

**CITY OF WOBURN
CITY COUNCIL
COMMITTEE ON PERSONNEL
As a Committee of the Whole
WOBURN CITY HALL
COMMITTEE ROOM
MONDAY, SEPTEMBER 29, 2025 – 6:03 P.M.**

Voting members present: Chair Joanne Campbell, Councilor Joseph Demers, and Councilor Robert Toro, Councilor Lou DiMambro, Councilor Robert Ferullo, Councilor William Pappalardo, Councilor Charles Viola, and President Jeffrey Dillon. Absent: Councilor Darlene Mercer-Bruen

Also present: Human Resources Director Shawna Healey and Superintendent of Public Works John Duran

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Order that the City Council take the necessary steps to fill to fill the vacancy in the position of the Deputy Superintendent of Public Works: Chair Campbell said the committee will be asking a series of questions of each candidate. She said at the end if any councilor wants to ask additional questions they will be able to do so. She said when the committee is done with interviews, it will deliberate which candidates will move forward. She said the committee can move one or two candidates forward to the City Council for consideration. She said whether the number of candidates is one or two is completely up to the committee. She said Director Healey has submitted a list of questions for candidates. She said she has also prepared a list of questions, some of which she will ask of the candidates. Councilor Demers said questions 10 and 11 from Chair Campbell's list are duplicates of questions from Directors Healey's list. Chair Campbell said she will omit those questions from her list. **Melissa Miguel** – Each councilor introduced themselves to Ms. Miguel. Chair Campbell advised Ms. Miguel of the format and asked her to carefully consider her answers. Chair Campbell asked "Please tell us about your experience in a DPW and public environment. Why are you interested in the Deputy Superintendent position for the Woburn DPW?" Ms. Miguel said what first attracted her to the field of civil engineering is the engagement and provision of services to the public. She said she does a lot of field work. She said she earned her bachelor's degree from Rensselaer with a minor in geotechnical engineering. She said she earned her master's degree from Tufts, with a concentration on soils. She said she worked at Mass. Highway for four years, which she really enjoyed. She said her first assignment was on Martha's Vineyard, and that was a highlight. She said she worked under the state's geotechnical agency but she determined she was not helping her friends and neighbors. She said she then went to work for the city of Gloucester. She said she worked there for several years and gotten everything she could. She said she briefly worked for CDM to see what it was like to be a consultant. She said she moved on to the city engineer's office in Somerville, which she said was a really great office. She said she got exposed to the Green Line extension project and there was a lot of responsibility placed on her. She said that led to her current opportunity in Cambridge. She said she is in charge of the Chapter 90 program. She said she undertook a 5-year plan of roadway reconstruction that involved working with the Water Dept. and utilities, universities, and a large contractor. She said she had to manage a lot of things. She said she probably does

more community engagement than engineering. She said her job is to go out and talk about policies. She said she is a huge advocate of being open and honest with people about what they can expect. Chair Campbell asked "Please tell us about your experience in the operation, maintenance, construction and repair of: underground utilities; construction of new roads and sidewalks; snow operations; reading plans and blueprints; knowledge of water treatment and sewer operations; facility maintenance." Ms. Miguel said the engineering department in Cambridge works in close concert with the DPW. She said she has a lot of experience working with work crews. She said when she worked in Somerville her role was to oversee the Sewer Dept. She said you have either a 5-year or a 10-year plan. She said she is big on communication and project meetings. She said she feels like she has the capabilities and knowledge to support Supt. Duran and his staff. She said she does not have the knowledge of how Woburn does things. She said she is very collaborative. She said she developed a co-op collaborative in Cambridge. She said she believes we can all learn from one another. She said that is one of the things about this job that attracted her. She said she is not ready to be done learning yet. Chair Campbell asked if Ms. Miguel has any experience with the construction of new roads and sidewalks. Ms. Miguel said it takes a lot of funding sources to put roadway improvements together. She said the scope of the projects she has undertaken has involved full roadway reconstruction, including compliant sidewalks. She said she sits on the Cambridge Commission for Persons with Disabilities and the Cambridge Pedestrian Committee. She said cycling is really a big thing these days. She said the way to approach it make the highest needs for all users. She said she also likes to do community relations. She said she really approaches these projects holistically; basically, from the ground up. She said she feels it's her responsibility to spend wisely. She said the first step as an engineer is to gather data and then develop recommendations. She said she respects the people above her who make the final decisions. She said snow operations is an area where she would rely on her supervisor. She said she is pretty collaborative. She said she does not like to engage in confrontation. She said she was asked how she would do in a male-dominated environment. She said her class at RPI was 20 percent female. She said most of her colleagues are male. She said she is really proud of the co-op program she started. Chair Campbell asked what experience Ms. Miguel has with facilities maintenance. Ms. Miguel said that is an area where she is still a little green. She said there is still more she has to learn. She said she does have experience with water and sewer treatment facilities. She said she does not have a lot of building experience. She said she does not have a lot of experience with vertical construction. She said most of her experience in construction is horizontal. She said she is not afraid to admit what she does not know. She said she has the ability to absorb what sees needs to know and move forward. Chair Campbell asked "Assembling and maintaining productive teams is important. Describe a situation that demonstrates your ability to build a cohesive, productive team." Ms. Miguel said her first assignment when she was hired in Cambridge was a project to address the historic Out of Town News kiosk. She said the project was a 10-year effort that involved the MWRA, the MBTA, intermunicipal agreements and internally with the DPW. She said the hardest thing was not engaging with the colleges in the area, it was getting the MBTA to complete what it needed to do. She said at times it got ugly and heated, but that was because people cared about what they were doing. She said she feels the best way to manage people is to get to know them. She said building trust and communication is the way to get the best out of people. Chair Campbell asked: "Tell us a time you had to deal with a difficult person in order to get the job done. What happened?" Ms. Miguel recalled an instance when the city was doing a paving project and an abutter was upset. She said she knew she could not come back at her

aggressively. She said she tried to defuse the situation. She said she got to know the resident, who she called Barbara. She said Barbara tried to provoke her into a confrontation but she never engaged. She said she was able to address Barbara's concerns and make her happy. She said had she known when she was in college what she knows now about dealing with people she would have gotten a degree in psychology. She said she tries not to engage in conflict. Chair Campbell asked "Describe a situation where you made an important decision that you knew, regardless of what you decided, would be controversial. Explain how you arrived at that decision and what you did to present it. How did you deal with the controversy?" Ms. Miguel said when she was first assigned to the co-op program, the interns did everything the employees did not want to do. She said she felt like that was not their role. She said she had to stand up at a meeting and go against the norm. She said she really had to advocate hard for the coop interns so they could do some engineering work. She said she got some nasty comments. She said she developed the program to have a nice balance. Chair Campbell said "Discuss your familiarity and experience with the implementation of Ch. 90 funds." Ms. Miguel said the biggest part of her job other than the co-op program is overseeing her city's Ch. 90 program. She said she was responsible for applications through the MassDot portal. She said she puts out RFPs and selects design consultants. She said Cambridge does complete street concepts. She said Cambridge's scope is very different from Woburn's. She said she prepares all the paperwork. Chair Campbell asked "Do you have experience with environmental permitting? If so, please describe which area in particular." Ms. Miguel said she has worked with consultants to prepare applications. She said it is something she has exposure to. Chair Campbell asked Ms. Miguel if there is anything else the committee ought to know about her. Ms. Miguel said she has done a lot of talking. She said she has covered everything. She said should would be happy to take questions from individual councilors. Councilor Toro asked Ms. Miguel where she lives. Ms. Miguel said she lives in Medford. Councilor Toro asked if the commute to Woburn will be a problem. Ms. Miguel said she thinks it is quicker to home here than it is to Cambridge. She said she thinks if she has to work in Woburn from 7 a.m. to 3:30 p.m. the commute will not be a problem. Councilor Toro said that while the job description for the position states the work week is 40 hours, it is not a 40-hour a week job. He said her hours are not going to be 7-3:30. Ms. Miguel said all of the community meetings she holds in Cambridge are after hours. She said she feels like at this level things don't shut off. She said she is always on. She said the reason she is here today because she feels like she has more to learn. Councilor DiMambro said Ms. Miguel has a phenomenal resume and experience. He asked her about field experience and how she would respond if a pipe breaks or if there is a sewer issue. Ms. Miguel said she is a visual learner. She said for the interview tonight she thought the committee might put a set of plans in front of her. She said she wore sneakers in case there the committee wanted her to go into the field. She said she does not do well sitting in an office. She said she prefers to be in the field. She said she prefers to be outside. She said it's important to get out there and see things. She said she does not really sit at her desk a lot. President Dillon asked if Ms. Miguel considers herself to be an office person or a field person. Ms. Miguel said she prefers to be in the field. She said there is always something to see or hear when you are in the field. She said she would prefer to be outside. President Dillon asked if Ms. Miguel's role right now is in the field or in the office. Ms. Miguel said her position was traditionally an office job and she has made it so she can be out on the field. Councilor Viola asked Mr. Miguel what is her biggest weakness and how she overcomes it. Ms. Miguel said the natural state of her world is chaos. She said she knows where everything is but it overwhelms people when they see her mess. Councilor Pappalardo said Ms. Miguel is extremely well-

educated. He said a lot of what Ms. Miguel talked about involves engineering. He said it feels like she should be in an engineering office and not a DPW. He asked Ms. Miguel if she is clear about what the job entails. Ms. Miguel said different communities have different levels of engagement between the engineering office and the DPW. She said her brain works like an engineer. She said she believes there is about 20 percent of the Woburn DPW position with which she is unfamiliar. She said she is looking for something a little more challenging. She said she is here because she wants to learn things she does not know. She said she does not want to be an office paper pusher. **Michael Paige** – Chair Campbell asked “Please tell us about your experience in a DPW and public environment. Why are you interested in the Deputy Superintendent position for the Woburn DPW?” Mr. Paige said he deals with a lot of the permitting processes with local zoning boards of appeals, city councils and planning boards. He said he works with engineers quite a bit. He said he works with people from electric utilities and planners. He said he usually takes projects from the beginning. He said he used to reach out frequently to former Woburn Asst. Engineer Greg Rheume. He said he has dealt with conservation commissions, state environmental agencies and the EPA. He said he has worked with local departments of public works on sewer service plans. He said he lived in Woburn for 26 years. He said he graduated from Woburn High School in 1998. He said his parents still live there. He said he has always wanted to get into the public sector. He said he wants to contribute to the community. Chair Campbell asked “Please tell us about your experience in the operation, maintenance, construction and repair of: underground utilities; construction of new roads and sidewalks; snow operations; reading plans and blueprints; knowledge of water treatment and sewer operations; facility maintenance.” Mr. Paige said as far as roadways are concerned he has been involved in the development of subdivisions that involve road design, utility design and wetlands filings. He said during construction he is usually on site making sure everything is going on according to the plans. Chair Campbell asked if Mr. Paige has any experience in snow removal. Mr. Paige said he has not been directly involved in snow removal but he has participated in making sure snow removal space is denoted on plans. Chair Campbell asked if Mr. Paige has any experience with blueprints. Mr. Paige said he works with blueprints on a daily basis. He said he knows how to read, draw and interpret blueprints. Chair Campbell asked if Mr. Paige has any experience in the water and sewer realm. Mr. Paige said he designs septic systems all the time. He said he is a soil evaluator. He said he designs water systems, water mains and services. Chair Campbell asked if Mr. Paige has any experience with facilities maintenance. Mr. Paige said he has conducted a lot of site inspections. He said he has not done much building maintenance. Chair Campbell asked “Assembling and maintaining productive teams is important. Describe a situation that demonstrates your ability to build a cohesive, productive team.” Mr. Paige said on a lot of projects he deals with architects and contractors and he has to organize things like plantings and landscaping. He said that involves pulling a staff together from different professions. Chair Campbell asked “Tell us a time you had to deal with a difficult person in order to get the job done. What happened?” Mr. Paige said there are four people in his company. He said he has to deal with different contractors. He said a ZBA didn’t give his client a vote they needed for relief and a contractor was angry afterwards. He said he calmed the contractor down and explained what the other options were. He said he ran a sewer update program and Tewksbury and has to deal with angry parties. He said he had to explain how the decisions were made. Chair Campbell asked “Describe a situation where you made an important decision that you knew, regardless of what you decided, would be controversial. Explain how you arrived at that decision and what you did to present it. How did you deal with the

controversy?" Mr. Paige said he was involved with a project in Lynnfield with an abutter who was not in favor. He said the abutter cut down some trees. He said a contractor wanted to sit on it until the end of the project. Mr. Paige said he decided to address the issue immediately and resolve it. Chair Campbell asked "Discuss your familiarity and experience with the implementation of Ch. 90 funds." Mr. Paige said he does not have much experience with Ch. 90 funding. He said he does have experience with capital improvements and he knows the formula for Ch. 90 funding." Chair Campbell asked "Tell us about your education. Do you have a degree? If so, explain its focus." Mr. Paige said he attended UMass-Lowell, where he played soccer and ran track. He said he has an engineering degree. He said he has since worked for the same company for 22 years. Chair Campbell asked "Do you have any experience with environmental permitting? If so, please describe which area in particular." Mr. Paige said he does a lot of work with conservation commissions. He said he files compliance applications. He said he deals with DEP often. He said he has submitted superseding orders of conditions. Chair Campbell asked "Tell us how you juggle multiple responsibilities while dealing with the unexpected needs that arise in your day." Mr. Paige said he works for a small company that is pretty busy. He said they are usually doing 8-10 jobs at a time. He said they have no administrative assistant. He said they are always answering their own phones. He said they juggle a lot now. Chair Campbell asked if there is anything else the committee should know about Mr. Paige. Mr. Paige said he lived in Woburn for 26 years, until he graduated from UMass-Lowell. He said he has learned a lot under Bob Griffin. He said he does all aspects of construction, including subdivisions, single-family home and commercial development. He said there is a lot of permitting involved. He said he does a lot of inspections. He said he does as-built surveys. He said they do help with issues that comes up with the process. Councilor DiMambro asked if Mr. Paige has a lot of experience with roadway layouts. He asked Mr. Paige would know what to do if a roadway caves in. Mr. Paige said he does the design phase of roadway improvements. He said he provides details for water, sewer and other components of a job. He said does inspections of curbs and roadways. He said they do not perform traffic studies, but he has been involved in traffic counts. He said he has laid out intersections. He said he has been on-site during construction. Councilor Tor asked what Mr. Paige's hours are at his current job. Mr. Paige replied he currently works from 8:30 a.m. to 5 p.m. but typically he stays at work until 5:30-6 p.m. He said his typical daily hours are from 8 a.m. to 6 p.m. He said he does not take a lunch break. He said he does put in the time to get done what he needs to do. Councilor Toro said while the job description may say 40 hours the work requirement is going to be longer than that. Mr. Paige said both of his daughters are in college. He said he and his wife expect him to be available for longer work hours. He said he will be available 24/7. Councilor Toro asked if Mr. Paige's current job is the only one he's held since college. Mr. Paige answered affirmatively. Councilor Toro said part of the deputy superintendent's job is to supervise people. Mr. Paige said his role at work is not supervisory but he has been involved in the administration of youth sports and he has had to supervise 24 coaches. Councilor Toro said when Supt. Duran is not around, he will ask Mr. Paige to be in charge. Councilor Toro asked what experience Mr. Paige has with state and federal agencies. Mr. Paige said he has worked with the Dept. of Fisheries and Wildlife, the Army Corps of Engineers, DEP, MEPA, and the Secretary of State's office. President Dillon asked where Mr. Paige's current residence is. Mr. Paige said he lives in Tewksbury and drives about 25-30 minutes to work in Beverly. President Dillon asked if Mr. Paige works mostly in the office or in the field. Mr. Paige said he spends about 60 percent of his day in the office and 40 percent of his day in the field. Councilor Viola asked what Mr. Paige what he considers to be his

biggest weakness and what he does to overcome it. Mr. Paige said he is a pretty passive person. He said he is not outgoing. He said he can be assertive if he needs to but he does not look for confrontation. He said he is open-minded and patient. Councilor Pappalardo said Mr. Paige has an excellent resume. He said he likes that Mr. Paige has been at the same company for 22 years. He asked if Mr. Paige has worked with any municipalities. Mr. Paige said he worked with the conservation commission in Stoneham on a peer review on a septic system project. Councilor Pappalardo said it feels like 100 percent of Mr. Paige's resume involves engineering. He said this job involves boots on the ground and supervising. He asked Mr. Paige if he would feel comfortable in that environment. Mr. Paige answered affirmatively. **Anthony Parziale** – Chair Campbell asked "Please tell us about your experience in a DPW and public environment. Why are you interested in the Deputy Superintendent position for the Woburn DPW?" Mr. Parziale said he wants to take a moment to recognize the three other in-house candidates who applied for this job. He said any of those three guys could have just as easily been finalists. Mr. Parziale said he is here because he wants to help. He said he wants to help the residents of the city of Woburn. He said he grew up here. He said he took a job in the DPW because he wanted to start helping people. He said he has been working with the Highway Foreman. He said he has been in leadership roles before. He said he was the captain of the wrestling team when he was at Woburn High. He said he worked for the school newspaper in college. He said he took a leadership role when he worked on the radio. He said he was an on-air personality. He said he was involved in charity events for the Greg Hill Foundation like the Walk for Change program which raised more than \$1 million for the Greater Boston Food Bank. He said he turned an inheritance into a truck company. He said he started two real estate companies. He said Covid had a deleterious effect on the trucking business. He said he got out of the real estate business and he called Supt. Duran. He said he wants to help people and he wants to be deputy superintendent. He said he told Supt. Duran during his interview he wants to take his job in five years. Chair Campbell asked "Please tell us about your experience in the operation, maintenance, construction and repair of: underground utilities; construction of new roads and sidewalks; snow operations; reading plans and blueprints; knowledge of water treatment and sewer operations; facility maintenance." Mr. Parziale said he has been plowing snow for a long time. He said he has plowed snow for the state. He said he does building maintenance for the archdiocese. He said he manages two churches in Nahant and Swampscott. He said as far as underground utilities are concerned he has worked on storm drains and sewer lines at the DPW. He said he does not have a lot of experience reading plans and blueprints but he has an okay understanding of them. He said he does not have a strong background in water and sewer infrastructure but he is willing to learn. He said there are some things he may not know but he is always challenging and bettering himself. He said he thinks since he started working at the DPW he has a greater understanding of sewer infrastructure. He said he thinks he's pretty good at it. He said he has been doing facilities maintenance for a long time. He said one of his references is from Fr. John McLaughlin who is at a church in Swampscott where he performs facilities maintenance. Chair Campbell asked "Assembling and maintaining productive teams is important. Describe a situation that demonstrates your ability to build a cohesive, productive team." Mr. Parziale said it feels like he has been building teams for his entire life. He said he was the manager of a morning radio show and in that capacity, he had to deal with a lot of egos. He said he had to manage Lyndon Byers and Greg Hill. He said he had to learn how to build the right team so your guys can win. He said in order to do that you build relationships with everybody. Chair Campbell asked "Tell us a time you had to deal with a difficult person in order to get the job done. What happened?" Mr.

Parziale said his business partner got into an argument with the manager of a transfer station and the manager raised the rate from \$100 to \$300 while Mr. Parziale's company was demolishing a building in Somerville. He said he brought everyone together, the manager of the transfer station restored the old rate, his company finished the project and moved forward. Chair Campbell asked "Describe a situation where you made an important decision that you knew, regardless of what you decided, would be controversial. Explain how you arrived at that decision and what you did to present it. How did you deal with the controversy?" Mr. Parziale said him being here is controversial. He said the three other internal candidates who applied for this position have been with the DPW for a really long time. He said he knew his decision to put his name in would make other people upset. Chair Campbell said "Discuss your familiarity and experience with the implementation of Ch. 90 funds." Mr. Parziale said he knows what Ch. 90 funds are and he understands the process. Chair Campbell asked "Tell us about your education. Do you have a degree? If so, explain its focus." Mr. Parziale said he has a degree in communications from Middlesex Community College. Chair Campbell asked "Do you have any experience with environmental permitting? If so, please describe which area in particular." Mr. Parziale said he has worked with conservation commissions. He said he lives on a marsh in Revere and there are a lot of environmental issues involved. He said he has helped people in his neighborhood pull permits. Chair Campbell asked "Tell us how you juggle multiple responsibilities while dealing with the unexpected needs that arise in your day." Mr. Parziale said the more he has to do, the better he does it. He said he does not get frazzled. He said if you panic under pressure, it doesn't work. He said one day the highway foreman and the supervisor weren't around and a tree fell. He told his colleagues to take a deep breath and they took care of it. He said he was working at the Altavesta School one day and he got a call from his son that there was water all over the place at their home. He said he calmly told his son to turn off the valve and walked him through all the stuff he needed to do. He didn't freak out. He said you can't panic. Chair Campbell asked if there is anything else the committee should know about Mr. Parziale. Mr. Parziale said he really loves his job. He said he has loved working for the city of Woburn for the past two years. He said he takes great joy in helping the residents of this city. He said he is on 24 hours a day. He said he is a hard worker. He said you won't find someone who works harder than he does. Councilor DiMambro asked if Mr. Parziale has any experience with GIS programming or budgeting. Mr. Parziale replied he did all the budgeting with his real estate investment company. He said the budgets were in the \$5 million range. He said budgeting is easy for him. He said he was in charge of a \$100 million budget nationwide. President Dillon asked Mr. Parziale about his commute. Mr. Parziale said in the morning it takes him 25 minutes to get to work because there is no traffic. He said the longest his commute has ever been in 45 minutes, and that was at the 5 p.m. rush hour. President Dillon asked if Mr. Parziale is more comfortable in the office or in the field. Mr. Parziale said he has done both. Councilor Viola asked Mr. Parziale what his biggest weakness is and how he addresses it. Mr. Parziale said his biggest weakness is wanting to do too much. He said if he gets this job it is going to be really tough for him to not hop in a hole. He said he wants to do more. He said on the flip side, at least he knows when to ask for help. Councilor Pappalardo said he loves Mr. Parziale's enthusiasm. He said he is a big proponent of hiring from within. He said he looks at what Tucker Quinn and Lenny Burnham did in this role. He said they were both with the DPW for a long time before they were promoted. He said Mr. Parziale has only been with the DPW for only two years. He asked Mr. Parziale how his promotion will be received. Mr. Parziale said he thinks he gets along with all the guys. He said he does not have any hate in his body. He said he works with all the crews. He

said he thinks he is a workaholic. He said he thinks they respect his work ethic. Councilor Pappalardo said all bosses aren't loved by everybody. Mr. Parziale said he is very patient. He said when he was 20 he got a job that required him to manage people who worked for him. Chair Campbell said the committee is now going to discuss each candidate. She said the committee has three wonderful candidates from whom to choose. She said the committee would start with Ms. Miguel. Councilor Demers said Ms. Miguel has a lot of experience. He said she looks like a problem solver. He said this position would be a different role for her. He said he thinks she is very qualified for the engineering piece but somewhat lacking in field experience. He said Ms. Miguel's situation in Cambridge is different than what the position in Woburn requires and he is not sure she is an exact fit. President Dillon said he thinks if there were an opening in the city's Engineering Dept. Ms. Miguel would be an excellent fit. He said she is an undoubtedly well-qualified engineer. He said from attending Mayor Concannon's weekly department head meetings he has gotten an understanding of what the deputy superintendent's position requires. He said he is not sure Ms. Miguel has the experience for the position. Councilor Toro said Ms. Miguel has a great resume. He said he is looking for someone with more field experience. He said Ms. Miguel fits in with a city engineer vibe. He said he likes she has experience with Ch. 90 funding. He said he would love to see her in the engineering office but not as the deputy director of the DPW. Councilor Viola said Ms. Miguel would be a great candidate for an engineering position. He said the committee is interviewing for a deputy DPW superintendent and it does not seem like she has enough experience in the field. Councilor Pappalardo said Ms. Miguel has great skills but she is a mismatch for the deputy superintendent's job. Councilor DiMambro said he is on board with the rest of the councilors. He said a deputy superintendent has to be able to perform tasks all over the city. He said if the city was looking for someone in the engineering office Ms. Miguel's qualifications would be a match. Councilor Ferullo said he suspects there are as many people in the Engineering Dept. in Cambridge as there are in the entire Woburn DPW. Chair Campbell said she feels the same way. She said Ms. Miguel has an extraordinary resume. She said she is extremely qualified as an engineer. She said the dynamics in Cambridge are different than they are in Woburn. She said Ms. Miguel is not quite what the committee is looking for in a deputy superintendent. She said Ms. Miguel would be a tremendous addition in the Engineering Dept. but she would not move her forward as a finalist for the DPW deputy superintendent position. President Dillon said he wishes Mr. Paige had more of a balance between office and hands on experience. He said Mr. Paige clearly has enough education and degrees. He said Mr. Paige seems willing to learn. He said Mr. Paige would be one of the two candidates the committee should move forward with as a finalist. Councilor Ferullo said he agrees with President Dillon. Councilor Toro said Mr. Paige has a great resume and he had a good interview. He said Mr. Paige seems a little green in terms of some of the areas the committee is looking for in a deputy superintendent. He said Mr. Paige lacks experience in supervising people. He said he has no experience in facilities maintenance or with Ch. 90 funding. He said those are important things the committee has to pay attention to. He said he feels like the person in this position has to be vocal. He said Mr. Paige mentioned he is passive and soft-spoken. He said that does not strike him as an ideal quality for a deputy superintendent. Councilor Pappalardo said an engineering background is a good thing but not a requirement for this job. He said Mr. Paige has great experience but not a lot within municipalities. Councilor Viola said he would echo what councilors Toro and Pappalardo said. He said Mr. Paige has an advanced degree in civil engineering but it is not a requirement for this job. He said he thinks the city is going to need someone who is a go-getter in this position. Councilor DiMambro said he

understands the sentiment. He said this is a tricky position. He said the person in it has to be strong-spoken and has to take charge. He said if the superintendent is on vacation and all hell breaks loose, someone is going to have to lead the troops. He said he sees the flip side, though. He said Mr. Paige has been a loyal employee who has been with his current employer for quite a while. He said Mr. Paige has strong computer skills. He said he thinks Mr. Paige has about 75 percent of what the committee is looking for. He said he might feel comfortable moving Mr. Paige forward to the next step. Councilor Demers said Mr. Paige has a solid resume. He said Mr. Paige has some strengths. He said he does not have experience in snow operations and that is a big deal. He said when it comes to leadership styles not everyone has to be boisterous. He said there are ways of getting respect. He said he does not think being soft-spoken is necessarily a negative. He said he liked that Mr. Paige has other experiences dealing with unruly folks. He said he thinks addressing a problem goes as long way toward showing leadership. He said if the committee intends to go forward with two candidates he thinks Mr. Paige should be one of them. Councilor Toro said he is talking about strong personalities. He asked if the committee is required to take action to send people forward. He said he does not want anyone to think this is a slam dunk. He asked if the committee wants to take a candidate right now or if there are other candidates that can move forward. Director Healey read City Council Rule 34, as follows: "The Committee on Personnel, Sitting as a Committee of the Whole, shall conduct final interviews of the three (3) candidates and shall select not more than two (2) candidates to be referred to the full City Council for final action." Councilor Demers said once the committee gets to this level, there is no turning back. Councilor Pappalardo said the members of the council were told there were going to be qualified candidates. He said he did not know what the rules are. Chair Campbell said the committee is already moving forward with three candidates. She said the preliminary screening part of the process already to place. She said the DPW superintendent and the HR director met with seven candidates and brought forward three. Director Healey said she and Supt. Duran met with six candidates. Chair Campbell said she thinks in terms of leadership style being soft-spoken is a strength. She said it is a good thing that someone does not spit out the first thing that comes to their mind, but she also says she gets what Councilor Toro is saying. She said she understands the argument about whether Mr. Paige will be comfortable enough to address an issue if one arises. President Dillon said Mr. Parziale may not have the level of degrees or education or experience but he certainly belongs in the same realm with the other candidates. He said Mr. Parziale has passion. He said when someone makes it a point to work as hard as Mr. Parziale does, that has to be noticed. He said Mr. Parziale said he is willing to learn more. He said sometimes on the job training works out well. He said he is not sure he is ready to take a vote tonight, but he thinks Mr. Parziale and Mr. Paige are close. Councilor DiMambro said he appreciates Mr. Parziale's enthusiasm and the fact that he is willing to work in any role. He said the jobs at the DPW are not easy. He said he agrees with President Dillon about learning on the job. He said the person in this position needs to know what is going on in every ward. He said he truly admires and respects the energy and enthusiasm Mr. Parziale brings. He said those are tough commodities to get. He said he does not feel he is ready tonight to vote on finalists. He said he is not sure the committee has seen a candidate who has everything the job needs. Councilor Pappalardo said there is no perfect candidate. He said he thinks there is a lot of benefit to hiring people in-house. He said Mr. Quinn and Mr. Burnham were in-house hires who did pretty well. He said there is a reason the screening committee pared the list of candidates to these three. He said there was a reason Mr. Parziale was picked. He said if you work hard and do a good job you ought to get recognized. He said there is a huge benefit to hiring from within.

Councilor Viola said he agrees not one candidate is perfect. He said there are two candidates he would move forward. He said one did not have enough experience. He said he agrees with Councilor Pappalardo in that there is merit to hiring from within. Councilor Demers said the committee can sit there and look for the perfect candidate and never find one. He said Mr. Parziale has a wide array of experience and he is a go-getter. He said Mr. Parziale has gained the respect of his peers. He said he concurs with the notion of moving two candidates to the full council and then marinating on what the committee heard here tonight. President Dillon said he 100 percent agrees with that. Chair Campbell said it is clear Mr. Parziale has energy and a love for life that is infectious. She said to have someone like that is wonderful. She said he is lacking in experience with the DPW but he has owned a company with 20 people working for him. She said he has leadership experience and that is huge. She said he is a little concerned about his lack of experience reading plans and blueprints. She said she thinks he is a good communicator. She said the committee has brought up Mr. Burnham's name a lot. He said Mr. Burnham ended up being a good fit and he did not check all the boxes. She said she would also like to hear from Supt. Duran about which strengths he feels are most important, either reading plans or having boots on the ground. She said she wants to know what qualifications Supt. Duran is looking for, and then the committee should move forward with two candidates. President Dillon said Mr. Parziale does have experience reading blueprints. Chair Campbell said she thinks Mr. Parziale talked about not reading plans. She said she wants to know how important that is in Supt. Duran's mind. She said she wouldn't mind if the committee spoke to Supt. Duran. Director Healey said she has a question about the process. She asked if the expectation is that the two people selected by the committee tonight would be interviewed again by the City Council next Tuesday, because one of the candidates might be out of the country. Councilor Demers said the committee's policy says there are two candidates that are voted on. He said it is a committee report. Director Healey said the council's rules read the committee may send no more than two candidates to the full council for action. Councilor Demers suggested inquiring with the city solicitor. He said he would also caution that it is inappropriate to deliberate with the DPW superintendent if he says this is what he is looking for in a candidate. Chair Campbell said she wants Supt. Duran to clarify what would be his ideal candidate for deputy superintendent. She said she still has questions. She asked when the committee went through the hiring process for the Council on Aging director whether the committee sent two or three candidates to the council. Motion made by Councilor Toro and seconded by Councilor Ferullo to suspend the City Council's rules to allow Supt. Duran to address the committee; approved, 8-0-1. Chair Campbell said she is not asking Supt. Duran to deliberate on the candidates. She said she is asking him to clarify what he is looking for in a deputy superintendent. Supt. Duran said he has great operations people. He said the biggest thing he needs are helping to keep the department in line with environmental rules, which he said are changing every day. He said he needs help with permitting. He said the council just changed the flood plain regulations. He said if the city doesn't get its act together with compliance, it is going to pay. Chair Campbell said that clarification helped. She asked if any other member of the committee has questions for Supt. Duran. Supt. Duran said he is 65. He said he not going to be here forever. He said the city is going to need to find his replacement at some point. Motion made by Councilor Ferullo and seconded by Councilor Viola to return to the regular order of business; approved, 8-0-1. Motion made by Councilor Toro and seconded by Councilor Viola to inquire with the City Solicitor about whether the committee is required to select one of these three candidates or if there are alternative options. President Dillon said the rule that Director Healey read makes it quite clear.

Councilor Toro said he thinks the rules are vague. Councilor Demers said he is trying to understand what would happen if the City Solicitor says the committee can open it up again. Councilor Toro said he wants to make sure the council makes the right decision. He said there can be another committee meeting if his motion passes. Chair Campbell said she thinks that is incorrect. She said the committee asked Supt. Duran and Director Healey to bring forward three people. She said she thinks Councilor Toro is muddying what the committee's job is, which is to bring two people forward to the council. Councilor Toro said he is asking for a recommendation from the City Solicitor. He said he is not discounting Supt. Duran's opinion. He said he wants to make sure the council is making the best decision for the city. He said he wants to ask the City Solicitor if the council is making the best decision for the city. Councilor Demers said he is saying the procedural move is to not send out a committee report. Councilor Toro said that is only if his motion does not pass. Chair Campbell said there is a possibility Councilor Toro's motion will hold things up. President Dillon asked Director Healey to read the applicable rule one more time. Chair Campbell asked Director Healey to read the applicable section of Rule 34. Director Healey read: "The Committee on Personnel, Sitting as a Committee of the Whole, shall conduct final interviews of the three (3) candidates and shall select not more than two (2) candidates to be referred to the full City Council for final action." Councilor Pappalardo said that seems pretty straightforward. President Dillon asked Councilor Toro if he wants to consider more candidates. Councilor Toro said he is not super satisfied with any of the three candidates and he wants to know what the next step is. Councilor Demers said the committee can send a request to the City Solicitor. He said that would delay the process by two weeks but he does not think that is a big deal. Roll call – Councilor Demers, aye; President Dillon, aye; Councilor DiMambro, aye; Councilor Ferullo, aye; Councilor Pappalardo, nay; Councilor Toro, aye; Councilor Viola, aye; Chair Campbell, nay; motion to send a communication to the City Solicitor approved, 6-2. Motion made by Councilor Demers and seconded by President Dillon to leave the matter in committee with no action; approved, 8-0-1.

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Motion made by Councilor Demers and seconded by Councilor Toro to adjourn, all in favor, 8-0-1. Chair Campbell adjourned the meeting at 9:04 p.m.

A TRUE RECORD ATTEST:

Gordon Vincent
Clerk of Committees