



## CITY OF SOMERVILLE, MASSACHUSETTS CLERK OF COMMITTEES

February 18, 2021

### REPORT OF THE CONFIRMATION OF APPOINTMENTS AND PERSONNEL MATTERS COMMITTEE

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

Others present: Chief Charles Breen - SFD, Deputy Chief Chris Major - SFD, Khushbu Webber - Director of Governmental Affairs, Ellen Collins - HR, Rose Durham - Clerk of Committees, Peter Forcellese - Legislative Clerk.

The meeting took place virtually via GoToWebinar and was called to order at 6:00 PM by Chair Rossetti and adjourned at 8:53 PM on a roll call vote of 4 in favor (Councilors Mbah, Clingan, Strezo, and Rossetti), 0 against and 1 absent (Councilor Scott).

#### **Approval of the February 2, 2021 Minutes**

The minutes were tabled since the committee's report for February 2nd has not yet been approved by the City Council.

<b>RESULT:</b>	<b>TABLED</b>
----------------	---------------

#### **211284: Requesting confirmation of the appointment of Michael Anzalone as Deputy Fire Chief.**

Chief Breen introduced Captain Anzalone, who has been with the department since 1969 and has multiple awards and citations.

Chair Rossetti asked the committee to keep the line of questioning consistent for each candidate. She then informed the candidate that he could make both an opening and closing statement, if desired and was free to inform the committee of anything else that he thought it should be aware of.

Captain Anzalone thanked the committee for its consideration and said he is looking forward to assuming his new duties. Councilor Strezo asked the candidate to speak about his work with the city's seniors and he spoke about working with the Council on Aging and the Chief to secure a grant to install about 400 fire and carbon monoxide detectors in the residences of senior citizens in the city.

Councilor Mbah asked how he would be assessed in giving and receiving feedback by those he has supervised over the years and Captain Anzalone said that he feels that he is well respected for his fire fighting knowledge.

Councilor Clingan noted the candidate's strong leadership skills.

Chair Rossetti said that the candidate's resume speaks volumes about his love for the job and she thanked him for his efforts during the recent fire on Kensington Street. Captain Anzalone said the praise belongs to the other firefighters who responded to that fire. Asked if a recent background check was performed for this candidate, Chief Breen said that background checks are only done on the initial hire. Chair Rossetti asked if there was any discipline noted in the candidate's personnel file and Deputy Personnel Director Ellen Collins said that she could not comment on an employee's personnel file.

The candidate was asked how he would handle discipline and Captain Anzalone said he always speaks to the individual to correct the undesired action and would move serious violations up the chain of command. He added that he hasn't had any problems with his subordinates.

The candidate was asked if he received and understood the notice of Executive Session and his rights under the law and asked if he was willing to enter into Executive Session to continue his interview. The candidate replied that he received and understood the letter and his rights and was prepared to enter into Executive Session.

Chair Rossetti moved to enter into Executive Session to review protected personnel information or to discuss matters related to individual candidates pursuant to MGL c30A s21(a)(1). The motion was laid on the table until the remaining candidates were interviewed. After the last candidate was interviewed, the Committee voted to enter into Executive Session for the above stated reason at 7:20 PM and returned to the regular meeting at 8:32 PM. Chair Rossetti announced that no votes were taken in Executive Session other than the vote to return to the regular meeting.

The candidate was asked if he wanted to make a closing statement and he thanked the committee for its consideration and said that he's looking forward to working with Ms. Collins and her team.

Chair Rossetti's motion to approve the item passed on a roll call vote. She informed the candidate that the committee's recommendation would go before the City Council on February 25th for approval and if approved, he could be sworn in at that time. She invited him to participate in that virtual meeting if he so desired.

<b>RESULT:</b>	<b>APPROVED. [UNANIMOUS]</b>
<b>AYES:</b>	Rossetti, Mbah, Clingan, Strezo
<b>ABSENT:</b>	Scott

**211313: Requesting confirmation of the appointment of Steven J. Mauras to the position of District Fire Chief.**

Chief Breen introduced Captain Mauras, who is one of only two Urban Search and Rescue Technicians in the department.

Chair Rossetti informed the candidate that he could make both an opening and closing statement, if desired and was free to inform the committee of anything else that he thought it should be aware of. Captain Mauras thanked the committee for its consideration and said he is looking forward to assuming his new duties.

Councilor Mbah asked how he would be assessed in giving and receiving feedback by those he has supervised over the years and Captain Maruas said that he always treats others with respect and is always available to his co-workers.

Chair Rossetti asked the candidate about being an EMT and a certified fitness trainer and also about his training as an urban search and rescue? technician and he replied that he has brought some of that training to the department and said that the training within the department is constant.

The candidate was asked how he would handle discipline and he replied that it would usually be face to face, taking the person aside, but for serious matters, he would move the issue up the chain of command. He added that he has had not had any problems in this regard.

The candidate was asked if he received and understood the notice of Executive Session and his rights under the law and asked if he was willing to enter into Executive Session to continue his interview. The candidate replied that he received and understood the letter and his rights and was prepared to enter into Executive Session.

Chair Rossetti moved to enter into Executive Session to review protected personnel information or to discuss matters related to individual candidates pursuant to MGL c30A s21(a)(1). The motion was laid on the table until the remaining candidates were interviewed. After the last candidate was interviewed, the Committee voted to enter into Executive Session for the above stated reason at 7:20 PM and returned to the regular meeting at 8:32 PM. Chair Rossetti announced that no votes were taken in Executive Session other than the vote to return to the regular meeting.

The candidate was asked if he wanted to make a closing statement and he thanked the committee for its consideration.

Chair Rossetti's motion to approve the item passed on a roll call vote. She informed the candidate that the committee's recommendation would go before the City Council on February 25th for approval and if approved, he could be sworn in at that time. She invited him to participate in that virtual meeting if he so desired.

<b>RESULT:</b>	<b>APPROVED. [UNANIMOUS]</b>
<b>AYES:</b>	Rossetti, Mbah, Clingan, Strezo
<b>ABSENT:</b>	Scott

### **211314: Requesting confirmation of the appointment of Patrick J. Halloran to the position of Fire Captain.**

Chief Breen introduced Lt. Halloran , who has been with the department since 2010. The candidate holds several degrees, including one in fire science.

Chair Rossetti informed the candidate that he could make both an opening and closing statement, if desired and was free to inform the committee of anything else that he thought it should be aware of. The candidate thanked the committee for its consideration and said this is the culmination of years of study and that he just received his masters degree in emergency management.

Councilor Mbah asked how he would be assessed in giving and receiving feedback by those he has supervised over the years and Lt. Halloran said that he thinks he would be seen as being very approachable and someone who is willing to learn from superiors, peers and subordinates.

Chair Rossetti thanked the candidate for his military service and asked about the certification process for soldiers in training that is now used as the battalion standard and he explained his involvement in the development of that program.

The candidate was asked how he would handle discipline and he replied that anything egregious would be brought to the Human Resources Department and for minor matters, he would work with the individual to resolve the matter if possible, and if not, he would move the matter up the chain of command.

The candidate was asked if he received and understood the notice of Executive Session and his rights under the law and asked if he was willing to enter into Executive Session to continue his interview. The candidate replied that he received and understood the letter and his rights and was prepared to enter into Executive Session.

Chair Rossetti moved to enter into Executive Session to review protected personnel information or to discuss matters related to individual candidates pursuant to MGL c30A s21(a)(1). The motion was laid on the table until the remaining candidates were interviewed. After the last candidate was interviewed, the Committee voted to enter into Executive Session for the above stated reason at 7:20 PM and returned to the regular meeting at 8:32 PM. Chair Rossetti announced that no votes were taken in Executive Session other than the vote to return to the regular meeting.

The candidate was asked if he wanted to make a closing statement and he thanked the committee for its consideration.

Chair Rossetti's motion to approve the item passed on a roll call vote. She informed the candidate that the committee's recommendation would go before the City Council on February 25th for approval and if approved, he could be sworn in at that time. She invited him to participate in that virtual meeting if he so desired.

<b>RESULT:</b>	<b>APPROVED. [UNANIMOUS]</b>
<b>AYES:</b>	Rossetti, Mbah, Clingan, Strezo
<b>ABSENT:</b>	Scott

### **211315: Requesting confirmation of the appointment of Derek J. Nolan to the position of Fire Captain.**

Chief Breen introduced the candidate, Lt. Nolan, who has been in the department since 2007 and is a member of the fire investigation team.

Chair Rossetti informed the candidate that he could make both an opening and closing statement, if desired and was free to inform the committee of anything else that he thought it should be aware of.

The candidate thanked the committee and the chief for considering him for promotion.

Councilor Strezo asked about his public education activities, as noted on his resume and he responded by saying that COVID has delayed some of the actions, such as outreach in the schools, and he looks forward to resuming that when things return to normal. He commented that virtual training for students hasn't been examined but it is something that could be explored. Chief Breen stated that safe classes have been conducted for third graders via Zoom.

Councilor Mbah asked how he would be assessed in giving and receiving feedback by those he has supervised over the years and Lt. Nolan replied that he leads by example, i.e., if he wants someone to do something, he should be able to do it himself.

Chair Rossetti asked how his experience as a correction officer might help him in his new position and he replied that it's a position that teaches one to be respectful. Noting that the candidate was also an EMT, she asked if this is a requirement in the department and Chief Breen stated that new hires have 18 months to become Certified EMT's and that it is now a job requirement.

The candidate was asked how he would handle discipline and he replied that most issues are minor and are corrected by peer interaction, however, any serious complaint would be brought to Human Resources.

The candidate was asked if he received and understood the notice of Executive Session and his rights under the law and asked if he was willing to enter into Executive Session to continue his interview. The candidate replied that he received and understood the letter and his rights and was prepared to enter into Executive Session.

Chair Rossetti moved to enter into Executive Session to review protected personnel information or to discuss matters related to individual candidates pursuant to MGL c30A s21(a)(1). The motion was laid on the table until the remaining candidates were interviewed. After the last candidate was interviewed, the Committee voted to enter into Executive Session for the above stated reason at 7:20 PM and returned to the regular meeting at 8:32 PM. Chair Rossetti announced that no votes were taken in Executive Session other than the vote to return to the regular meeting.

The candidate was asked if he wanted to make a closing statement and he thank the committee for its consideration.

Chair Rossetti's motion to approve the item passed on a roll call vote. She informed the candidate that the committee's recommendation would go before the City Council on February 25th for approval and if approved, he could be sworn in at that time. She invited him to participate in that virtual meeting if he so desired.

<b>RESULT:</b>	<b>APPROVED. [UNANIMOUS]</b>
<b>AYES:</b>	Rossetti, Mbah, Clingan, Strezo
<b>ABSENT:</b>	Scott

**211316: Requesting confirmation of the appointment of James M. Piwinski to the position of Fire Lieutenant.**

Chief Breen introduced the candidate, Acting Lt. James Piwinski who has been in the department since 1994 and who brings with him a wealth of building construction experience.

Chair Rossetti informed the candidate that he could make both an opening and closing statement, if desired and was free to inform the committee of anything else that he thought it should be aware of. The candidate thanked the committee for its consideration and looks forward to the challenge of new position.

Councilor Mbah asked how he would be assessed in giving and receiving feedback by those he has supervised over the years and Lt. Piwinski said that he treats people how he wants to be treated, and if you give respect, you'll receive respect.

Chair Rossetti spoke about his service to the department and his being a graduate of Somerville's Technical Trade High School and asked if he would go to the school to speak to students. Lt. Piwinski said that he would be happy to do that and has done so in the past.

The candidate was asked how he would handle discipline and the candidate commented that the situation hasn't come up, however, he would talk to the person and if needed, move the matter up the chain of command.

The candidate was asked if he received and understood the notice of Executive Session and his rights under the law and asked if he was willing to enter into Executive Session to continue his interview. The candidate replied that he received and understood the letter and his rights and was prepared to enter into Executive Session.

Chair Rossetti moved to enter into Executive Session to review protected personnel information or to discuss matters related to individual candidates pursuant to MGL c30A s21(a)(1). The motion was laid on the table until the remaining candidates were interviewed. After the last candidate was interviewed, the Committee voted to enter into Executive Session for the above stated reason at 7:20 PM and returned to the regular meeting at 8:32 PM. Chair Rossetti announced that no votes were taken in Executive Session other than the vote to return to the regular meeting.

The candidate was asked if he wanted to make a closing statement and he thanked the committee for its consideration.

Chair Rossetti's motion to approve the item passed on a roll call vote. She informed the candidate that the committee's recommendation would go before the City Council on February 25th for approval and if approved, he could be sworn in at that time. She invited him to participate in that virtual meeting if he so desired.

<b>RESULT:</b>	<b>APPROVED. [UNANIMOUS]</b>
<b>AYES:</b>	Rossetti, Mbah, Clingan, Strezo
<b>ABSENT:</b>	Scott

**211317: Requesting confirmation of the appointment of Paul A. Moreira to the position of Fire Lieutenant.**

Chief Breen introduced the candidate, Acting Lt. Paul Moreira, who has been in the department since 2008 and is certified in ice water rescue.

Chair Rossetti informed the candidate that he could make both an opening and closing statement, if desired and was free to inform the committee of anything else that he thought it should be aware of. The candidate thanked the committee for its consideration and said that he is looking forward to the challenge of the new position.

Councilor Mbah asked how he would be assessed in giving and receiving feedback by those he has supervised over the years and candidate said he is open minded and nobody knows everything, so one should ask questions when needed. Chair Rossetti asked the candidate if he had any further aspirations and he said that he would like to achieve the rank of Captain.

The candidate was asked how he would handle discipline and he said that he hasn't had to deal with any yet, but he would do what he could in-house by speaking with the person and, if needed, he would move the matter up the chain of command.

The candidate was asked if he received and understood the notice of Executive Session and his rights under the law and asked if he was willing to enter into Executive Session to continue his interview. The candidate replied that he received and understood the letter and his rights and was prepared to enter into Executive Session.

Chair Rossetti moved to enter into Executive Session to review protected personnel information or to discuss matters related to individual candidates pursuant to MGL c30A s21(a)(1). The motion was approved on a roll call vote of 4 in favor (Councilors Mbah, Clingan, Strezo, and Rossetti), 0 against and 1 absent (Councilor Scott) and the Committee entered into Executive Session for the above stated reason at 7:20 PM and returned to the regular meeting at 8:32 PM. Chair Rossetti announced that no votes were taken in Executive Session other than the vote to return to the regular meeting.

The candidate was asked if he wanted to make a closing statement and he thanked the committee for its consideration.

Chair Rossetti's motion to approve the item passed on a roll call vote. She informed the candidate that the committee's recommendation would go before the City Council on February 25th for approval and if approved, he could be sworn in at that time. She invited him to participate in that virtual meeting if he so desired.

Chair Rossetti thanked Chief Breen and Deputy Chief Major for their assistance this evening and asked if there are any vacancies that need to be filled in the department. Chief Breen said that there may be some new hires in a month or so and that there were no promotions at this time. Chair Rossetti asked that the committee be given a month's advance notice of any vacancies/promotions in the future. She reminded members that the committee is scheduled to meet on March 2nd and 16th and that she intends to schedule interviews for 3 police reserve list candidates for the March 2nd meeting. She thanked everyone for their participation tonight.

<b>RESULT:</b>	<b>APPROVED. [UNANIMOUS]</b>
<b>AYES:</b>	Rossetti, Mbah, Clingan, Strezo
<b>ABSENT:</b>	Scott