

**CITY OF WOBURN
AUGUST 9, 2011 - 7:00 P.M.
REGULAR MEETING OF THE CITY COUNCIL**

Roll Call

Anderson	Gately
DiTucci	Haggerty
Drapeau	Mercer-Bruen
Gaffney	Raymond
Denaro	

VOTED to dispense with the reading of the previous meeting's Journal and to APPROVE.

MAYOR'S COMMUNICATIONS: None.

PUBLIC HEARINGS:

On the petition by 859 Main Development, LLC, 57 Russell Street, Woburn, Massachusetts 01801 for a special permit pursuant to Section 22 of the 1985 Woburn Zoning Ordinances, as amended for a proposed 98 unit condominium development at 859 Main Street. PUBLIC HEARING OPENED. A communication dated August 4, 2011 was received from Shaun W. Briere, Mawn and Mawn, P.C., 275 Mishawum Road, 4th Floor, Woburn, Massachusetts 01801 as follows:

Dear Mr. Campbell and Members of the City Council:

The Petitioner respectfully requests a continuance of the above referenced matter scheduled for public hearing by the City Council at its upcoming meeting on August 9, 2011, The Petitioner requests said continuance in order to afford the Planning Board time to complete their review of the Special Permit Petition scheduled for hearing on September 6, 2011. Therefore, the Petitioner requests a continuance to the next meeting of the City Council on September 20, 2011.

Please feel free to contact the undersigned should you have any questions or require any additional information regarding the above. Again, I thank you for your consideration and respect in this matter,

Very truly yours, s/Shawn W. Briere

On the petition by Oliver Enterprises, 278 Salem Street, Woburn, Massachusetts 01801 for a Special Permit pursuant to the 1985 Woburn Zoning Ordinances, as amended, as follows: 1. To allow for the alteration of the existing non-conforming use and structure (single family home) to provide for an addition to the existing structure to allow for the Petitioner's landscaping business pursuant to Section 7.3, and 2. To allow for the overnight parking of commercial vehicles pursuant to Section 5.1.57b, at 5 Hancock Street. PUBLIC HEARING OPENED. A communication dated August 4, 2011 was received from Edmund P. Tarallo, Planning Director, Woburn Planning Board as follows:

Re: Oliver Enterprises – 5 Hancock St. – To allow for the alteration of the existing single family home and to allow a landscaping business and the overnight parking of commercial vehicles pursuant to Sections 7.3 and 5.1.57b

Dear Mr. Campbell and members of the City Council:

At the Planning Board meeting held on August 2, 2011, the Planning Board voted to send a favorable recommendation to the City Council on the Special Permit application of Oliver Enterprises, regarding the property at 5 Hancock Street subject to the following conditions:

1. That prior to issuance of a building permit, the soil logs, chamber calculations and leaching basin details stamped by a registered professional engineer shall be submitted to the Engineering Department;
2. That prior to issuance of a building permit a certification shall be provided by a registered architect in accordance with Section 3.2.1 of the zoning ordinance; and
3. The Plans of Record shall be Sheets L1, L2, and L4 dated 7/25/2011 and Sheet L3 dated 3/18/2011 revised July 25, 2011 entitled Oliver Enterprises Corp., Proposed Extension and Renovation to Existing Dwelling, 5 Hancock Street Woburn, MA 01801 designed by Eli Semaan.

If members of the City Council have any questions or concerns regarding the foregoing recommendation, please feel free to contact me.

Sincerely, s/Edmund P. Tarallo, Planning Director

A copy of a communication dated August 2, 2011 from Brett F. Gonsalves, Senior Engineer, Woburn Engineering Department to Edmund Tarallo, Planning Director was received as follows:

Subject: 5 Hancock Street Special Permit – Plans Dated July 25, 2011 – Drainage Calculations Dated July 29, 2011 – Previous Memo Dated April 25, 2011

The applicants engineer has submitted drainage calculations as per our request. The calculations demonstrate that the site runoff will be mitigated by a series of underground infiltration chambers.

Prior to issuance of a building permit, the soil logs, chamber calculations and leaching basin details should be stamped by a registered professional engineer and submitted to this office.

If you or the board have any questions concerning this information, do not hesitate to contact this office.

A communication dated August 4, 2011 with attachment was received from Joseph R. Tarby, Murtha Cullina LLP, 600 Unicorn Park Drive, Woburn, Massachusetts 01801 as follows:

Re: Special Permit Petition of Oliver Enterprises, 5 Hancock Street, Woburn, Massachusetts

Dear Mr. Campbell:

Enclosed please find 10 copies of the revised site plan. Please note that the revised site plan was reviewed by the City Engineer prior to the issuance of his Memorandum to the Planning Board dated August 2, 2011.

In addition, the revised site plan was reviewed by the Planning Board prior to the issuance of its favorable recommendation to the City Council.

If you have any questions, please contact me. Thank you.

Very truly yours, s/Joseph R. Tarby, III

On the Remand pursuant to an Order of the Middlesex Superior Court in the Matter of New Boston Street Associates, LLC v. The City of Woburn, et. al., found at Civil Action No. 11-1776, concerning the petition by Pacific Packaging Products, Inc., 24 Industrial Parkway, Woburn, Massachusetts 01801 for a special permit pursuant to the 1985 Woburn Zoning Ordinances, as amended, as follows: 1. To allow for a warehouse and distribution center pursuant to Section 5.1.42, and 2. To allow for the overnight parking of commercial vehicles pursuant to Section 5.1.57b, at 331 New Boston Street. PUBLIC HEARING OPENED.

On the petition by Amerco Real Estate Company, Inc., 2727 North Central Avenue, Phoenix, Arizona 85004 for three special permits pursuant to the 1985 Woburn Zoning Ordinances, as amended, to convert an existing property into a U-Haul Center as follows: 1. Pursuant to Section 5.1.42a self-storage warehouse facility, 2. Pursuant to Section 5.1.45 rental of U-Haul equipment, autos, trucks and trailers, and 3. Pursuant to Section 5.1.57b storage and parking of motor vehicles, all at 31 Olympia Avenue . PUBLIC HEARING OPENED. A communication dated June 30, 2011 was received from Edmund P. Tarallo, Planning Director, Woburn Planning Board as follows:

Re: Amerco Real Estate Company, Inc. – 31 Olympia Ave. – To allow for the occupancy of the existing building as a U-Haul Center including use and occupancy as a self-storage warehouse facility; the rental of U-Haul equipment, autos, trucks, and trailers; and the storage or parking of motor vehicles pursuant to Sections 5.1.42a, 5.1.45, and 5.1.57b.

Dear Mr. Campbell and members of the City Council:

At the Planning Board meeting held on June 28, 2011, the Planning Board voted to send a favorable recommendation to the City Council on the Special Permit application of Amerco Real Estate Company, Inc., regarding the property at 31 Olympia Ave. for the occupancy of the existing building as a U-Haul Center including use and occupancy as a self-storage warehouse facility; the rental of U-Haul equipment, autos, trucks, and trailers; and the storage or parking of motor vehicles pursuant to Sections 5.1.42a, 5.1.45, and 5.1.57b. subject to the following conditions:

1. That the following plans approved by the Fire Chief shall be incorporated as the plans of record: SP1- SITE PLAN dated 5/31/11 amended 6/6/11 and 6//21/11; LS1- LIFE SAFETY AND EXITING PLAN dated 5/31/11; A1- FLOORPLANS dated 5/31/11; FP1.1- 1ST FLOOR NORTH PLAN drawing date 6/5/11; FP1.2- 1ST FLOOR SOUTH PLAN drawing date 6/5/11; FP2.1- 2ND FLOOR NORTH PLAN drawing date 6/5/11; FP2.2- 2ND FLOOR SOUTH PLAN drawing date 6/5/11; FP3.0- DETAILS drawing date 6/5/11; FP4.0- SECTIONS drawing date 6/5/11; FP5.0- FIRE PUMP DETAILS; FP0.1- FIRE PROTECTION DESIGN CRITERIA NOTES no date
2. That the U-Boxes shall be limited to 816;
3. That the proposed room mix shall be limited to 802 as shown on Table of Sheet A-1 Floor Plans dated 4/8/11;
4. Exterior storage of U-Haul Rental Equipment shall be limited to no more than 90 pieces of rental equipment to be stored as depicted on SP1- SITE PLAN dated 5/31/11 amended 6/6/11 and 6//21/11 between the Fire Lane and the existing wooded area on the eastern side of the lot and/or in the spaces located along the rear of the building within the gated area;
5. The hours of operation shall be limited to Monday through Thursday 7AM to 7 PM; Friday and Saturday 7AM to 8 PM and Sunday 9 AM to 5 PM;
6. That the area designated as future tenant space on A1- FLOORPLANS dated 5/31/11 will require a modification to this Special Permit prior to occupancy to be utilized; and
7. The Planning Board shall review and approve a landscaping plan and shall retain jurisdiction over the landscaping.

If members of the City Council have any questions or concerns regarding the foregoing recommendation, please feel free to contact me.

Sincerely, s/Edmund P. Tarallo, Planning Director

On the petition by Woburn 38 Development LLC, 1621 State Street, New Haven, Connecticut for a special permit pursuant to Section 5.5 of the 1985 Woburn Zoning Ordinances, as amended to allow for the removal of loam, soil, clay, sand, borrow, gravel, stone or any other earth product, earth constituent or earth material from 1042 Main Street, 0 Briarwood Drive and 7 Driftwood Drive . PUBLIC HEARING OPENED. A communication dated August 8, 2011 was received from Attorney Joseph Tarby, Murtha Cullina LLP, 600 Unicorn Park Drive, Woburn, Massachusetts 01801 as follows:

Re: Petition of Woburn 38 Development LLC, 1042 Main Street and 0 Briarwood Road, Woburn, Massachusetts

Dear Mr. Campbell:

I respectfully request that the City Council public hearing on this matter presently scheduled for August 9, 2011 be continued to the City Council meeting on September 20, 2011. If you need any further information, please contact me. Thank you.

Very truly yours, s/Joseph R. Tarby, III

On the petition by Alderman Anderson concerning the structure or structures located in the City of Woburn, County of Middlesex, Commonwealth of Massachusetts known and numbered as 30 Union Street, Woburn, Massachusetts, for the purposes of determining whether said structure or structures are a public nuisance, a nuisance to the neighborhood, a dilapidated or dangerous building or other structure, as said terms are used in Massachusetts General Laws Ch. 139, Sec. 1, and if so, enter an order adjudging it to be a nuisance to the neighborhood, or dangerous, and prescribing its disposition, alteration or regulation. PUBLIC HEARING OPENED.

On the petition by FJ Catalano Ent. Inc., 188 Ayer Road, Harvard, Massachusetts 01451 for a special permit pursuant to Sections 5.1.23, 5.1.29, 5.1.63a, 7.3, 8.3 and 8.5 of the 1985 Woburn Zoning Ordinances, as amended, to allow for the alteration of the existing nonconforming use and structure to relocate the existing Dunkin Donuts Store to the left side of the building, add a Drive-up Customer Service Facility, allow for 51 parking spaces and parking on a lot separate from 880 Main Street, all at 880 Main Street. PUBLIC HEARING OPENED. A communication dated August 4, 2011 was received from Edmund P. Tarallo, Planning Director, Woburn Planning Board as follows:

Re: FJ Catalano Ent. Inc. – 880 Main Street – To allow for the alteration of the existing nonconforming use and structure to relocate the existing Dunkin Donuts to the left side of the building, add a drive-up customer service facility, allow for 51 parking spaces and parking on a lot separate from 880 Main St. pursuant to Sections 5.1.23, 5.1.29, 5.1.63a, 7.3, 8.3, and 8.5

Dear Mr. Campbell and members of the City Council:

At the Planning Board meeting held on August 2, 2011, the Planning Board voted to send an unfavorable recommendation to the City Council on the Special Permit application of FJ Catalano Ent. Inc., regarding the property at 880 Main Street for the following reasons:

1. That the drive-up customer service facility does not meet the standards and the required findings in Section 11.6.10 of the Zoning Ordinance;
2. That the request for parking on a lot separate from 880 Main Street is not allowed in an R-2 zoning district under Section 8.3 of the Zoning Ordinance; and
3. That the parking is not adequate to meet the needs of this proposal in accordance with Section 8 of the Zoning Ordinance

If members of the City Council have any questions or concerns regarding the foregoing recommendation, please feel free to contact me.

Sincerely, s/Edmund P. Tarallo, Planning Director

A copy of a communication dated August 1, 2011 from Brett F. Gonsalves, Senior Engineer, Woburn Engineering Department to Edmund Tarallo, Planning Director was received as follows:

Subject: 880 Main Street – Dunkin Donuts Special Permit - Plans Dated June 2011 - Traffic Impact Study Dated June 2011

The applicant has submitted plans for a proposed drive thru at the above reference d location. Accompanying the plans is a traffic impact study which outlines the traffic patterns associated with the proposed use. Upon review of the subject materials, this office offers the following comments.

The applicant has proposed moving the location of the existing Dunkin Donuts from the right side to the left within the existing building and removing a portion of the left side of the existing building to facilitate a drive through.

Sheet C3 shows the proposed layout along with the changes in parking. There are five parking spaces that are at the northerly portion of the building near the entrance to the drive thru lane; at the closest point it appears that there will be only 15 feet from the edge of the painted parking space and the property line. The applicant should verify that there be sufficient room for vehicle maneuvering in this area?

There are several businesses that are located in the rear of the existing building. The proposed design shows that there will be guard rail that will separate the drive thru and exit lane from the entrance and exit for the businesses.

It would appear with the current design that the traffic could choose to navigate either side of the guard rail to exit the site. Is that the intent? If not, signage should be erected directing traffic to a specific area to eliminate confusion and any impacts to the businesses in the rear of the building.

There are several areas where the existing parking encroaches onto the abutting property. The spaces at the rear of the property, according to note 5 are within an access/parking easement. There are several spaces on the south easterly portion of the property near the exit of the site that encroach onto the abutting property. How does the applicant propose to correct this encroachment?

The parking summary outlines the required and provided parking spaces based on the use. The table states that they are providing 51 parking spaces on the site, 38 are needed for the restraint/fast food portion on the building. This leaves only 13 spaces for the retail component, which according to the table needs 53 spaces. How does the applicant proposed to handle the deficient number of parking spaces for the site?

The submitted traffic impact study has analyzed the existing conditions as well as the 2016 build and no build scenarios.

The report indicated that will be a slight increase for the 2016 build due to the site redevelopment and that the level. The report also states that the level of service for the build and no build scenarios for the signalized intersection at Main Street and School Street as well as the un-signalized intersection at Elm Street and the site driveway will not change.

The applicant has indicated to this office that there are activity and use limitations on the site due to soil contamination. This would make bringing the site up to current stormwater requirement difficult. The applicant has proposed installing hoods on the catch basins and noting inspections and sweeping of paved areas and inspection and cleaning of the deep sump catch basins.

This office takes no exception to the proposed improvements to the onsite drainage.

If you or the board have any questions concerning this information, do not hesitate to contact this office.

A communication dated July 28, 2011 with attachment was received from Attorney Joseph Tarby, Murtha Cullina LLP, 600 Unicorn Park Drive, Woburn, Massachusetts 01801 as follows:

Re: Special Permit Petition of FJ Catalano Ent., Inc., 880 Main Street, Woburn, Massachusetts

Dear Mr. Campbell:

Enclosed please find ten (10) copies of a Revised Site Plan relative to the above-referenced Petition. Please note that the revisions to the site plan include a number of revisions resulting from input from both Alderman Raymond and City Engineer Jay Corey as well as from a recent neighborhood meeting. Those revisions include exit only signs at the site exit, a “pass through” travel lane adjacent to the drive-thru lane to allow for complete access around the building, additional plantings, gaps in the guard rail to allow employees that park to the rear of the site easier access to the entrance doors to the rear of the building, additional striping on the pavement indicating where the drive-thru lane begins, and dedicated left turn and right turn only lanes at the site exit.

Please note that I have delivered eight (8) copies of the plan to the Planning Director as well as a copy to the City Engineer. Please let me know if you need any additional copies of the plan as I will provide them to you. Thank you.

Very truly yours, s/Joseph R. Tarby, III

CITIZEN’S PARTICIPATION: None.

COMMITTEE REPORTS:

FINANCE:

On the Order to appropriate the sum of \$31,326.00 from Insurance Reimbursement Account to Elevator Maintenance Account, committee report was received “that the matter be given leave to withdraw.”

On the Order to transfer the sum of \$150,000.00 from BLS Receipts Account to Ambulance Maintenance Account and Ambulance Salaries Account, committee report was received “ought to pass.”

POLICE AND LICENSES:

On the petition by Steven Alicandro dba SureRide for a new Taxi Cab License for one (1) vehicle, committee report was received “ought to pass.”

On the petition by ACT Leasing, Inc. to amend an existing Second Class Motor Vehicles Sales License by adding a condition “The holder of this license may sell or exchange used vehicles solely on a wholesale basis,” committee report was received “wholesale operation only.”

On the petition to transfer an existing Second Class Motor Vehicles Sales License from J.C. Auto Sales to Capelo's Auto Service, Inc. dba J.C. Auto Sales and to remove the condition "no building on site," committee report was received "approve transfer of license and approve removal of restriction 'no building on site' from license."

NEW PETITIONS:

Petition by Boston-Woburn Express Transportation, 89 View Street, North Revere, Massachusetts 02151 for a new Common Carrier License for one (1) vehicle.

Petition by National Grid for a grant of right in a way to install approximately 120 feet of four (4) inch PL gas main and approximately fifty (50) feet of 1¼ inch PL gas service to serve 4 Fryeberg Road.

Petition by ZRC Operations Company Inc. dba Qdoba Mexican Grill, 4865 Ward Road, Suite 500, Wheat Ridge, Colorado 80033 for a special permit to modify a special permit issued on September 16, 2008, which allowed for a fast food restaurant and building signage, as modified by a special permit issued on October 8, 2009, as modified by a special permit issued on June 29, 2010, pursuant to Section 5.1.29 of the 1985 Woburn Zoning Ordinances, as amended, to allow for outside patio seating at the Qdoba Mexican Grill at 300 Mishwaum Road.

Petition by Ava Donuts LLC, 293 Cambridge Road, Woburn, Massachusetts 01801 for a special permit to modify a special permit issued December 9, 2004, as modified by a special permit issued June 20, 2005, as modified by a special permit issued on August 10, 2006, pursuant to Sections 5.1.23, 5.1.29, 5.1.63a, 5.1.69, 7.3, 8.2.5, 8.6.3, 11, 13.5 and 15 of the 1985 Woburn Zoning Ordinances, as amended, to allow for modifications to the approved site plan as modified to include modifications to the existing landscaping, portions of the parking areas, alteration of the existing nonconforming pylon sign, a Drive-up Customer Service Facility, and to allow for 666 parking spaces, at 350 Cambridge Road.

Petition by McDonald's USA, LLC, c/o Bohler Engineering, 352 Turnpike Road, Southborough, Massachusetts 01772 for a special permit pursuant to Section 7.3 of the 1985 Woburn Zoning Ordinances, as amended, to construct a dining room addition at the front and vestibule additions on the side of the existing McDonald's restaurant, including renovations to the building interior and exterior façade, at 333 Montvale Avenue.

COMMUNICATIONS AND REPORTS:

A communication dated January 2011 was received from Charles L. O'Connor, Parking Clerk, Police Headquarters, 25 Harrison Avenue as follows:

In accordance with Massachusetts General Laws Chapter 90, Section 20½, I am submitting a report to you on the parking violations in the City of Woburn for the period ending June 2011: number of parking violations issued 877, number of violations paid 424, number of violations outstanding 326, amount collected and submitted to the Office of the Collector \$31,772.60. There exists a backlog of 5,598 tickets for 1982 through 2010. Demand will be sent until all tickets have been paid. Parking violations referred to the Handicapped Commission to date \$7,400.00.

Respectfully submitted, s/Charles L. O'Connor, Parking Clerk City of Woburn

A communication dated July 26, 2011 was received from Joanne Collins, Director, Woburn Council on Aging along with a copy of the Director's Report and the minutes of the Council on Aging for the month of July.

Copies of communications dated June 29, 2011 from His Honor the Mayor Scott D. Galvin and Police Chief Richard Kelley to U.S. Senator Scott Brown and U.S. Senator John F. Kerry requesting consideration for naming the U.S. Post Office at 462 Washington Street in memory of Woburn Police Officer John Maguire and a copy of a release dated July 26, 2011 from the office of U.S. Congressman Edward J. Markey advising that legislation was filed by the city's federal delegation for these purposes.

UNFINISHED BUSINESS OF PRECEDING MEETING: None.

APPOINTMENTS AND ELECTIONS:

A communication dated August 3, 2011 was received from His Honor the Mayor Scott D. Galvin as follows:

Dear City Clerk Campbell:

By the power vested in me as Mayor of the City of Woburn, pursuant to M.G.L. chapter 115, sections 3 and 10, I hereby reappoint Lawrence Guiseppe, 2 Minchin Drive, as Veterans' Agent, and Director of Veterans' Services for a one-year term to expire on April 30, 2012.

Respectfully, s/Scott D. Galvin

A communication dated August 8, 2011 was received from His Honor the Mayor Scott D. Galvin as follows:

Dear Council President Denaro:

By the power vested in me as Mayor of the City of Woburn, I hereby reappoint Richard Lynch, 3 Waltham Street, Woburn, to serve on the Woburn Golf and Ski Authority, with an expiration date of December 31, 2016; subject to confirmation by the City Council.

Respectfully, s/Scott D. Galvin

MOTIONS, ORDERS AND RESOLUTIONS:

ORDERED That pursuant to the 1989 Woburn Municipal Code, as amended, Title 3, Article I, Section 3-6, the Building Commissioner is hereby authorized to dispose of a three (3) Dell computer monitors, one (1) NEC computer monitor, one (1) LAN Bear desktop computer, one (1) Hewlett Packard H/P desktop computer, and two (2) Dell Dimension desktop computers, which the Building Commissioner has determined is of no value to the department and which no other department has expressed an interest in obtaining.

s/Alderman _____

ORDERED That pursuant to Section 42G of Chapter 172 of the Acts of 1897, known commonly as the Charter of the City of Woburn, that the following proposition be presented for a vote to the registered voters of the City of Woburn for adoption or rejection at the general Municipal Election to be held November 8, 2011 and that the proposition be printed on any and all ballots for that election:

“Shall the license commission be authorized to grant licenses for the sale of wines and malt beverages to be drunk on the premises in restaurants having not less than 50 seats; provided, however, that not more than 8 licenses or such amount as allowed under section 17 of chapter 138 of the General Laws shall be in effect? Yes ___ No ___”

Further, be it Ordered that if the majority of the voters vote in the affirmative then the City of Woburn hereby petitions the Great and General Court of the Commonwealth of Massachusetts to enact the following proposed Special Act:

An Act authorizing the City of Woburn to place a certain question relative to the sale of alcoholic beverages on the State election ballot.

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:

SECTION 1. Notwithstanding any limitations imposed by section 11 of chapter 138 of the General Laws as to the time and manner of voting on the questions or any other general or special law to the contrary, the mayor and city council of the city of Woburn shall cause to be placed on the official ballot used in said city by registered voters for the State election to be held November 6, 2012 the following question:

"Shall the license commission be authorized to grant licenses for the sale of wines and malt beverages to be drunk on the premises in restaurants having not less than 50 seats; provided, however, that not more than 8 such licenses or such amount as allowed under section 17 of chapter 138 of the General Laws shall be in effect?"

YES _____ NO _____

If the majority of the votes cast in answer to that question is in the affirmative, the city shall be taken to have authorized the sale in said city of wines and malt beverages to be drunk on the premises in restaurants having not less than 50 seats; provided, that not more than 8 such licenses or such amount as allowed under section 17 of chapter 138 of the General Laws shall be in effect. The licenses shall be subject to all other provisions of said chapter 138.

SECTION 2. The mayor may direct the city solicitor to draft a summary of the question, which shall be placed on the ballot with the question.

SECTION 3. This Act shall take effect upon its passage.

s/President Denaro and Alderman Haggerty

ORDERED Be it Ordained by the City Council of the City of Woburn that a new Section 2-196A "Equal Opportunity and Affirmative Action Policy" be added to Title 2, Article XXIX of the 1989 Woburn Municipal Code, as amended, as follows:

2-196A – Equal Opportunity and Affirmative Action Policy

The City of Woburn is an Equal Opportunity and Affirmative Action employer.

The City of Woburn values the culture and background of all people. Each and every individual will be considered and treated solely on the basis of

qualification and performance of the job. The City of Woburn recognizes the right of individuals to work and advance based on merit, ability and potential. The City of Woburn will not tolerate discrimination on the basis of age, employment status, income, disability, educational background, gender, race, color, national origin, religion, sexual orientation or identity, citizenship or veteran status.

All levels of municipal government will make every effort to create a work environment that welcomes and includes everyone, that treats each resident, business, visitor and employee fairly and with dignity, and that challenges all employees to perform at their best.

The City's workforce must strive to reflect the diversity of the City's population. Therefore, as an equal employment opportunity employer, the City will actively recruit employees from all segments of Woburn's labor force. The City of Woburn is committed to fostering and encouraging a workplace comprised of individuals of diverse backgrounds, races, genders, abilities, religious beliefs, sexual orientation and ages.

Non-discrimination and equal opportunity will be the policy of the City of Woburn. This policy applies to all personnel practices including employee recruitment, hiring, transfers, promotions, demotions, compensation, training, discipline as well as termination.

All City of Woburn employees are responsible for maintaining and enforcing the City's policies on equal opportunity and affirmative action. The City of Woburn will actively seek the full participation and inclusion of all employees in understanding, upholding and promoting these policies.

s/President Denaro

Motion made and 2nd to ADJOURN.