

**COMMITTEE ON PERSONNEL  
MONDAY, JUNE 26, 2023, at 6 p.m.  
WOBURN CITY HALL  
CITY COUNCIL CHAMBER**

Voting Members present: Chair Joanne Campbell, Councilor Joseph Demers, and Councilor Jeffrey Dillon

Non-voting members present: President Michael Concannon, Councilor Lou DiMambro, Councilor Charles Viola, Councilor Robert Ferullo, and Councilor Richard Gately. Absent: Councilor Darlene Mercer-Bruen\*

\* \* \* \* \*

**Reading of previous meeting minutes and approval:** Motion made by Councilor Dillon and seconded by Councilor Demers to waive the reading of and to approve the minutes of the meeting of May 30, 2023; all in favor, 3-0.

\* \* \* \* \*

**Reappointment of Emily Lipsett to the Board of Trustees for the Woburn Public Library:** Motion made by Councilor Demers and seconded by Councilor Dillon that the appointment “ought to pass;” approved, 3-0.

\* \* \* \* \*

**Reappointment of Richard Mahoney to the Board of Trustees for the Woburn Public Library:** Motion made by Councilor Demers and seconded by Councilor Dillon that the appointment “ought to pass;” approved, 3-0.

\* \* \* \* \*

**Reappointment of Timothy J. Donovan to the Commission on Disability:** Motion made by Councilor Demers and seconded by Councilor Dillon that the appointment “ought to pass;” approved, 3-0.

\* \* \* \* \*

**Appointment of Lisa Ann Gately to the Woburn Golf & Ski Authority:** Ms. Gately said she has lived in Woburn for her entire life and has a great interest in golf. She said she would like to help the city in any way she can. She said she works as a bookkeeper for a construction company and has some expertise in that realm. Chair Campbell said the appointment is for a 6-year term and asked if Ms. Gately is aware of that. Ms. Gately answered affirmatively. Chair Campbell said there are nine members of the Woburn Golf & Ski Authority, but there have been issues with achieving a quorum. Councilor Dillon said he has known Ms. Gately for a long time and she is committed to the city. He said he thinks Ms. Gately will make a great addition to the WG&SA. Councilor Demers said he would like to see the WG&SA prioritize the youth golf program. He said he has great memories of playing in the Bucksie Keating golf tournament and the participation was spectacular. He said he is pleased that Ms. Gately has a background in bookkeeping, which he said will be a welcome skill for the authority. Motion made by Councilor

Dillon and seconded by Councilor Demers to suspend the rules to allow any member of the City Council not on the committee to address the appointment of Ms. Gately. Councilor Gately said he is going to abstain from the vote on Ms. Gately because her husband is a family member, but he believes she will have enough votes to be appointed. He said it will be good to have someone who is a good golfer on the WG&SA. Motion made by Councilor Demers and seconded by Councilor Dillon to return to the regular order of business; approved, 3-0. Motion made by Councilor Demers and seconded by Councilor Dillon that the appointment of Ms. Gately to the Woburn Golf & Ski Authority “ought to pass;” approved, 3-0.

\* \* \* \* \*

**Interviews with candidates for the resident representative vacancy on the Woburn Traffic Commission:**

Councilor Dillon said one of the applicants is a family member and he will recuse himself from the interviews. Councilor Dillon left the City Council Chamber. Chair Campbell said she will ask the same questions of all four candidates, then open the proceedings to any member of the committee, and then open the proceedings to any member of the council not on the committee for questions and comments. **Richard Jolly** – Chair Campbell asked Mr. Jolly to tell the committee about himself and why he is seeking a position on the Traffic Commission. Mr. Jolly said he was a Woburn Police officer for 32 years, and prior to that he worked for the Massachusetts Dept. of Corrections. He said he also worked as the city’s Substance Abuse Coordinator. He said he is still serving two other communities in a traffic-related capacity. He said he wants to volunteer for the Traffic Commission because he thinks it is a good fit for his particular set of skills. He said he is a certified accident reconstructionist. Chair Campbell said her second question is what experience or expertise Mr. Jolly brings to the Traffic Commission, but she said she thinks Mr. Jolly has already answered that question. She said her third question is what Mr. Jolly thinks is one of the biggest traffic issues in the city. Mr. Jolly said the intersection of Cambridge and Bedford roads is problematic. Councilor Ferullo arrived. He said his thought has always been to provide a dedicated left turn lane. He said the lack of a left turn lane is why traffic backs up. He said Willow Street and Bedford Road is also a dangerous intersection. He said it could use some restructuring. He said there are visibility issues. He said there are between 225,000-250,000 cars that flow through the city on as daily basis. He said there are certain days when traffic really gets back up. He said one of the biggest problems is speeding, but when a stationary person sees a car traveling 30-35 mph, it can look like it’s going much faster. Councilor Demers said what seems like a fix in one spot can create an unexpected problem in another part of town. Mr. Jolly said traffic runs fairly smoothly considering the volume in the city. He said the intersection of Cambridge Road and Lexington Street can also be problematic. Motion made by Councilor Demers and seconded by Chair Campbell to suspend the rules to allow any member of the council not on the committee to address the applicant; approved, 2-0. Councilor DiMambro said he is a member of the Traffic Commission. He said one of the biggest things people ask for are for the commission to make streets one-way. He said that tends to shift problems from one area to another. Mr. Jolly said there have been a number of requests over the years to make Mountain Street one-way. He said it has to be made clear the biggest impact would be on the residents of Mountain Street. He said if a street is made one-way or a stop sign is added, it applies to everyone, including the local residents. He said trucks need to have a place to go. He said there is a trucking restriction on Green Street, but there is no other way to for a truck get to, for example, the Shamrock School. He said if you put up a restriction,

you can create an issue elsewhere. Councilor Gately said he and Mr. Jolly have been friends for a long time. He said Mr. Jolly was a great traffic control person when he was on the police force. He asked if he has inquired about a conflict of interest because his wife is a candidate for Ward 7 Councilor. He said he does not think Mr. Jolly can be appointed to the Traffic Commission if his wife is running for the City Council. Councilor Demers said this appointment is occurring before any type of change to the election status. He said he does not think Mr. Jolly's wife running for office is a factor. Councilor Gately said he wants to make sure everything is done properly. Councilor Demers said he understands Councilor Gately's concern, but as of right now Mr. Jolly's wife has no standing with the City Council other than being a candidate. Mr. Jolly said if his wife is elected to the City Council, he would recuse himself if there were any conflicts. President Concannon said there have been instances with conflicts among members of the City Council who have family members working for other boards or in other departments, and the councilor has recused himself or herself. He said at this point it is just speculation in this instance. He said it is perfectly appropriate for Mr. Jolly to be before the City Council interviewing for this position. Councilor Gately said he wants to make sure. Chair Campbell said just to ease everyone's mind, her intention is to whittle the field of candidates to two finalists. She said if the committee is concerned about any potential conflict of interest with the appointment of Mr. Jolly, it could make an inquiry with the City Solicitor. Councilor Demers said he does not think there is a need to inquire with the City Solicitor. He said he does not think the City Solicitor would opine about a hypothetical situation. He said he will not be making a motion to send a communication to the City Solicitor. He said he thinks he has a pretty good understanding of the conflict-of-interest regulations. Chair Campbell said she will reach out to the City Solicitor on her own. Motion made by Councilor Demers and seconded by Chair Campbell to return to the regular order of business; approved, 2-0. **Patrick Dillon** – Chair Campbell asked Mr. Dillon to tell the committee about himself and why he is interested in the position on the Traffic Commission. Mr. Dillon said he has been a resident of Woburn all his life. He said he is living temporarily in a home on Montvale Avenue while his house on Burlington Street is being renovated. He said he owns and operates restaurants with his business partners. He said they own two restaurants in Dorchester and opened another restaurant in Woburn about a year and a half ago. He said he has a perspective about traffic from both a resident's perspective and a business owner's perspective. He said he understands the traffic patterns and issues that exist in the city. Chair Campbell asked what expertise or experience Mr. Dillon would bring to the Traffic Commission. Mr. Dillon said he thinks he would bring a balanced perspective to the commission with his combination of business and residential backgrounds. Chair Campbell asked what Mr. Dillon considers to be one of the biggest traffic issues in the city. Mr. Dillon said there are a lot of traffic issues on Montvale Avenue. He said he has seen the traffic problems since he started living there temporarily. He said he is very concerned about how much traffic the Vale project on Hill Street will generate. Councilor Demers asked if Mr. Dillon could cite an instance that something was built that negatively impacted a neighborhood. Mr. Dillon said the Woburn Village project has had a negative impact on traffic on Mishawum Road. He said he feels like there wasn't a whole lot of thought that went into how traffic would be affected. He said it can be pretty tough to get in and out of that area. Motion made by Councilor Demers and seconded by Chair Campbell to suspend the rules to allow any member of the council not on the committee to address the applicant; approved, 2-0. Councilor DiMambro said he is a member of the Traffic Commission. He said if Mr. Dillon is appointed to the commission he will be faced with the prospect of discussing objectionable or

controversial legislation. He said members of the commission are sometimes forced into good guy/bad guy roles. He asked if as a business owner that Mr. Dillon would be able to rule objectively on issues that involve Montvale Avenue or Mishawum Road. Mr. Dillon said businesses are going to get what they need one way or the other. He said it is important ride a line between what is reasonable and fair. He said people should not have to spend a half hour driving from one location in Woburn to another. Chair Campbell said many of the individuals who come before the Traffic Commission are upset and asked how Mr. Dillon would handle a situation like that. Mr. Dillon said it depends on the situation. He said the commission has to be empathetic. He said everyone is in a rush. He said he would consider each situation separately. He said there are people who take a selfish approach. He said there are also traffic scenarios that the commission can improve. Chair Campbell said she was a member of the Traffic Commission for four years. She said she served as the chairman. She said being empathetic is a huge trait. Mr. Dillon said the same mentality goes into running a business. He said you have to be fair, logical, and empathetic. **Anne Chatfield** – Chair Campbell asked Ms. Chatfield to tell the committee about herself and what makes her interested in being appointed to the Traffic Commission. Ms. Chatfield said she has been a real estate agent and has a lot of familiarity with the area, including roads and traffic. She said she feels this makes her qualified to be a voice for the residents of Woburn. Chair Campbell asked what expertise or experience Ms. Chatfield would bring to the Traffic Commission. Ms. Chatfield said as a real estate agent she is very familiar with the people who work and live in Woburn. She said she is out and about and sees what is happening in Woburn. Chair Campbell asked Ms. Chatfield what she considers to be on the biggest traffic issues in Woburn. Ms. Chatfield said one of the biggest issues is speeding. She said one of the ways to regulate traffic in the city is to implement speed limits and stop signs. Councilor Demers asked what specific complaints about traffic Ms. Chatfield hears in her capacity as a real estate agent. Ms. Chatfield said she had clients who looked at a house on Green Street. She said the client loved the house. She said she told the clients there are issues with traffic on Green Street and they ended up not buying the house. She said six months later there was a major traffic accident on Green Street. Councilor Viola asked in what other areas of the city Ms. Chatfield is hearing about traffic issues. Ms. Chatfield said Woburn Center can be problematic. She said she feels like there is room for improvement there. **J.P. Caccliaglia** – Chair Campbell asked Mr. Caccliaglia to tell the committee about himself and why he is seeking a position on the Traffic Commission. Mr. Caccliaglia said he recently relocated from Michigan and is an economic development director. He said he wants to get involved in the community. He said he has always had an interest in traffic and he has always looked at the big picture when it comes to planning. He said it is imperative to keep traffic moving but in a way that it continues to support business. He said if people get stuck in traffic, they will find other places to conduct their business. Chair Campbell asked what type of experience or expertise Mr. Caccliaglia would bring to the commission. Mr. Caccliaglia said he has written CMAQ grants and has gotten federal earmarks. He said he has worked with local representatives. He said he has experience working on long-term contracts. He said he has been reading about the I-93/I-95 slip ramp and that will be complicated because it is a federal highway. He said he has experience with federal grants and earmarks. He said the federal funding is about an 80/20 split. Chair Campbell asked Mr. Caccliaglia what he thinks is the biggest traffic issue in the city. Mr. Caccliaglia said he has been in town for about three weeks but he can already tell there are issues with the I-93/I-95 interchange. He said driving Washington Street toward Route 93 is challenging and will become more so once the Plute development is finished. He said the Mishawum Road area near Lowe's

and Market Basket has a lot of traffic. He said the only way to fix that is with slip ramps. He said slip ramps will stop the weave on Route 93. Councilor Demers said he has been involved in major transportation projects over the years and encouraged Mr. Caccliagia to read about the state's Transportation Improvement Program. He said he is glad Mr. Caccliagia moved to Woburn and told him to keep an eye out for any job openings with the city of Woburn. Mr. Caccliagia said he found out about the vacancy on the Traffic Commission by looking for jobs on the city's website. Councilor DiMambro asked Mr. Caccliagia for whom he is working right now. Mr. Caccliagia said he is flying back to Michigan for a huge festival and his last day of work at his current job is July 14. He said he will return to Woburn on July 16. Councilor DiMambro suggested Mr. Caccliagia give his resume to the city's Human Resources Dept. Motion made by Councilor Demers and seconded by Chair Campbell to return to the regular order of business; approved, 2-0. Chair Campbell said she would like to whittle the field of candidates to two finalists that would be interviewed by the Personnel Committee as a committee of the whole. Councilor Demers said the entire council had the opportunity to ask questions tonight and he does not necessarily think another committee meeting is required. He said he is ready to send the names of two finalists to the City Council. Chair Campbell said she is okay with that. Councilor Demers said he would like to send the names of Richard Jolly and Patrick Dillon to the City Council. Chair Campbell said she has other thoughts. She said this position is for the resident representative on the Traffic Commission. She said every candidate was very good, but the committee is looking to choose someone who will represent the residential community. She said Mr. Jolly is extremely qualified but the commission already has representation from the police department and the fire department. Councilor Demers said there is also a representative from the business community. Chair Campbell said it seems like the committee should be looking for someone who considers traffic primarily from a residential point of view and she would therefore be happy to nominate Ms. Chatfield. She said Ms. Chatfield works in the city, but she also thinks Ms. Chatfield would be a good voice for the residents. She said she would like to see Ms. Chatfield move forward. She said she liked Mr. Caccliagia's work experience but she thinks he has not lived in Woburn long enough. Councilor Demers said he agrees Mr. Caccliagia needs more experience living in Woburn. He said he would agree to advance the names of Mr. Jolly and Ms. Chatfield. He said he thinks Mr. Dillon would be a perfect candidate for the business representative should that position on the commission ever be available. Motion made by Councilor Demers and seconded by Chair Campbell to send the names of Richard Jolly and Anne Chatfield to the full City Council as finalists for the resident representative position on the Traffic Commission; approved, 2-0.

\* \* \* \* \*

**Motion made by Councilor Demers and seconded by Chair Campbell to adjourn; all in favor, 2-0. Chair Campbell adjourned the meeting at 6:53 p.m.**

\*Scrivener's note: Councilor Mercer-Bruen initially participated by telephone but the connection was lost during the meeting.

A TRUE RECORD ATTEST

\_\_\_\_\_

Gordon Vincent  
Clerk of Committees