



City of Malden

Malden City Hall
215 Pleasant Street
Malden, MA 02148

Meeting Minutes - Final Personnel/Appointments Committee

Councillor Crowe, Chair
Councillor Taylor, Vice Chair
Councillor Colon Hayes
Councillor Condon
Councillor Luong

Tuesday, March 3, 2026

5:30 PM

City Hall, Room 105
215 Pleasant Street
Malden, MA 02148

Watch the meeting with Teams: <https://tinyurl.com/4zdrku2y>

Roll Call

Present: 5 - Peg Crowe, Ari Taylor, Karen Colon Hayes, Paul Condon and Michelle Luong

Also Present: Council President Linehan, Councillors McDonald, Winslow, O'Malley via Teams
Maria Luise-Special Assistant to the Mayor
Alicia McNeil-City Solicitor
Christopher Mooney-Assistant City Solicitor
Carol Ann Desiderio-City Clerk
Yem Lip-Director of Engineering
Anthony Rodrigues-Director Information Technology
Nate Cramer-Assessor
Dan Grover-Treasurer
Ron Hogan-Chief Strategy Officer
Eric Rubin-Director Public Facilities
Laura Vlasuk-Director Board of Health
Nelson Miller-Building Commissioner/Director Building Dept
Alex Pratt-Director OSPCD
Chris Rosa-Superintendent of Cemetery/Tree Warden

Councillor Crowe called the meeting to order at 5:34 PM.
There will be audio and video of this meeting via Teams.

Minutes to be Approved

[135-26](#)

Minutes of December 16, 2025 to be approved.

A motion was made by Councillor Taylor, seconded by Councillor Colon Hayes, that the Committee Minutes of December 16, 2025 be approved. The motion carried by a unanimous vote.

Business

[123-26](#)

Mayoral Reappointment: Yem Lip of 28 Constitution Road, Boston, as City Engineer/Director of the Engineering Department, said term to commence upon confirmation by the City Council and expire on March 1, 2029.

Attachments: [Mayor's Reappointment Letter - Yem Lip](#)

[Public Comment on docket #123-26](#)

[Public Comment Paper 123-26](#)

Councillor Crowe has the clerk read Paper 123-26 Mayoral Re-Appt of Yem Lip, Director of Engineering and Paper 125-26 Mayoral Re-Appt of Anthony Rodrigues, Director of IT together and the committee began questions and answers with the candidates Council confirmations of their Mayoral Re-Appts. She explained the process in this committee is usually conducted in a conversational way. In the past we have taken up Mayoral Re-appts up on the floor but it was brought up that the Council wanted to be able to talk to the Department Heads more fully which makes sense and she opened up the floor to her colleagues to have more conversation in this committee.

Councillor Taylor thanked the two candidates for coming to the Personnel/Appts meetings. We see day to day how much work you do in each department but she feels generally you do not get the chance to showcase that. She asked the department heads if there is anything you would like to highlight from your department that you do not get the chance to tell the Councillors or the public that you have done in the past few years. Could you give us some information on what goes on day to day.

Yem Lip, Director of Engineering addressed a significant sewer backup on Salem and Broadway, identifying issues with clay bad joints and debris, and completed repairs that were expected to take two days in just one day, demonstrating proactive infrastructure management. It's not just a house back-up sewer line it is a 12 inch line. We added a five-year plan for inflow and infiltration (I&I) reduction was discussed, with ongoing efforts to develop another five-year plan to address recurring backups and infrastructure needs, ensuring continuous improvement and maintenance.

Maria Luise explained Yem is the person behind our lead line program. She feels it is a very successful progressive program that improves every year. He knows everything that is going on in the City and other cities with that program. He is definitely the person behind it all.

Councillor Winslow said with both the lead lines and working with storm drains it's the same type of thing and Yem has great ideas. He is good about picking up on those and coming up with great approaches. His team executes well. Having a little involvement with the Engineering Department over the years he feels we have a great team which is due to the leadership. He also mentions the road maintenance and water and sewer issues are greatly improved over the years which is a great credit to Yem.

Ron Hogan said it is easy to not understand how many hats as the cities agent Yem has to wears in the City and the number of different things that he is expected to be knowledgeable in that in the private sector would be specialties in the engineering firm. He mentioned a conversation he has with Steve O'Neil a consultant who know and respect who has been working with the City for over 30 years Steve has said to me in the past that the number of things that Yem and his staff are able to do with the resources that they have is truly remarkable. To find folks that can work in a municipal level that can talk intelligently about sewer about water about road work about lighting and transportation systems and say for the privilege of all of that we're going to pay about 100

grand less than jobs paying the private sector to do the same thing is this truly something that I think folks don't really realize how unusual it is so you know. I think that the job of a municipal engineer is a really difficult one you don't have a lot of resources you're expected to know a lot about a lot of things and from that perspective he feels the City is lucky to have someone who does what Yem does and doing it the way he does.

Councillor Colon Hayes asked Yem how he keep in communication with the constituents.

Yem explained he is constant communication with department heads and the Team in the building and also the constituents are constantly updated on the City website and through mailing in the City when and locations of streets where work will be done.

Councillor McDonald mentioned the MWRA grant funding and asked Yem how the lead service line program is progressing and what can we do to support getting this moving to complete with this excellent program in place.

Yem explained the city has secured approximately \$1 million in EPA grant funding and a 25% grant/75% loan from the MWRA to support lead pipe removal, with sufficient resources to complete the remaining work and residents still able to apply for assistance. Information about the lead pipe removal program, including how to apply for loans and grants, is available on the city website and through the Department of Energy, ensuring residents are informed about available resources. The engineering department coordinates lead pipe removal with other infrastructure projects, such as drainage and roadwork, to optimize scheduling, stretch tax dollars, and minimize disruption to the community. He feels he has the correct resources to get this project done.

Councillor McDonald expressed support for the program and requested updates on progress and needs from the engineering department to ensure successful completion of the initiative.

Councillor Colon Hayes mentioned the City Website has great information on the MWRA and how to apply for assistance.

A motion was made by Councillor Colon Hayes, seconded by Councillor Condon, that the Appointment be recommended favorably to the City Council. The motion carried by a unanimous vote.

[125-26](#)

Mayoral Reappointment: Anthony Rodrigues of 100 Tremont Street, Malden, as Director of Information Technology, said term to commence upon confirmation by the City Council and expire on March 1, 2029.

Attachments: [Mayor's Reappointment Letter - Anthony Rodrigues](#)

Anthony Rodrigues explained from his perspective I've been here long enough basically touched a lot of stuff combining with one system creation to having this building being designed having the privilege being able to watch our technology and our locations change and knowing every wire in this building that's a currency at least for people who do what I do. Being able to consolidate public safety financial operations in the city education and getting everybody on the same page in terms of the technology footprint, security footprint is difficult we have to consolidate things and make them as efficient as possible. He said he has a great staff in the Police, Fire, School and City which makes it easier as they can all migrate and makes the task of maintaining the technology great.

Councillor Crowe said today with everyone expecting everything to be online the digital

age even with Teams with easy accesibility having that infrastructure is pretty important.

Anthony explained we have massive infrastructure. The Police and Fire and public safety is a different operational mission. The IT department strives for 99.9% uptime across all city systems, including police, fire, and schools, with no major outages exceeding eight hours, and employs efficient maintenance practices such as scheduled reboots and proactive monitoring. Efforts are underway to consolidate public safety, financial, and educational technology operations, optimizing economies of scale and ensuring consistent security and operational standards across departments.

Councillor Taylor reiterated that she did ask for the department heads to be brought into Personnel/Appointments and thanks them both for coming in today to talk with us and give an update and to the public what the functions are in each department.

Maria said she feels the public doesn't realize that the IT Department also takes care of Public Safety and the Schools. Anthony has to be accessible because things always go wrong and that includes nights and weekends and he is always on call.

Councillor Colon Hayes mentioned the breach we experienced in the City and asked Anthony what kind of changes he has made to ensure we are protecting in the event there was another breach

Anthony explained the IT department increased vendor engagement, implemented specialized AI for real-time network monitoring, and established dedicated services for log file recovery and forensic analysis. AI is used for rapid threat detection and mitigation, outperforming human capabilities in response time; the department runs continuous security checks and updates software to defend against frequent cyberattacks. We are in a good place but it is really daunting. Operating systems need to be maintained and we need to be updated all the time. Anthony also mentioned that the communication between his fellow department heads in the building is excellent. They all work together and support each other to help make the City better.

Councillor Condon said he is impressed to see all the department heads who have come down to support their fellow employees and it bothers him if anyone is criticizing any of them. He has always had open communication with Anthony and Yem. He has never had a problem reaching either of them.

Councillor Winslow when you hear about what are department heads are doing we are getting alot of value with our crew throughout the City. He supports both of the candidates moving forward.

Councillor Crowe said it is true that having your colleagues behind you is important and that the department heads in the City do work as a team and that's what makes the world go round. Not everyone knows exactly what each department heads does and she feels it is important to let constituents know. She appreciates the work they both do.

Councillor McDonald expresses support for both of the candidates and asked Anthony what he sees ahead with AI.

Anthony emphasized the need for guardrails and parameters to ensure safe and effective use, noting both the immense potential and risks associated with rapid AI development. It is rapidly developing and uses it in certain aspects where he can be superior for defense and protecting but also makes sure we are keeping it silent if you will.

Councillor McDonald appreciates Anthony's input and looks forward to having future conversations about AI.

A motion was made by Councillor Colon Hayes, seconded by Councillor Condon, that the Appointment be recommended favorably to the City Council. The motion carried by a unanimous vote.

Other Business

Adjournment

A motion was made by Councillor Taylor, seconded by Councillor Condon, that this meeting be adjourned at 6:06 PM.. The motion carried unanimously.

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