

**CITY OF WOBURN  
CITY COUNCIL  
COMMITTEE ON PERSONNEL  
As a Committee of the Whole  
WOBURN CITY HALL  
COMMITTEE ROOM  
TUESDAY, OCTOBER 14, 2025 – 5:33 P.M.**

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**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, President Jeffrey Dillon, and Councilor Darlene Mercer-Bruen

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

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**Reading and approval of previous meeting minutes:** Motion made by Councilor Demers and seconded by Councilor Toro to waive the reading of and approve the minutes of the meeting of September 29, 2025, all in favor, 9-0.

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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 is in receipt of a memorandum from the City Solicitor. Motion made by Councilor Viola and seconded by Councilor Toro to receive and make part of the permanent record a memorandum from City Solicitor Mark Salvati dated October 6, 2025, and entitled “Re: Appointing Process;” all in favor, 9-0. Chair Campbell said the committee as a whole met on Sept. 29 and decided to keep the appointment in committee until it received the requested memo from City Solicitor Salvati, the last paragraph of which she read as follows: “Based on the above, it is my opinion the Council has acted properly to date and the Council does not automatically have to approve a recommendation. Therefore, they may now either accept one of the recommended candidates OR vote to accept neither candidate and request the HR director to start the process over. It is my opinion because the process has reached the point of ‘final action,’ the Council may not consider any of the other candidates that were in the original recommendation without re-posting and re-advertising.” Councilor Toro said he made the motion to ask for a legal opinion from City Solicitor Salvati. He said he would have liked the option of being able to interview other qualified candidates. He said he thinks at some point the council needs to address the ordinance. He said the current ordinance ties the council’s hands. He said the council should be deciding who it can interview. He said the Human Resources Director should review the resumes to determine if the qualifications for the position are met and then the committee should decide whom to interview. He said the current ordinance limits who the committee can interview. He said he would love to hear what the other members of the committee have to say. Councilor Demers said he understands where Councilor Toro is coming from, but the council has had two opportunities to alter this ordinance. He said the council received applications from a batch of candidates and now there is some momentum to change the ordinance. He said no one at the

committee meeting said anything about changing the rules. He said he is also concerned that the more the council delves into this process that one, it will get more political, and two, the council will never get a perfect candidate. He said the committee has two options, either to move two candidates forward or re-start the process. Councilor Toro said the committee can move forward with up to two candidates. President Dillon said both Councilor Toro and Councilor Demers have made valid points. He said on one hand the council has a written job description and on the other Supt. Duran explained what he wanted and the two things didn't align. He said the committee should try to figure out what it needs to do to proceed – either move forward with no more than two candidates or re-post the position. He said he wonders if the committee should re-post to get the process right. Councilor Pappalardo said if the committee is looking at ordinances it should consider why the council is hiring the deputy superintendent of the DPW. He said he knows if he were the DPW superintendent, he would want to hire that position. He said that is not going to change anything here. He said he feels like the committee has enough qualified candidates and should proceed. Councilor Mercer-Bruen said the council is involved for a really good reason – because it does not want this to be a political appointment. She said the council has to hire someone who is going to serve their constituencies. She said that's why the council is part of the process. She said she will acquiesce to however the council decides to proceed. She said she feels the council was pushed into selecting a certain sort of candidate. Councilor Ferullo said if the committee does decide to go back to the drawing board he does not think the rules should be adjusted until after this appointment is made. He said he thinks the committee needs to finish this process under the existing rules and make changes down the road. Councilor DiMambro said if the committee starts over it will take another 90 days for the appointee to be confirmed. He said Supt. Duran has told the committee he has a backlog of work. He said the Human Resources Director and Supt. Duran picked three candidates to move forward. He said he does not think the committee is going to find the perfect candidate. He said if the committee starts over, the position won't be filled until the winter, after snow season starts. He said he would hate to have this linger because the committee hasn't identified a perfect candidate. He said it is his suggestion the committee pick one or two candidates and move the nomination to the City Council. He said sometimes there is no perfect fit. He said there is a substantial workload at the DPW and this position should be filled as soon as possible. Councilor Viola said it has been 90 days since the last deputy superintendent left. He said if the position is re-opened then it will be another 90 days. He said that is six months that the position will have been vacant. He said he would rather move forward tonight than kick the can down the road. Councilor Mercer-Bruen asked if the committee can choose a nominee tonight. Chair Campbell said the committee can forward the names of one or two nominees. President Dillon said Supt. Duran indicated he has the operations part of the department in place. He said operations is not what he is looking for. He said Supt. Duran is looking for someone who can perform administrative duties. He said he wants to get this right. He said he is looking at the job description and what Supt. Duran said he wants and they do not align. Councilor DiMambro said in order for Supt. Duran to facilitate what he needs to do, he has to have a person who can keep an eye on things. President Dillon said he understands but if the committee chooses a person who doesn't fit what he wants, how does that help him? Chair Campbell said she was very conflicted coming into this process. She said the committee gave the responsibility of screening the initial candidates to the Human Resources Director and the DPW superintendent. She said they gave the committee qualified candidates. She said she thought the committee's role would be to move one or two candidates forward. She said whomever the council picks is going to have to undergo on-the-job training. Councilor Toro

said it seems like the majority of committee members want to move at least one candidate forward. Motion made by Councilor Toro and seconded by Councilor Mercer-Bruen to nominate Anthony Parziale as the deputy superintendent of the Dept. of Public Works; Roll call – Councilor Pappalardo, aye; Councilor Mercer-Bruen, aye; Councilor DiMambro, aye; Councilor Demers, aye; President Dillon, nay; Councilor Ferullo, aye; Councilor Toro, aye; Councilor Viola, aye; Chair Campbell, aye; motion prevails, 8-1. Councilor Toro said technically the committee can nominate another candidate. Councilor Demers said past practice has been to put two names forward. With no further motions, Chair Campbell said the committee has forwarded one candidate for consideration to the City Council. Councilor Pappalardo asked what the next step is in the process. Chair Campbell said the City Council will have the opportunity to vote on Mr. Parziale’s nomination at the next City Council meeting.

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**Motion made by Councilor Demers and seconded by Councilor Toro to adjourn**, all in favor, 9-0. Chair Campbell adjourned the meeting at 5:56 p.m.

A TRUE RECORD ATTEST:

Gordon Vincent  
Clerk of Committees