Campen expressed concern about moving forward into executive session without counsel present.

Councilor Ewen-Campen moved to request the appearance of labor counsel to advise on the need for and conduct of executive session.

The motion was approved unanimously on a voice vote.

Ms. McKenzie shared that the position of the Law Department is that this Committee does not have a role in reviewing bypassed candidates; rather, the Committee should be reviewing candidates for appointment only. Thus, the Department will not be participating in any executive session related to bypass. Ms. McKenzie additionally noted given that the Law Department has advised the appointing authority, and in anticipation of a bypass challenge, there is a conflict of interest in discussing the items with the committee.

Councilor Ewen-Campen clarified that a bypass is generally challenged through civil service if desired by the candidate. Chairman Scott placed these items on the agenda because he felt this was a novel situation in which the first two candidates on the civil service list were not being promoted, and he wanted a better understanding of why that happened, as it had not occurred in at least 20 years per his research. His goal is to ensure that correct procedure is being followed in the City. Further, the civil service commission cannot undo a bypass action. Councilor Ewen-Campen expressed further concern that discussing these items would hinder the Committee's ability to consider the items before them for votes in an impartial way. Chairman Scott is aiming for transparency, and will

*Councilor Mbah moved **that the City Council's Confirmation of Appointments and Personnel Matters Committee be provided legal counsel to advise in the matter of agenda items 208571 and 208572 due to a conflict of interest expressed by the City Solicitor's Office.***

The motion was approved unanimously on a voice vote.

RESULT:

KEPT IN COMMITTEE

208572: Requesting the voluntary appearance of Lt. Gerald Rymill to discuss personnel

matters in executive session including any civil service bypasses and a review of his professional standards folder.

See item 208571.

RESULT:	KEPT IN COMMITTEE
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208524: Requesting confirmation of the appointment of Richard Lavey to the position of Police Captain.

The Committee adjourned due to the late hour and lack of legal advice received.

RESULT:	KEPT IN COMMITTEE
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208525: Requesting confirmation of the appointment of Michael Holland to the position of Police Lieutenant.

The Committee adjourned due to the late hour and lack of legal advice received.

RESULT:	KEPT IN COMMITTEE
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208526: Requesting confirmation of the appointment of Michael Kiely to the position of Police Lieutenant.

The Committee adjourned due to the late hour and lack of legal advice received.

RESULT:	KEPT IN COMMITTEE
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208527: Requesting confirmation of the appointment of Michael Capasso to the position of Police Lieutenant.

The Committee adjourned due to the late hour and lack of legal advice received.

RESULT:	KEPT IN COMMITTEE
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208528: Requesting confirmation of the appointment of Paul Anderson to the position of Police Sergeant.

The Committee adjourned due to the late hour and lack of legal advice received.

RESULT:	KEPT IN COMMITTEE
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208529: Requesting confirmation of the appointment of Devin Schneider to the position of Police Sergeant.

The Committee adjourned due to the late hour and lack of legal advice received.

RESULT:	KEPT IN COMMITTEE
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208530: Requesting confirmation of the appointment of Daniel R. Dell'Isola to the position

of Reserve Police Officer.

The candidate is unavailable to attend this evening.

RESULT:

KEPT IN COMMITTEE

208531: Requesting confirmation of the appointment of Wudson Duperval to the position of Reserve Police Officer.

Deputy Chief Carrabino introduced the candidate, who currently works as a security officer for Tufts University and is studying criminal justice. Mr. Duperval is also fluent in Haitian Creole and serves in the Army Reserves, in addition to extensive volunteer work in Somerville. Councilor Rossetti confirmed that the Veteran status does not appear on the list until the completion of service and Ms. Cooper noted that the designations are all done at the civil service level and not by the City. Chief Fallon added that for civil service purposes, a specified period of deployment is required. Councilor Ewen-Campen asked about the candidate's interest in this position, and his interactions with the police as a child playing basketball and the Healey School and their model in the community was what inspired him. Mr. Duperval is invested in the community policing philosophy and has the drive to serve wherever he can to give back to the community. Chairman Scott asked about the candidate's thoughts on "black lives matter" and Mr. Duperval believes that there are some groups whose voice are not being heard, and this community needs to answer the call to listen and pay attention.

The Committee entered executive session to review the candidate's character. No votes were taken in executive session.

Chairman Scott moved to recommend the candidate for appointment. The motion was approved unanimously on a voice vote.

RESULT:

APPROVED

208532: Requesting confirmation of the appointment of Sergio Garcia to the position of Reserve Police Officer.

Deputy Chief Carrabino introduced the candidate, who is a graduate of Somerville High School, an Associate's Degree in criminal justice, and has been serving in the Army Reserves since 2013. He is also fluent in Spanish. Councilor Mbah asked about the candidate's interest and it stems from interactions with police officers when he was a student as well as his experience in the military opening his eyes to how he can serve the community. Councilor Rossetti encouraged the candidate to both inspire others and find someone to continue to be a role model for him. Chairman Scott asked if "black lives matter" and the candidate shared that we should come together as a community to show that we are here to listen.

The Committee entered executive session to review the candidate's character. No votes were taken in executive session.

Chairman Scott moved to recommend the candidate for appointment. The motion was approved unanimously on a voice vote.

RESULT:

APPROVED

208533: Requesting confirmation of the appointment of Charles Houghton to the position of Reserve Police Officer.

Deputy Chief Carrabino introduced Mr. Houghton, who is a graduate of Somerville High School and has extensive experience with City programs. Councilor Ewen-Campen asked about the candidate's decision to apply for this position, and he has had great experiences with how the department engages with the residents and youth of the City. Councilor Mbah asked what "community policing" means, and the candidate shared that it is engaging, knowing, and respecting each other. Chairman Scott asked the candidate's thoughts on "black lives matter" and Mr. Houghton replied that they absolutely do and being ignorant on institutional racism is not an option. Councilor Rossetti asked how Mr. Houghton would facilitate relationships with youth and deter criminal behavior, and working with youth is part of the candidate's background and something he is passionate about. There is not a more important job than ensuring that kids who grow up here love it and feel safe.

The Committee entered executive session to review the candidate's character. No votes were taken in executive session.

Chairman Scott moved to recommend the candidate for appointment. The motion was approved unanimously on a voice vote.

RESULT:	APPROVED
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208534: Requesting confirmation of the appointment of Charlie O'Leary to the position of Reserve Police Officer.

Deputy Chief Carrabino introduced Mr. O'Leary, who is a graduate of Somerville High School and a volunteer and coach in the City. Councilor Ewen-Campen asked about the candidate's experience at the Somerville Housing Authority, and he moved his way up through various maintenance positions. Councilor Mbah inquired about the candidate's interest and he has always been inspired by police officers and wanted to be one to work with and inspire others. Councilor Rossetti emphasized the impact that officers can have working with youth, and the candidate takes that role very seriously. Chairman Scott asked what the candidate thinks about "black lives matter" and Mr. O'Leary believes that everyone should be treated fairly.

The Committee entered executive session to review the candidate's character. No votes were taken in executive session.

Chairman Scott moved to recommend the candidate for appointment. The motion was approved unanimously on a voice vote.

RESULT:	APPROVED
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208535: Requesting confirmation of the appointment of Andrew Phelan to the position of Reserve Police Officer.

Deputy Chief Carrabino introduced the candidate, who is the first appointment that is not from Somerville in at least his tenure. Mr. Phelan did not apply in the Town in which he lives, as he wants to work in Somerville and is looking for a home here. He also served in the Army Infantry and is pursuing a Master's Degree in criminal justice. His grandparents are from Somerville, so he is familiar with the City and loves its community and its density.

Chairman Scott confirmed with Ms. Cooper and Ms. McKenzie that the reasons that any other signatories to the reserve list were not appointed are not public record at this point. He asked that any public documents be shared with the Committee.

Councilor Rossetti moved that any public documents available regarding the signatories to the reserve list who were not appointed be shared with the Committee.

The motion was approved.

Chairman Scott clarified that the candidate declared a residency preference in Boston when he left the Army and did not know yet where he was going to be living. He later decided not to pursue residency there and moved back to Lexington. Councilor Ewen-Campen asked why the candidate wants to serve here, and he likes the immersion in the community and enjoys interacting with people, as well as the City's progressive approach. Councilor Rossetti inquired about how someone would learn the roads and Chief Fallon clarified that it is part of field training and also with GPS and dispatch, it is easier to learn. Chairman Scott confirmed that the candidate's service in the Army did not involve deployment. He asked the candidate about "black lives matter" and Mr. Phelan shared that there has been a lengthy history of unjust treatment, and the movement means a lot to him.

Chairman Scott moved that a clarification of the civil service classification categories be provided to the Committee.

The motion was approved.

The Committee entered executive session to review the candidate's character. No votes were taken in executive session.

Councilor Rossetti noted that the candidate now must move to Somerville despite how expensive it is, and the candidate confirmed that he acknowledges this and is living with family now in order to save money.

Chairman Scott moved to recommend the candidate for appointment. The motion was approved unanimously on a voice vote.

RESULT:

APPROVED

208536: Requesting confirmation of the appointment of Karanjit Singh to the position of Reserve Police Officer.

Deputy Chief Carrabino introduced Mr. Singh, who is a 2016 graduate of Somerville High School and is tri-lingual. The candidate worked in security at Lesley University, where his duties included parking enforcement, and currently works as a teller for T.D. Bank. Councilor Ewen-Campen asked about the candidate's interest in the job, and it is to demonstrate an approachable image and work with youth. Councilor Mbah asked about the candidate's thoughts on community policing and Mr. Singh believes that it is a great way to connect and ensure that children have someone to talk to. Chairman Scott asked about "black lives matter" and the candidate shared that we need to reinforce that people are not alone, and everyone is respected.

The Committee entered executive session to review the candidate's character. No votes were taken in executive session.

Chairman Scott moved to recommend the candidate for appointment. The motion was approved unanimously on a voice vote.

RESULT:

APPROVED

208537: Requesting confirmation of the appointment of Robert Taylor to the position of Reserve Police Officer.

Deputy Chief Carrabino introduced the candidate, who has worked a number of security jobs as well as currently working both as a fitness trainer and in security at Encore Casino. Councilor Mbah asked the candidate about his interest in the job, and there were officers that he looked up to while growing up in Somerville that made him feel safe. He also wants to set a good example for his nieces and nephews and

his family. He wants to thrive and give back to the community. Councilor Rossetti asked the candidate about his varied security jobs, and the account that he worked for had transferred contractors, but he remained at the same location. Chairman Scott asked the candidate if "black lives matter" and as a black man, Mr. Taylor feels that his views matter and it is important to know the City and community stand behind black lives matter to ensure that he feels safe.

The Committee entered executive session to review the candidate's character. No votes were taken in executive session.

Chairman Scott moved to recommend the candidate for appointment. The motion was approved unanimously on a voice vote.

RESULT:

APPROVED

Handouts:

- R Lavey (with 208524)
- M Holland (with 208525)
- M Kiely (with 208526)
- D Schneider (with 208529)
- Reserve Candidates (with 208531, 208532, 208533, 208534, 208535, 208536, 208537)
- Reserve List (with 208530, 208531, 208532, 208533, 208534, 208535, 208536, 208537)
- Reserve List 2 (with 208530, 208531, 208532, 208533, 208534, 208535, 208536, 208537)