

CITY OF WOBURN
CITY COUNCIL
COMMITTEE ON PERSONNEL
WOBURN CITY HALL
COMMITTEE ROOM
MONDAY, SEPTEMBER 23, 2024 – 9:36 P.M.

Voting members present: Chair Joanne Campbell, Councilor Robert Toro, and Councilor Joseph Demers

Non-Voting members present: President Jeffrey Dillon, Councilor Lou DiMambro, Councilor Robert Ferullo, Councilor Charles Viola, Councilor William Pappalardo and Councilor Darlene Mercer-Bruen

Also present: Mayor Michael Concannon and Human Resources Director Shawna Healey

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Reading and approval of previous meeting minutes: Motion made by Councilor Toro and seconded by Councilor Demers to waive the reading of and approve the minutes of the meeting of September 9, 2024, all in favor, 3-0.

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Order that the City Council fill the vacancy of the position of City Engineer: Motion made by Councilor Demers and seconded by Councilor Toro to accept and make part of the permanent record a memorandum from Director Healey to Chair Campbell dated September 19, 2024, regarding the City Engineer Job Posting; approved, 3-0. Director Healey said the job was posted from August 23 to September 13. She said there were three applicants, none of whom have his or her professional engineer's license, which is a requirement for the job. She said she would say no there were no qualified applicants. Councilor Toro asked Director Healey if she thinks there were no qualified applicants because of the salary. Director Healey replied she thinks the salary is the issue. She said the job is a 32.5-hour work week and the hourly wage is right about the average

but she does think the dearth of qualified applicants is driven by salary. Councilor Demers asked if the non-union department salaries need to be updated. Director Healey said the City Engineer is a union position under the auspices of the Teamsters. She said the administration could consider discussing the salary during labor negotiations. Chair Campbell asked if the committee wants to solicit more resumes. Director Healey said she does not expect there will be any qualified applicants at the posted salary. Councilor Demers asked where the position was advertised. Director Healey said the position was advertised on the Mass. Municipal Association's website, the Engineering section of the MMA's website and the city's website. Motion made by Councilor Demers and seconded by Councilor Toro to suspend the City Council's rules to allow any member of the council not on the committee to address the order; approved, 3-0. Councilor Mercer-Bruen said when the council interviewed the two candidates for Deputy Superintendent of the DPW, the candidate who was not chosen, Regina Needham, was a certified engineer. She asked Director Healey asked if she had reached out to Ms. Needham about the City Engineer's position. Director Healey said she had reached out to Ms. Needham. She said Ms. Needham said her pension would be impacted negatively if she took the City Engineer's position. Councilor Ferullo asked of the city has the ability to increase the hours to 37.5 per week. Director Healey said any changes to the parameters of the job would require union negotiations. Councilor Mercer-Bruen asked if there is a way the city can somehow change the job description to allow the City Engineer to obtain his or her certification after he or she takes the job. Director Healey said she can research that. Chair Campbell said the committee could re-post the job and hope someone else applies. Mayor Concannon said he has been briefed by Director Healey about the status of negotiations with the Teamsters. He said there are a lot of moving parts. Director Healey said she and City Solicitor Mark Salvati are meeting with the Teamsters next week. Councilor Demers asked what the committee's recommendation is to Director Healey. Director Healey said she does not think the process has to be rushed. Councilor Demers said they can leave it open-ended. Motion by Councilor Demers and seconded by Councilor Toro to re-post the City Engineer's position and leave it open-ended; approved, 3-0.

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Motion made by Councilor Toro and seconded by Councilor Demers to adjourn, all in favor, 3-0. Chair Campbell adjourned the meeting at 9:46 p.m.

A TRUE RECORD ATTEST

Gordon Vincent

Clerk of Committees

