



City of Malden

Malden City Hall
215 Pleasant Street
Malden, MA 02148

Meeting Minutes - Final Finance Committee

Councillor Murphy, Chair
Councillor Condon, Vice-Chair
Councillor-at-Large Karen Colon-Hayes
Councillor Jadeane Sica
Councillor Christopher Simonelli
Councillor Stephen Winslow

Tuesday, March 8, 2022

6:30 PM

City Hall, Rm105
215 Pleasant Street

Roll Call

Present: 6 - Councillor Barbara Murphy, Councillor Paul Condon, Karen Colon Hayes, Jadeane Sica, Chris Simonelli and Steven Winslow

Also Present:

Anthony Chiccuarelli-HR Director

Zaheer Samee-Assistant City Solicitor

Councillor Murphy called the meeting to order at 6:42 P.M.

Minutes to be Approved

Business

[76-22](#)

Ordered: That the sum of Thirty-Seven Thousand Two Hundred Twenty Seven Dollars and Twenty Six Cents (\$37,227.26) is transferred from Salary Reserve for Reclassifications, account 0010-996-5120 into the following accounts:

Teen Center Salaries	\$8,081.77
Police Admin Salaries	\$3,831.74
Information Technology Salaries	\$4,034.33
Controller Salaries	\$2,343.41
DPW Admin Salaries	\$1,571.00
Fire Admin Salaries	\$2,343.41
Health & Human Services Salaries	\$2,893.97
Recreation Salaries	\$2,893.97
Engineering Salaries	\$2,343.41
Inspectional Services Salaries	\$1,571.00
Traffic Admin Salaries	\$5,319.25

Councillor Murphy explained this is the third budget cycle she has requested \$50,000 be put into the budget for reclassification of job descriptions. City employees receive a cost

of living increase every year but many jobs change with the expansion of responsibilities and many employees think their jobs should be reclassified. Covid has impacted moving forward but finally we were able to make a commitment to make it happen this year. Mr. Chiccuarelli and Maria Luise have met with Department Heads to explain the process. The intent moving forward is to budget this amount each year to continue the process. Councillor Murphy has heard from some Dept. Heads which they are unhappy because one of their employees are deserving. They have been told there is a plan in place to make sure it is fair and equitable but it will take time.

Anthony Chiccuarelli, HR Director explained we have had this \$50,000 in the budget for the last couple of years and it has gone by the wayside. With Councillor Murphy's due diligence we put together a process of what we are trying to accomplish. We have explained to Dept Heads. This is the way we will approach it this year. We are continuing to work to reclassify jobs however long it takes. The process moving forward is for the Dept. Heads to put together what employees they want to reclassify what they started at what their salary is now, what the duties are now and comps of salaries in other cities and towns. This first \$50,000 is covering thirteen different employees and we are getting the most bang for our buck. Moving forward we will work on the reclassification restructuring to be addressed. These funds are addressing pay equity issues. All of the employees have at least a year in with the City and most have more years. If a Clerk 2 leaves, the department will now rehire that position as a Clerk 1.

Councillor Simonelli asked how many people did the teen center salary increase affect. Mr. Chiccuarelli answered two positions. Police and administration salary is also two employees. Councillor Simonelli asked how this was done in the past. Mr. Chiccuarelli said there would be on occasion through the budget process someone that might be reclassified as of July 1, going forward this would be a more formal process.

Councillor Simonelli said this is a way to keep good employees in their positions.

Councillor Murphy said it is a way to show employees who take on more responsibilities our appreciation and that we recognize they have grown above the position. Councillor Colon-Hayes asked if the employees are aware of the steps they need to take to be able to move up so that it is fair and equitable. Mr. Chiccuarelli said a few years ago Dept. Heads were given forms they could fill out. Certain Dept. Heads have had communication with employees in their department and approached the process and recommended them. Mr. Chiccuarelli said we did an analysis two years ago about equitable pay for gender and we are doing it every two years and the adjustments are being done now.

Councillor Murphy said this is the first step and Mr. Chiccuarelli eluded to this as an ongoing process we will push forward with the best interest of our employees in our corporation.

The following motion is made: Motion to vote this Paper out favorably to the Full Council was made by Councillor Simonelli and seconded by Councillor Colon-Hayes. All were in favor.

Councillor Murphy said when looking at the list of departments you will see it is a healthy cross-section not all funds are going to one department it is a nice spread which shows we are trying to parcel the money out in a fair and equitable manner. Councillor Condon asked how long Mr. Chiccuarelli sees this process taking to complete. Mr. Chiccuarelli said it would depend on what we get from Dept. Heads to roll this out fairly and equitably across the board. Councillor Simonelli asked if in the case of not being able to continue with this program or has the budgetary ability to do this is there any way we would be in any type of law suit with an employee. Mr. Chiccuarelli said he can't see that happening we don't have any contracts and as far as their job postings it states duties and other duties as assigned. This is up to the department head to request this reclassification. Unfortunately, if we could not fund this we could potentially lose the employee but would hope going forward we will be able to continue this process.

Councillor Murphy said today there is no option for them to be reclassified and tomorrow there will be one.

A motion was made by Councillor Simonelli, seconded by Councillor at Large Colon Hayes, Ordered: That the sum of Thirty-Seven Thousand Two Hundred Twenty Seven Dollars and Twenty Six Cents (\$37,227.26) is transferred from Salary Reserve for Reclassifications, account 0010-996-5120 into the following accounts:

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that the sum of Thirty-Seven Thousand Two Hundred Twenty Seven Dollars and Twenty Six Cents is transferred from Salary be recommended out favorably to the Full City Council. The motion carried by a unanimous vote.

Other Business

Tabled Papers

[462-21](#) Commission on Energy Efficiency and Sustainability on "Electric Aggregation".

Sponsors: David Camell

[77-22](#) Minutes of February 15, 2022 to be approved.

Adjournment

A motion was made by Councillor Chris Simonelli, seconded by Councillor Paul Condon, that this meeting be adjourned at 7:06 PM. The motion carried unanimously.