



# City of Malden

Malden City Hall  
215 Pleasant Street  
Malden, MA 02148

## Meeting Minutes - Final Finance Committee

*Chairperson Barbara Murphy*  
*Vice Chair David Camell*  
*Councillor Peg Crowe*  
*Councillor Amanda Linehan*  
*Councillor Deborah DeMaria*  
*Councillor Jadeane Sica*

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Tuesday, March 9, 2021

5:30 PM

Remote Meeting

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### Roll Call

*Also Present: Councillors Anderson, Condon, O'Malley and Spadafora*  
*Ron Hogan-Director of Parking*  
*Attorney Kate Fallon-City Solicitor*

**Present:** 6 - Chairperson Barbara Murphy, Vice Chair David Camell, Peg Crowe, Amanda Linehan, Deborah DeMaria and Jadeane Sica

#### 94-21

In accordance with Governor Baker's 3/12/20 Order Suspending Certain Provisions of the Open Meeting Law, G.L.c.30A,ss18, and the Governor's 3/23/20 Revised Guidance on Order by the Governor Prohibiting Assemblage of More than Ten People, this meeting will be conducted via remote participation. In person attendance by members of the public is prohibited, and all effort will be made to permit public attendance of this meeting, in the manner specified below, via remote access by internet, telephone, and if available via public broadcast of the meeting by Malden Access Cable Television on public access television channels.

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<<mailto:mluise@cityofmaiden.org>> or 781-397-7000, Ext 2005.

## Minutes to be Approved

**A motion was made by Councillor Deborah DeMaria, seconded by Councillor Amanda Linehan, that the minutes of February 23, 2021 be approved. The motion carried by the following vote:**

**Yea:** 4 - Murphy, Councillor Linehan, Councillor DeMaria and Councillor Sica

Minutes of the February 23, 2021 meeting to be approved.

## Business

### 465-20

Order: That as authorized under the City of Malden Charter Section 14 that the City Council appoint Controller Charles Ranaghan as Chief Financial Officer effective December 31, 2020.

**Sponsors:** David Camell

*Councillor Murphy called the meeting to order at 5:33 P.M. The meeting will be recorded by resident Jon Miara. The next order of business is Paper #465-2020: Order that as authorized under the City of Malden Charter Section 14 that the City Council appoint Controller Charles Ranaghan as Chief Financial Officer effective July 1, 2021. The Malden CFO Relevant Regulations, Malden City Charter Section 14 is read into the record. (see attached) Councillor Murphy said this is an appointment by the City Council for a three year term and they will report to the City Council and work in conjunction with the Mayor. She hands the discussion over to Ron Hogan. Ron said this whole topic of CFO has a long history behind it. There has been a couple of attempts to fill it as a dual Treasurer/CFO position. It has been a recommendation by the state as well as our Auditors that the City have a CFO. Mr. Ranaghan has grown into the role of controller to the point where your answer is in front of you now. Communities struggle to find an employee who lives in the City to be your lead financial voice. The City has a strong financial team at the present time who will be here for a long time. Communities around us such as Revere, Somerville, Everett and Salem all have CFO's who are their lead voice for the financial side of the organization and in each case that person is also their Controller. This is the most common arrangement in cities where your Controller/Auditor is your CFO. There is a tremendous shortage in municipalities to find financial employees. He explained that Mr. Ranaghan is taking on the lead with Dan Grover and Nate Kramer as the financial team. Councillor DeMaria feels this is a perfect dream team. She asked Ron to explain the salary range. Ron said the Council had previously established when creating this position in the Charter a new grade of the M3 range it is*

the only position in the City at that range so you would specifically only to be used when establishing a CFO the range is \$132,000-146,000 other cities are as follows: Revere base salary of \$148 and provides a 10% education incentive, longevity and sick leave buyback which is somewhere around \$160,000, Everett is \$160,000 plus add'l funds for longevity, Somerville \$148,000 plus longevity and Lynn is \$170,000. The ranges out there are somewhere around \$150,000-170,000 the CFO for the schools makes \$150,000. Ron says that would be the combined salary of the Controller/CFO which replaces any previous salary. Councillor Anderson said we certainly need a CFO and Mr. Ranaghan has worked his way in doing an excellent job for us and you have spelled out the financial position of the city with Mr. Ranaghan leading us. He has shown great skill and dedication to the City. He hopes we move quickly with the appointment of Mr. Ranaghan of this position. Councillor Crowe said our highest is below the surrounding communities lowest and asked is their a funding recommendation that is going with this and for the stand alone for the other communities do we have how the rest of our salaries are aligned within our range or how far we are off with the whole scale and asks if there is a funding recommendation within our M3 salary scale. Ron says there are a couple of things in play the market is the market this rate was five years ago and you have a school manager making \$150,000 and you have pay equity where two people doing substantially similar jobs within the organization should be compensated. Councillor Camell voiced his support for Chuck he said he is a fantastic choice for this job he has already been doing the work. Ron says unlike the M2 steps that has 10 steps the M3 only has five steps. Councillor Camell said we should go with the high end of the M3 step. Councillor Linehan expressed her support for this appointment and agrees on the higher end. She said Chuck has gotten her within weeks spent time to explain and answer every question she had. Councillor Spadafora reiterates what every Councillor has said Mr. Ranaghan is the best candidate for this position. We have been told from our Auditor that we need this CFO position and he fully supports Mr. Ranaghan growing in this position and he has earned this position and we need him for this role and we should move forward with this. Councillor Camell makes the motion to report this out favorably out to the Full Council at the M3 Step 10 Level seconded by Councillor Crowe. All were in favor. Councillor DeMaria asks when Chuck comes up for annual evaluation or increase how do we do that? Councillor Murphy said we would have to go back as a Council and amend the salary chart. Ron said although Chuck is at the top step he still gets whatever the salary increase is yearly like every other employee. Councillor O'Malley said he is full support of filling this CFO position with Mr. Ranaghan. Councillor Murphy suggests they tie the appointment of the Controller/CFO into the December of 2023 end date. She speaks about the timing which doesn't make sense to have two broken terms one for the CFO and one for the Controller. The controller position expired December 2020 and if and when he is reappointed the appointment would expire December of 2023. Her suggestion was that we tie the appointment of the CFO to that 2023 end date. Ron speaks of going back to the day the CFO position was introduced and tie both the CFO position and the Controller position together starting January 1st to tie them in together to end at the same time 2023. Councillor Murphy asks if we back date the appointment or get it done this month how do we compensate Mr. Ranaghan when we arrive at the date with the salary change to compensate him for his efforts if he has the title. Ron said we would have to look at the salary account and if transfer is needed have the Mayor send a transfer to support as of the date if that's where you land. Councillor Anderson recommended to allow his Controller appointment to continue unappointed we don't role back the CFO position back to December once finalized this the appointment starts there and runs for three years that is how you synchronize them. Councillor Condon said he is excited about this position and supports this there is no one that has worked harder for this position he knows no time clock. He has done this city a great service and has worked so hard to get where he is. Councillor DeMaria asked if made a motion when this becomes effective and consolidating both positions? Councillor Murphy said we can do

*that on the floor next week before the full council or make one tonight and have it on record and amend it next week however, she would like to talk to legal about that to see what is the best way to do that. Councillor DeMaria agrees. Councillor Murphy said she thinks that Mr. Ranaghan will do a fabulous job for our city and that this is a wonderful move we are making.*

**A motion that as authorized under the City of Malden Charter Section 4 that the City Council appoint Controller Charles Ranaghan, 140 Oakland Street, Malden, MA. as the Controller/Chief Financial Officer with the funding at the M# Step 10 Level was made by Vice Chair Camell, seconded by Councillor Crowe, that the Order be recommended favorably to the Full Council. The motion carried by the following vote:**

**Yea:** 6 - Murphy, Vice Chair Camell, Councillor Crowe, Councillor Linehan, Councillor DeMaria and Councillor Sica

## **Other Business**

## **Adjournment**

**A motion was made by Vice Chair David Camell, seconded by Councillor Deborah DeMaria, that the meeting be adjourned at 6:14 P.M. The motion carried by the following vote:**

**Yea:** 6 - Murphy, Vice Chair Camell, Councillor Crowe, Councillor Linehan, Councillor DeMaria and Councillor Sica